

# Regional Office for Asia and the Pacific



Australian Government-ILO  
Partnership Agreement



ILO/Japan  
Multi-bilateral  
Programme



ILO/Korea  
Partnership  
Programme



International  
Labour  
Organization

## INTERNATIONAL LABOUR ORGANIZATION

### GREEN JOBS PROGRAMME FOR ASIA AND THE PACIFIC



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## INTRODUCTION

Jobs are green when they help reduce negative environmental impact ultimately leading to environmentally, economically and socially sustainable enterprises and economies. More precisely green jobs are decent jobs that reduce consumption of energy and raw materials, limit greenhouse gas emissions, minimize waste and pollution and protect and restore ecosystems.

The advent of green jobs illustrates the strong interdependence between the need for social and economic development and the urgency to act on climate change. Increasingly, countries are developing policies and implementing strategies to reduce emissions, develop more efficient energy scenarios and improve waste management. A broader policy agenda for climate-resilient strategies and sustainable growth that also reduces poverty is emerging. Evidently, this has far reaching consequences for employment and the overall functioning of labour markets.

### PROGRAMME OBJECTIVES

The ILO initiated the Green Jobs Global Programme in 2009 to promote opportunity, equity and a just transition to a low-carbon, climate resilient and environmentally friendly economy. The programme encourages governments, employers and workers to collaborate on generating coherent policies and effective programmes that will support a green economy with green jobs and decent work for all.

The **Green Jobs Programme for Asia and the Pacific** currently collaborates with ILO constituents in Bangladesh, China, Fiji, India, Indonesia, Malaysia, Nepal, Philippines, Sri Lanka and Thailand. The programme is implemented through the support of the Australian Government – ILO Partnership Agreement (2010 – 2015), the ILO/Japan Multi-bilateral Programme and the ILO/Korea Partnership Programme.

The main objectives are to:

- enhance the capacity of ILO constituents to take part in dialogue on green jobs at local, regional and national levels by giving them access to quality data and information;
- influence national policies and so contribute to an inclusive growth model that is job-centred, environmentally sustainable, and that promotes decent work; and
- promote gender sensitive opportunities for green jobs by supporting demonstration activities and national programmes.

## Research on Green Jobs in Asia and the Pacific

### Development of the Guidelines on Defining National Criteria for the Identification of Green Jobs

ILO experts and the consulting firm GHK have developed '**Guidelines on Defining National Criteria for the Identification of Green Jobs**' in Bangladesh as part of the **Green Jobs in Asia** project, funded under the Australian Government-ILO Partnership Agreement. This document is to be used together with the Practitioner's Guide which proposes a systematic approach to assess direct and indirect green jobs that contribute to low carbon development and environmental sustainability (see further information on the Practitioner's Guide under the section ILO Featured Publication on Green Jobs). The 'Guidelines' focus on the development and application of screening criteria used to identify jobs in every sector that are associated with environmentally sustainable activities and which also provide decent work. By using these technical guidelines, one will be able to assess the employment that is related to the green segment of any parent economic sector (e.g. green building in the context of traditional building, sustainable transport in the transport sector, etc.). The document draws on evidence gathered during a green jobs mapping study in Bangladesh in 2010 to help illustrate some of the key findings from the application of the approach, including the use of specific indicators that could be used in other countries.

## Knowledge - Sharing and Training of ILO Constituents on Green Jobs

### Workshop on Local Investments for Climate Change Adaptation, Indonesia

Helping affected populations and especially poor communities adapt to changing weather patterns is necessary to safeguard and improve their livelihoods and overall living conditions. With the right investments and actions it is possible to protect the environment and mitigate climate change, while building a resilient and vibrant economy that provides jobs for local communities.

To support a just transition to a more sustainable development model in Indonesia and throughout Asia, the International Training Centre of the ILO (ITC-ILO), with the support and collaboration of the ILO's Employment Intensive Investment Programme, the regional Green Jobs Programme and the Government of Indonesia, organized a regional workshop entitled "**Green Jobs through Green Works: Local Investments for Climate Change Adaptation**" on 16-18 November 2011 in Jogjakarta, Indonesia.

The meeting was attended by about 40 people representing different institutions from Indonesia, Philippines, Viet Nam, Cambodia, India, Sri Lanka, Nepal and Bangladesh.

The workshop focused on how public investment can serve climate change adaptation and employment generation purposes. Drawing on international experience, it referred extensively to the ILO's approaches and programmes on green works and 'employment-intensive investment'. Technical sessions focussed on local resource-based methods for investing in soil and water conservation, irrigation, community forestry, rural transport and flood protection. The workshop stimulated discussions about how these methods can be mainstreamed into national policies, public employment programmes and infrastructure investment plans.



*Workers in a rural factory processing raw materials from a community forestry project to produce oil, Indonesia, November 2011*

### Greener Business – Hotel Core Training in Thailand

Supported by the ILO/Japan Multi-bilateral Programme, the **Greener Business Asia** Project promotes capacity building of the social partners, while demonstrating models of worker-employer cooperation that can achieve sustainable enterprises that are both greener and better places to work. The Greener Business Asia project is piloting a programme of training and advisory services for hotels in Thailand. The programme will

equip workers and management with the tools and knowledge resources they need to establish mechanisms of cooperation to jointly create positive changes in their workplaces and enterprises. The pilot programme was launched in Phuket on 7 October 2011, in a session co-hosted by the Phuket Chamber of Commerce and in collaboration with the Faculty of Hospitality and Tourism of the Prince of Songkla University. The participants of the training session ranged from hotel owners, to workers from the housekeeping departments, to HR managers and hotel engineers. They actively discussed the issues and worked together with great motivation and commitment.



*Group discussion during the Hotel Core Training, Thailand, October 2011*

The participants were introduced to key principles of workplace cooperation and worker-employer relations. They learned to use tools that supported ongoing improvement and joint problem

solving, explored options to improve resource efficiency and address environmental problems in hotel operations (with an emphasis on energy, water and waste management) and developed a basic knowledge of key health and safety concerns in their workplaces.

The session resulted in the development of '**Green Improvement Plans**' by participants from each hotel and the establishment of joint worker-management teams responsible for implementing these plans. The programme succeeded in helping participating enterprises set out a path toward improvements in their environmental, labour and business practices through mechanisms of workplace cooperation. The feedback and lessons learned from the pilot exercise will serve to consolidate and finalise a package of training materials and technical resources that can be easily used to promote sustainable enterprises in the Thai hotel sector.

## Foundation Trainings on Green Jobs in Indonesia, Nepal and Sri Lanka

The ILO Green Jobs in Asia Project, supported by the Australian Government – ILO Partnership Agreement (2010 – 2015), seeks to raise awareness and enhance knowledge among ILO constituents about the promotion of decent work opportunities to support a transition towards a low-carbon, environmentally friendly and climate resilient economy. A core element of this strategy is institutional capacity building, which includes training governments, workers' and employers' organizations on the social implications of climate change and the importance of the green jobs agenda.

In order to create a foundation for knowledge building on the shift toward green jobs, **four national training sessions** were held in Indonesia, Philippines, Sri Lanka and Nepal between July and October 2011. A foundation training in Bangladesh is scheduled for January 2012. The training programmes aim to strengthen

"The Green Jobs Foundation training provided us with an understanding and awareness that more needs to be done to maintain our prosperity for the future. All parties are responsible to contribute directly to the continuation of a lasting future. Efficiency and innovation becomes the basis of a sustainable business"

*Mrs Itida Yasar,  
Deputy Secretary General of the Indonesian Employers  
Association (APINDO)*

tripartite constituents' knowledge of the links between climate change, environment and employment issues. The sessions were designed to engage ILO partners in dialogue about climate change and the broader environmental challenges, focusing on how to optimize the opportunities arising from them. This was achieved by providing an overview of the national context and potential interventions for green jobs, green businesses and a just transition to a green economy.

Held over two days, these sessions brought together a diverse group of stakeholders to learn and discuss the concept of green jobs and the business case for sustainability. The training programmes have been well received in all project countries, allowing ILO constituents to review best practices and lessons learned regarding policies for green and decent work.

The Green Jobs Foundation Training was a platform to share and understand Green Jobs which includes two criteria: decent work and environmental sustainability. Following the training, we have a better understanding and become more aware that to achieve a prosperous life, it is necessary to create a productive oriented culture that includes efficiency, effectiveness and quality and also environmentally friendliness. This will be achieved if all sectors can contribute in their own fields. I hope that Green Jobs can be continued to be promoted or socialized using the Awareness, Improvement and Maintenance approach.

*Ms Nora Ekaliana, Director, Productivity and Entrepreneurship Directorate  
Ministry of Manpower and Transmigration of Indonesia*

## National Conferences on Green Jobs

National conferences have been convened to facilitate national discussions and promote awareness amongst constituents and key stakeholders about the shift to green jobs in the five countries participating in the Green Jobs in Asia project. The conferences were supported by the Australian Government - ILO Partnership Agreement. The most recent of these were held in Bangladesh and the Philippines.

In **Bangladesh, the "Tripartite National Conference on Green Jobs: The Way Forward"**, was jointly organized with the Ministry of Labour and Employment in September 2011. A total of 130 participants were drawn from government, employers' and workers' organizations, the private sector, non-governmental organizations,



*National Conference on Green Jobs, Bangladesh, September 2011*

universities, research institutes and the media. The key points of discussion included employment and decent work opportunities in a climate change context, putting the concept of green jobs into practice, options and initiatives to promote green jobs, and technical sectoral presentations on renewable energy.

### **The first Philippines National Conference on Green Jobs**

was co-convened in August 2011 by the Department of Labour and Employment together with the ILO Green Jobs in Asia Project, government agencies (Climate Change Commission, the Department of Environment and Natural Resources and the Department of Trade and Industry) and social partners (the Employers' Confederation of the Philippines, the Trade Union Congress of the Philippines and the Federation of Free Workers). With the theme "**Promoting Green Jobs and Decent Work towards Inclusive Growth**" the

Conference attracted more than 300 participants from government, the private sector, employers, workers and the youth. Participants considered how climate change is affecting the world of work in the Philippines. Within this context, they discussed opportunities for the creation of green jobs as well as the new skills and competencies that should be acquired to ensure a just transition toward employment friendly resources.

The main points raised at the conference included the need for a clear definition of green jobs in the Philippines; the need to identify green jobs opportunities in the economy; and the recognition of the potential of particular sectors (tourism, agriculture, etc). The conference concluded with the signing of a '**Green Call**' by the constituents addressing some key actions, including:

- Provide a platform for government, employers and workers to discuss opportunities and constraints in the promotion of green jobs and the role that constituents can play, and equally to observe in their common actions the principles of a just transition;
- Promote eco-friendly practices at work and sustainable enterprises where there is gainful employment, respect for rights, social protection and social dialogue.



*Signing of Green Call, Philippines National conference on Green Jobs, Philippines, August 2011*

### **Greener Business Forum and Green Jobs Foundation Trainings in the Philippines**

The **Greener Business Asia** (GBA) project supported by the ILO/ Japan Multi-bilateral Programme and the Green Jobs in Asia Project (supported by the Australian Government – ILO Partnership Agreement) jointly organized a foundation training for constituents in Manila, Philippines from 19-20 July. The participants discussed the concept of green jobs and decent work and their significance in a national context. Policy interventions were debated and constituents reflected on their potential roles and engagement on promoting green jobs and principles of a transition to greener economies.

In order to provide more insight into issues related to the enterprise dimension of such transition, the GBA project organized a thematic third day, the '**Greener Business Forum**' (Manila, 21 July 2011). Participants had the opportunity to discuss key principles of sustainable enterprises, company initiatives to address social and environmental challenges, the business case for green practices as well as technologies and emerging trends in sustainable consumption.

## Green Jobs Action Plan Workshop in Malaysia

The ILO in partnership with the Ministry of Human Resources (MHR), Ministry of Energy, Green Technology and Water (KeTTHA) and the Malaysian Green Technology Corporation organized the **Green Jobs Action Plan Workshop** on 10<sup>th</sup> May 2011 in Kuala Lumpur. The meeting was the first of its kind, bringing together ILO constituents to discuss green jobs in the context of Malaysia's development plans. Malaysia's National Green Technology Policy was established in 2010 by KeTTHA to support the development of new green industries and green jobs in the country. A subcommittee on human capital development was also established in collaboration with MOHR to guide and support the development of green skills programmes for green employment in Malaysia. The meeting was convened to reinforce the Government of Malaysia's support for the development of a '**Roadmap for Green Jobs**'. It also set the stage for possible future collaboration with the ILO on labour market analysis, occupational standards for future green skills trainings as well as the development of testing and certification mechanisms.

## Promoting a Just Transition to a Green Economy and Inclusive Growth for the World of Work

### Preparation for the Rio +20 Summit

The ILO is actively contributing to the preparation of the United Nations Conference on Sustainable Development (Rio+20 Summit) to be held in June 2012 in Rio de Janeiro, Brazil. The two main topics to be discussed in this once in a generation meeting will be a) the Green Economy in the context of sustainable development and poverty eradication and b) international institutional settings for sustainable development.

Through a series of collaborative and consultative efforts, the ILO's Regional Office for Asia and the Pacific has contributed to the development of a set of clear messages to ensure that a green economy is rich in employment, socially inclusive and fair. The ILO has determined that complementary social and economic policies are needed along three lines:

- i) The extension of social protection and the creation of social protection floors adapted to national circumstances are essential to transition to a green economy, adapt to climate change and act as a stabilizer during economic downturns. They are also indispensable components of sustainable development.
- ii) Entrepreneurship and sustainable enterprise development in green sectors with high potential for job creation should be actively promoted, with a focus on youth and women.
- iii) A just transition policy framework should be adopted for workers and enterprises facing restructuring or having to adapt to climate change.



*Mr. Sha Zukang,  
Secretary-General of Rio+20*

In the Asia and Pacific region, discussions have primarily focused on employment, income distribution, sustainable livelihoods and working conditions while designing and assessing the effectiveness of 'green' policies. Talks have been particularly vibrant during the international consultations held in preparation of the Rio+20 summit in Beijing, 8-9 September 2011 and in Delhi, 7 October 2011. The consultations were held at the separate invitations of the Chinese and Indian Governments.

During the Regional Preparatory Meeting for the Asia-Pacific Region, organized by the United Nations Economic and Social Commission for Asia and the Pacific on 19 - 20 October 2011 in Seoul, participants agreed that the emergence of a Green Economy has to be seen in the context of the overriding objectives of sustainable development and poverty eradication. Participants also expressed the view that the Green Economy should address the three pillars of sustainable development in a comprehensive, coordinated, synergetic and balanced manner that promotes, among other issues, the inclusion of vulnerable sections of society, women and youth.

“There are risks and opportunities of a green economy that have been articulated. We need to minimize the risks and grab the opportunities. Picking up on some of the issues raised during the Symposium, let me single out employment and decent work, as well as sustainable consumption and production. First, on employment creation and decent work, countries need to share lessons on how green economy policies can create abundant decent jobs. Second, a framework on sustainable consumption and production based on common but differentiated responsibilities would make an important contribution to a green economy transition”

*Concluding remarks by Mr. Sha Zukang, Under Secretary General for Economic and Social Affairs, Secretary General of the 2012 United Nations Conference on Sustainable Development (Rio + 20) at the Symposium on the United Nations Conference on Sustainable Development, 9 September 2011, Beijing, China*

## Support for Green Job Creation

### Promotion of Green Jobs in the Solid Waste Management Sector in Sri Lanka

As part of the Green Jobs in Asia Project (supported by the Australian Government – ILO Partnership Agreement) a number of sector-specific demonstration projects to promote green jobs opportunities have been launched. In Sri Lanka, the ILO supports the promotion of **Green Jobs in the Solid Waste Management Sector**. Unsound management of solid waste is seen as one of the key environmental and social problems in the country. Existing formal and informal employment within the waste management sector is marked by widespread Decent Work deficits, including low levels of remuneration, poor working conditions and inadequate training and skills development. Despite these challenges, the sector potentially offers substantial scope for the generation of sustainable livelihood opportunities through the collection and (re) processing of biodegradable and non-biodegradable waste. In particular, composting and plastics recycling have been identified as promising sectors for green jobs creation on the basis of their potential for upgrading and expansion.

In order to promote jobs in the waste sector that are both decent and environmentally sustainable, the project works in close collaboration with constituents and statutory bodies including the Western Province Solid Waste Management Authority, the Ministry of Environment and Natural Resources, the Central Environment Authority and the Ministry of Local Government and Provincial Council. A value chain analysis is being used to provide an outline of the compost and recycled plastic subsectors, mapping the principal functions and actors involved, and identifying preliminary areas for further research and intervention.



*Figure from WARM+ manual (Providing available waste containers near the workplace to facilitate the segregation of waste)*

One key intervention area is the promotion of a safer work culture in the solid waste management sector for both informal and formal sectors. The interventions span the entire waste stream from collection to landfills and sorting to recycling. An awareness raising workshop has been conducted on Work Adjustment for Recycling & Managing Waste (WARM). A WARM+ manual is also being developed to supplement the existing Occupational Safety and Health manual for the sector. In partnership with the National Institute on Occupational Safety and Health, a Training of Trainers seminar for WARM+ was conducted in November 2011.

## Promotion of Green Jobs in Sustainable Tourism in Indonesia

Under the Green Jobs in Asia Project (supported by the Australian Government – ILO Partnership Agreement), the ILO along with social partners and stakeholders at the national and regional levels, are supporting the Government of Indonesia improve the sustainability of the country's tourism sector. The interventions aim to



*ToT for Eco Tour Guide, Indonesia, November 2011*

support the **Destination Management Organization (DMO) programme** that is being implemented by the Indonesian Ministry of Culture and Tourism. The project has developed a holistic approach to policy support. Work has begun on the development of a white paper on sustainable tourism and decent work, industrial standards, technical and entrepreneurial skill upgrading, as well as access to finance. Interventions will focus on two key areas: (1) improving the environmental performance of home stays and guest houses and (2) expanding the eco tourism sector. The two DMO sites for project interventions include Bromo (East Java) and Lake Toba (Northern Sumatra).

A 'Training of Trainers' workshop for eco tour guides took place from 7-10 November 2011 in East Java, marking the start of a series of activities aimed at promoting green jobs in eco tourism through eco tour guides in the province. The training curriculum is based on the **Indonesian national competency standards** and the existing **ASEAN tourism standards**. The Master trainers will be certified by a professional certification institute and will facilitate the roll out of training that is to take place

## Training of Trainers on Solar Home Systems in Bangladesh

The Green Jobs in Asia Project (supported by the Australian Government – ILO Partnership Agreement) aims to promote Green Jobs in Bangladesh through capacity building of constituents, skills development and support in the renewable energy sector. Work in Bangladesh began in 2008-2010 under the framework of the ILO Green Jobs Initiative where renewable energy was identified as one of the key sectors for intervention. A Public-Private Partnership was successfully initiated to promote green employment, involving Grameen Shakti and the Bureau of Manpower Employment and Training (BMET), who agreed to support the training of solar technicians. As part of the activities of the project, the ILO and BMET conducted a 'Training of Trainers' workshop on Solar Home Systems in Bangladesh in November 2011. The training curriculum and packages have a focus on competency standards and ensure the integration of modules on Occupational Safety and Health and Workers' Rights for Solar Technicians as well as modules on Business Management and Entrepreneurship. The project also includes green job creation for women by developing a viable business development model and providing access to finance for the women entrepreneurship development programme.



*Training workshop on Solar Home Systems, Bangladesh, 2011*



## Q&A

### Kamran Rahman, Regional Vice - President for Asia, International Organization of Employers (IOE) talks about Green Jobs



*Interview conducted  
by ILO - RO  
Asia and the Pacific*

**1. “Sustainable enterprise creation and development is vital for increasing job creation and labour market participation” was the joint message of the IOE and BIAC to the G20’s Senior Employer Officers meeting in April 2011. What are the roles of employers in achieving this? Also, in a context of rising demand for energy, depleting natural resources, and large underemployment in Asia & the Pacific, what type of Business Development Services are required in order to support sustainable enterprises?**

Sustainable enterprises and development are vital for increasing job creation and labour market participation - whether in an incentivised greener economy, or a more traditional economy. The opportunities for jobs growth are overwhelmingly generated by private sector employers in almost all countries and require a predictable legislative, fiscal and trade foundation. Employers’ obligations are to run businesses well, and with the right policy mix, this can generate and support the social infrastructure, environmental improvement, community development and reduce informality and youth unemployment. Employers are working with Governments in the Asia-Pacific region to influence the reform and development of proportionate and balanced regulation crucial to reducing the risks for employers in many countries, associated with taking on more staff.

Rising demand for energy, depleting natural resources, and underemployment in Asia & the Pacific strengthen the case for governments to introduce initiatives to green economies and provide employers with the best possible opportunities to operate flexibly, develop businesses and create jobs over a longer economic cycle. To maximise the advantages Asian employers need access to skilled, job-ready staff able to play their role in developing technical innovations as well as harnessing current and future generations of technology. The particular mix of Business Development Services is best determined by governments working with employers at the national level, but consistent themes are: (i) the need for smart, up to date approaches to regulating business, (ii) initiatives to facilitate the development of skilled, flexible and adaptable workforces.

**2. Why is worker-employer cooperation important for achieving greener workplaces and sustainable enterprises? What could be examples of such cooperation?**

Worker-employer cooperation is essential for the success of any enterprise. Employers want successful initiatives turned into long term sustainable enterprises providing security for employees and communities. Moving towards making workplaces greener is one of the elements, alongside optimizing economic, social and employment opportunities to develop sustainable enterprises. This will require the introduction of new technologies, possibly replacing old ones and identifying new business opportunities driven by innovation, customer demand or supplier pressures. The necessary changes can best be achieved if (a) there is common purpose throughout the organization of the objectives to be achieved, how they will be achieved, how success will be measured; (b) workers are engaged, consulted and involved from the outset; and (c) progress can be regularly monitored, reviewed and communicated.

Employers make these happen via their already established systems. Where there is formal worker representation via trade unions, this channel is used. Otherwise, the management structures and systems are engaged through team meetings, group briefings, email, intranet, internal newsletters etc. The engagement of workers on initiatives to make businesses and products greener is also an important touchstone for businesses to gauge consumer demand and understanding and to spread information and knowledge beyond the workplace

## Q&A

### **Kamran Rahman, Regional Vice - President for Asia, International Organization of Employers (IOE) talks about Green Jobs**

#### **3. Ahead of the Earth Summit in June 2012 in Brazil (Rio +20), governments, social partners, industry and the civil society altogether are discussing the challenges and opportunities related to the development of a green economy through more sustainable ways of production, and consumption, and efforts to reduce poverty. What can IOE contribute to this debate?**

The IOE has emphasized that a green economy is part of the general economy at national, regional or global level. The journey to a green economy, whatever that looks like and however it evolves will be made through greening all elements of the economy. To develop sustainable means of production and consumption, and reduce poverty will require skills, science and technology capability, enterprise and job creation, capital formation, investment and innovation capability across all sectors of the economy. The IOE is working with its employers' organisations member network, other international business organisations, the ILO and other UN bodies to emphasise these messages at RIO+20. That way, RIO+20 will not be focused on the environmental pillar but will have synergy with other global initiatives such as the Millennium Development Goals and the UN climate change frameworks. It will truly provide a boost for the integration of the 3 pillars of sustainable development.

## **GREEN JOBS – ASIA AND THE PACIFIC ONLINE DISCUSSION # 1**

The ILO Community of Practice is part of the Green Jobs Asia Project (supported by the Australian Government – ILO Partnership Agreement) and the ILO/ Korea Partnership Programme. It is a forum for committed professionals and practitioners to share technical and practical knowledge on green jobs, to encourage debate and discussions for better understanding, and to promote decent work.

The first Green Jobs – AP online discussion covered topics related to “Policies, Programmes and Measures that promote Green Jobs” and took place between May 16 and June 5, 2011. The discussion attracted a range of comments from members across the region.

The online discussion focused on national policies and enterprise responses to green jobs. It highlighted existing policy platforms and tools used to integrate green jobs into the existing policy arena and to engage in the current climate change discussion; the challenges encountered and how they can be addressed. Members from enterprises also shared their experiences on the tools and techniques used to address climate challenges during a transition to a more sustainable economy and possible support being provided by the governments to assist them. The discussion concluded that the lack of standardized definitions on green jobs is still a challenge and that training and capacity building needs to be addressed for more effective participation of these actors in relevant national debates and policy-making processes.

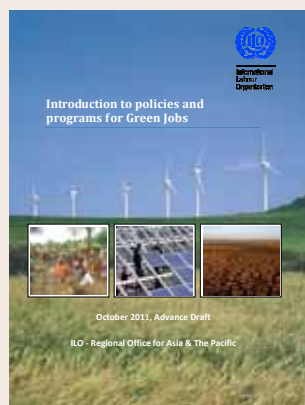
(Full discussion can be found at <http://greenjobs-ap.lobkk.or.th/discussions/discussions/discussion-forums/policies-programs-and-measures-to-promote-green-jobs/493723361/view>)

## ILO FEATURED PUBLICATION ON GREEN JOBS

### Introduction to Policies and Programmes for Green Jobs

This publication on policies and programs for green jobs has been developed as an introduction to this rapidly evolving field of policy making. The methodology examines the complex relationships between economic, social and environmental policies

and how a sustainable development policy framework can generate quality jobs, including green jobs, in a systematic and comparable manner. In-depth country profiles are presented to provide a clear and more holistic view of the policy framework required for green job creation and a just transition towards a low-carbon, climate resilient and environmentally sustainable development path.



The intent is to share experiences from a wide range of stakeholders, including central, provincial and municipal governments, employers, trade unions and non-governmental organizations involved in the field of green jobs. Case studies include inter alia; the National Rural Employment Guarantee Act of India; the Chinese ACFTU Trade Union Initiative on Energy Efficiency; the Green Jobs Corp of Australia; the Brown-fields Redevelopment Program in the U.S.; the redevelopment of Lindø Shipyard in Denmark for renewable energy; Aquaponics promotion in New Zealand; Green Social Housing Initiatives in Brazil; Green Townships in Malaysia; the Eco-towns Program of the U.K.; Ulsan Eco-industrial Park in Republic of Korea and the Kitakyushu Initiative of Japan. The

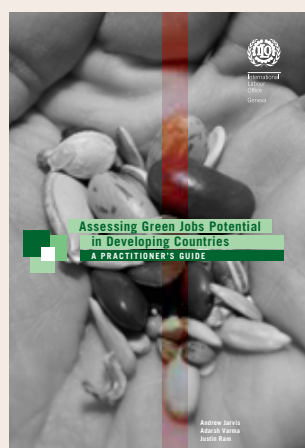
study offers a number of policy recommendations decision makers can implement to support green employment and green skills.

### Skills for Green Jobs: A Global Review

This volume examines the experiences of 21 developed and developing countries in adjusting their training provision to meet the new demands of a greener economy. It shows that skills development is critical to unlocking the employment potential of green growth, yet skills shortages are becoming an obstacle in realizing this potential. The report examines the experiences of developed and developing countries in adjusting their training provision to meet the new demands of a greener economy. It shows that while few new occupations emerge in the transition to greener work, massive change occurs in existing occupations. What is more, changes in skill profiles happen at all levels of qualifications and across all sectors, and require action to make the provision of education and training relevant to labour market needs. The report recommends that countries devise strategies based on well-informed policy decisions, social dialogue, and coordination among ministries and between employers and training providers.



### Assessing Green Jobs Potential in Developing Countries: A Practitioner's Guide



As part of the ILO's Global Green Jobs Program, this new guide provides practical solutions tailored to the considerations of developing countries that can help assess how a transition to a sustainable, low-carbon economy might affect employment. The methodology that has been developed addresses not just changes in the total number of jobs, but also underlying job movements as well as the quality of jobs. Such knowledge is vital to informing policies that enable a just transition to a green economy, yet there are few comparable studies for developing countries. The guide was developed by GHK Consultants and the ILO HQs and regional office in Bangkok in the context of the national green jobs mapping study carried out in Bangladesh in 2010. Though meant to stand on its own, the guide also serves as a companion to a series of country studies published separately by the ILO, which provide country-specific details on how the guide can be applied.

**DECENT WORK**

A better world starts here.

You can join our ILO Community of Practice on Green Jobs by going to  
**<http://greenjobs-ap.ilobkk.or.th/> and register as a member.**

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