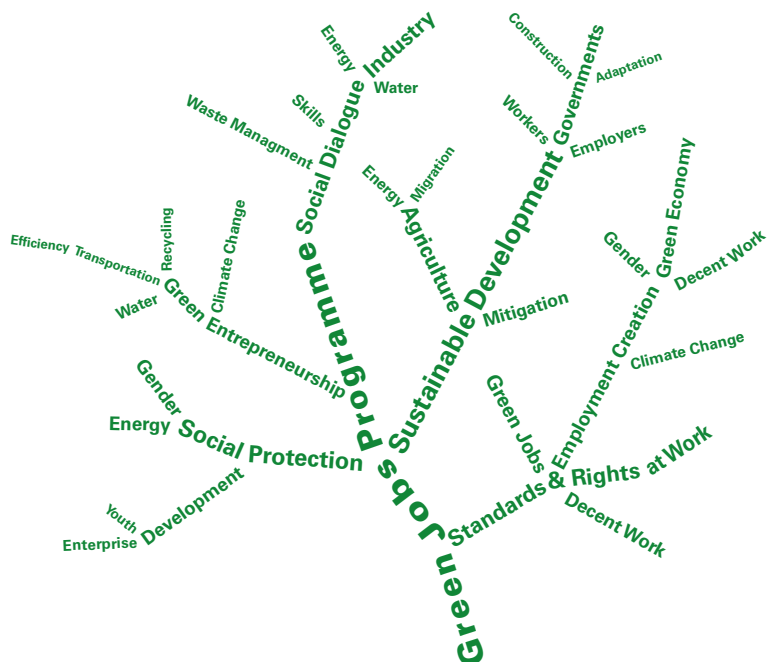




International
Labour
Office
Geneva



Green jobs becoming a reality Progress and outlook 2012



Green jobs becoming a reality
Progress and outlook 2012

International Labour Organization

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Executive Summary

The International Labour Organization (ILO) aims to promote decent and productive work for men and women. This aim is challenged by the two major concerns of the 21st century; environmental degradation caused by economic activities and increasing poverty among the growing population.

The Green Jobs Programme of the ILO works towards environmentally sustainable economic and social development to tackle both concerns. Green jobs allow for the generation of alternative employment with reduced environmental impact. The programme promotes green jobs within the unique tripartite context of the organization that brings together representatives of governments, employers and workers to jointly shape policies and programmes.

This report presents the programme's activities of the past biennium (2010 -11) and shows how these activities lead towards the programme's objective. The report evaluates three fundamental areas:

- Why green jobs are a necessity
- What the Green Jobs Programme has achieved nationally and internationally
- What lays ahead for the future of green jobs and sustainable development

The report concludes that green jobs have been both promoted and implemented across the world, and that the scope for further green jobs is encouraging. It argues that in order to ensure that the green jobs are recognized as a sustainable approach to poverty, climate change and environmental degradation, cooperation at national and international level is crucial, including ILO stakeholders, civil society and UN agencies.



Contents

1.	Introduction	1
	1.1 Why do we need green jobs?	1
	1.2 How do we create green jobs?	1
2.	Highlights	2
	2.1 Indian inter-ministerial task force on climate change	2
	2.2 Green youth entrepreneurship – partnership with YEF Africa	3
	2.3 Skills for green jobs	3
	2.4 Energizing social dialogue in Chile	4
	2.5 Women solar technicians and entrepreneurs in Bangladesh	5
	2.6 Solar energy solution for social housing in Brazil	6
	2.7 Maurice Île Durable	6
	2.8 ACTRAV’s work on environmental issues	7
	2.9 ACT/EMP’s guide and training material on climate change	7
3.	Programme operation and implementation	8
	3.1 Development of tools and knowledge products	8
	3.2 Capacity building and skills development	9
	3.3 Support to constituents at national level	10
	3.4 International policy coherence	11
4.	Conclusions and way forward	12
	4.1 Conclusions	12
	4.2 Way forward	12



Production of recycled street posts





1. Introduction

1.1 Why do we need green jobs?

The world today is facing two defining challenges. The first is to provide jobs that can deliver economic growth, decent working conditions and social development for all. This includes lifting over 1.3 billion people (four out of ten workers in the world) and their families above the poverty line and providing decent job opportunities for the 500 million young people entering the labour market over the next 10 years. The second is to avert dangerous climate change and prevent a progressing deterioration in natural resources jeopardizing the standard of living of current and future generations. These two challenges are intimately linked and should be tackled together.

Green jobs offer a way of generating decent work whilst simultaneously achieving environmentally sustainable economic and social development. Green jobs reduce the environmental impact of enterprises and economic sectors, ultimately to levels which are sustainable. They contribute to reducing the need for energy and raw materials, to avoiding greenhouse gas emissions, to minimizing waste and pollution, and to restoring ecosystems like clean water, flood protection and biodiversity.

For the ILO, the notion of green jobs summarizes the transformation of economies, enterprises, workplaces and labour markets into a sustainable, low-emission economy providing decent work.



Waste recycling in Brazil

1.2 How do we promote green jobs?

The Green Jobs Programme of the ILO promotes worldwide the creation of green jobs.

By doing so, the programme pursues two objectives: one on hand, to address the employment and social dimension of environmental policies and ensure decent work for the present and future generations and on the other hand, to mainstream environmental concerns into the world of work and change in the long term consumption and production patterns. Both efforts are necessary to build the ground for a just transition to a green economy.

More precisely, the programme

- conducts research on a global scale on the social dimension of environmental changes, including on climate change,
- develops tools to diagnose green jobs potential and labour market impacts on national level,
- continuously broadens its knowledge base and shares it with stakeholders and partners,
- provides capacity building for ILO constituents,
- identifies and addresses skills needs for green jobs,
- assists ILO member countries with policy advice and practical approaches and
- participates actively in international policy debates
- analysis options for green jobs creation in waste management, renewable energies, sustainable construction, agriculture and other sectoral approaches.

This report provides an overview of the activities carried out by the Green Jobs Programme in 2010 and 2011.

The highlights present a selection of successful experiences. By describing the development of the practices, they allow for an inside view of the programme's work.

The comprehensive overview of the programme's overall operation and implementation is presented in fourth section.

The report ends by drawing conclusions on the activities and experiences over the past few years whilst providing the programme's vision for the future.



2. Highlights

Green jobs are diverse as they can be created in all sectors of economic activity, in urban and rural areas and all segments of the labour force. Therefore promoting green jobs means addressing issues at different areas both nationally and internationally. The following articles demonstrate our work in these areas.

2.1 Indian inter-ministerial task force on climate change

Work on green jobs in India has focused on ensuring synergies with India’s on-going policy outlook and priorities. India’s eleventh Five-Year-Plan (2007 to 2012) focuses upon “faster and inclusive growth” to address the pressing needs for poverty alleviation and to assure a sustainable development path through effective incorporation of environmental concerns. Furthermore, increasing attention is being placed on the issue of climate change. In 2008, the Prime Minister established a National Action Plan on Climate Change and requested State governments to develop their own State Level Action Plans.

In this context, the ILO’s work on green jobs commenced in India in 2008. In 2009, after a series of consultations, the Ministry of Labour and Employment established the first multi-stakeholder Task Force on Green Jobs and Climate Change. The Task Force consists of representatives from government departments, workers’ and employers’ organizations, research institutes and non-governmental organizations.

The Task Force’s objective is to address employment and labour market dimensions of environment-related policies and strategies and to create decent work opportunities in an environmentally sound economy. The Task Force raises awareness on green jobs and promotes dialogue among a range of institutions, thus fostering a broad-based support for a just transition to a green economy. Operationally, this has resulted in a number of activities, for example the conduction of a study to estimate core environment-related employment in the State of Gujarat, the implementation of a pilot project in Rajasthan to address the need for skills development at local level and the incorporation of green jobs creation into State Level Action Plans on Climate Change.

A major achievement of the Task Force was the inclusion of the Ministry of Labour and Employment into the discussions on climate change and environmental issues. It is increasingly recognized that many of the goals espoused in the National Action Plan on Climate Change cannot be achieved without proper planning and without capacity development.

The Task Force has benefited from financial and technical support of ILO’s Green Jobs Programme. Technical assistance has been particularly relevant for the identification and addressing of knowledge gaps and the piloting of innovative practical approaches for the promotion of green jobs.



Women entrepreneurs India



2.4 Energizing social dialogue in Chile

Energy policy has been at the centre of public debate in Chile for quite some years. Despite a big potential for renewables, the country has remained largely dependent on traditional – imported – sources of energy. High electricity prices are a source of private and industry discontent. The recent discussion as to whether or not build a big hydropower station in the Patagonian region has marked the beginning of a long winter of street protests throughout the country. Until recently, the ‘Central Unitaria de Trabajadores’ (CUT), the biggest trade union confederation in the country, remained silent on the topic. This has changed as a result of the ILO course for trade unionists on energy, decent work and social dialogue.

Leaders of the CUT were first invited to a seminar on green jobs at the ILO in August 2010. Amongst other things, the event made them realize that energy policy affects workers and that their members’ views need to be included in the national energy debate. At the same time, the trade union recognized that in order to develop a vision and a position on various aspects of this complex issue, they needed to educate and inform their leaders and affiliates on the different aspects of energy policy and its impacts on the world of work. Hence the request to the ILO to organize a training programme for their national and regional leaders on energy, decent work and social dialogue.

Between April and August 2011, five training sessions were organized on energy, environment, economic growth and employment. Some of the sessions covered the actual energy policy and state of affairs in Chile, the employment potential of renewable energy as well as the need for sustainable development and environmental considerations in further investments in the energy sector. Guest speakers were invited from renowned universities and centres of research.

As a result of the training programme, the CUT disposes of a de facto internal network of trade union leaders trained and conscientized on issues related to labour and environment. The union is already putting this newly acquired expertise to practical use as the Ministry of Environment is by law required to take the trade unions’ opinion into account on each and every investment project in the country that could have a potential environmental impact. Whereas formerly the participation of the trade union in these tripartite consultative rounds was often ineffective, now the organization has the internal capacity to provide informed advice.

With the training programme coming to an end towards the end of 2011, the group has taken up the challenge to develop a set of principles and to define areas of action for the organization in the area of green jobs. In the near future, their idea is to formalize the working group and create an environmental unit within CUT headquarters. The group has also decided to contribute to the Rio+20 conference with its own position paper.



Meeting with trade unionists, ILO office Santiago



2.5 Women solar technicians and entrepreneurs in Bangladesh

Bangladesh is a low energy-consuming though energy-starved country. About 60% of the population is not connected to the national grid. A large majority of the 40% that do have access to the national grid live in urban areas. Although Bangladesh has made impressive gains in key human development indicators, more than 63 million people remain below the poverty line. Under employment is pervasive, unemployment levels high amongst the youth, and the informal economy estimated to account for 88% of the overall employment. The Gender Empowerment Measure ranking of 76 shows continued low levels of female ownership of economic assets.

Since 2008, the Green Jobs Programme has implemented activities in Bangladesh (first phase: 2008 to 2010). Various awareness raising activities on green jobs took place at national and regional levels. They helped to improve the effective implementation and enforcement of green jobs in the country. Baseline knowledge on green jobs was generated through a national assessment and complemented by sector-based analysis and by a separate study on skills needs for green jobs.



Training in renewable energy (i.e. solar home systems) and soft skills (i.e. entrepreneurship capacity development) were provided to equip the project target groups (mostly women in rural areas) with adequate techniques and skills for employment opportunities.

The training was provided through a Public Private Partnership (PPP) with Grameen Shakti (a non-profit company) and the Bureau for Manpower Employment and Training (BMET). The promotion of green jobs in Bangladesh provides employment opportunities through training on solar techniques and facilitates a low-carbon development by promoting renewable energy.

The lessons learned from the first phase have been successfully integrated into the Green Jobs in Asia project, under the ILO – Australian Partnership (2010 – 2015). The Private-Public Partnership will be expanded to cover a larger market scope, not only including Grameen Shakti, BMET but also the Infrastructure Development Company Limited (IDCOL).



2.6 Solar energy solutions for social housing in Brazil

In June 2009, the Brazilian government launched the social housing programme “minha casa, minha vida” (my home, my life). The programme aims to reduce the country’s massive housing deficit particularly among low income families and to create new jobs in the construction sector.

Furthermore, the Brazilian government decided to replace showers heated through electricity commonly used in these houses with more energy efficient solar heating systems. Showers heated through electricity are very energy intense and are responsible for up to 40% of energy bills. The installation of solar heating systems aims to ensure an efficient use of resources and to create new green jobs in the construction sector.

In order to promote the heating systems and coordinate their installation, a ministerial working group was created. The working group ask for ILO’s assistance in the development of a vocational training programme on the installation of solar heating systems. The training intends to overcome the existing skills gap among professionals that has been identified as one of the main obstacles for the successful implementation of the programme.

In the first phase of the “my home, my life” programme, the use of solar collectors has not been mandatory and only a small number of businesses installed solar energy systems in approximately 40,000 households. The second phase of the social housing programme, launched in early 2010, made the installation of solar heating systems mandatory for all houses to be built in the South, Southeast and Midwest, where the use of showers heated through electricity is more widespread.

The ILO estimates that by 2015 a total amount of 66’550 green jobs will be created in the country as a result of increased demand for solar heating systems. These figures represent three times the number of jobs that exist in this sector today. Professional training, especially for installers of solar heating systems will be therefore be essential. The vocational training programme developed by the ILO has become part of the operational plan prepared by the ministerial working group.



Social housing project in Brazil

2.7 Maurice Île Durable

In 2010, Mauritius requested the ILO’s assistance to further improve its development strategy „Maurice Île Durable” (Mauritius – Sustainable Island concept).

In this context, the Green Jobs Programme in partnership with the Ministry of Labour, the Employers Federation (MEF) and the Private Sector Union Confederation (CTSP) has started providing support for assessing and optimizing the employment impact of the new concept. Research and awareness raising go hand in hand with capacity building.

Four studies will be conducted by national consultants. One study will consist of a quantitative assessment to estimate the number of existing jobs and the potential for green jobs in a “Maurice Île Durable” scenario. A second study, led by the MEF, will assess actions undertaken by enterprises in the field of green business and greening business. A third study, led by the CTSP, will assess the experience of trade unions in the field of green jobs. Finally, a fourth study will investigate into skills for green jobs.

The findings are expected to inform the policy process, the implementation strategy and the ten-year action plan programming taking place in early 2012. A policy validation and planning workshop on ‘Green Jobs in Maurice Île Durable’ will be held in January 2012.



2.8 ACTRAV's work on environmental issues

ACTRAV (the Bureau for Workers' Activities) has been strongly involved in research, policy development and training for green jobs.

Two workshops for trade unionists on climate change (2010) and green economy (2011) gave opportunity to identify research. The workshops strengthened trade unions' position on sustainable development and employment and labour market impacts of the transition to a carbon efficient future. Articles of the workshops were published in *Climate Change and Labour: The Need for a "Just Transition"* from the International Journal of Labour Research (IJLR).

During the biennium 2010-11, the International Training Centre (ITC) of the ILO organized several training activities for workers' organizations in all regions.

Two online courses on sustainable development and decent work - with accompanying training material - have been carried out in the Americas and an adaptation of it for English speaking Africa was tested and adopted at a training course in Kenya in August 2011.



Training manual "Desarrollo sustentable y trabajo decente"

The ITC courses contribute to the enhancement of the environmental knowledge and skills of trade unionists. This enables them to play a more constructive role in the shift towards a low carbon economy.

In Europe, policy advice has been given to unions in their development of priorities and strategies related to green jobs and a just transition to a "green economy". This work included an awareness-raising seminar in Croatia.

2.9 ACT/EMP's guide and training material on climate change

It is critical that employers engage fully in climate change discussions and negotiations and support the development of sustainable enterprises.

To play an active role in mitigation and adaptation processes and to ensure that their own needs are taken into account, employers' organizations require knowledge about the impacts of climate change in their regions. This is particularly true for developing countries which are increasingly facing the adverse effects of climate change. A key first step is raising awareness on this issue and building capacity to develop coherent policy strategies.

In collaboration with the Green Jobs Programme and the International Organization of Employers, ACT/EMP is developing a guide and training material on climate change. The aim is to help employers' organizations play a proactive role in designing, developing and implementing policies and programmes that include the employers' needs.

The guide and the training material will support employers' organizations in:

- 1) assessing the impact of climate change on their enterprise strategies
- 2) playing a proactive role in national, sectoral and local policy processes.
- 3) providing services to enable employers to adapt to climate change policies



3. Programme operation and implementation

To encourage environmentally sustainable economic and social development, the Green Jobs Programme concentrates on four areas which are strategically linked.

3.1 Development of tools and knowledge products

The creation of Green Jobs and the mainstreaming of environmental concerns into the world of work are cross cutting issues within the ILO. Their relevance in many different spheres of ILO’s work requires the elaboration of tools and knowledge products that can be used in different settings and adapted to different situations.

Since its creation in 2009, the Green Jobs Programme of the ILO has put emphasis on the creation and exchange of relevant information and knowledge. Within the organization, the programme is responsible unit for environmental issues and also stakeholders and partners are increasingly contacting the programme and requesting assistance for the inclusion of environmental concerns into employment development strategies.

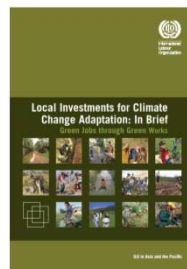
In order to support the programme’s overall objectives and provide knowledge and guidance on the creation of green jobs to member countries and stakeholders, several knowledge products and tools were produced during the biennium 2010-11. These include, among others, reports on and tools for assessments on green jobs potential, policy papers and strategy notes, case studies, training and awareness raising material and general information material.

The samples below are illustrations of recent joint ILO publications:



“Estimating green jobs in Bangladesh”

Green Jobs Programme and Integration



“Local investment for climate change adaptation”; Green Jobs Programme and EIIP



“Assessing green jobs potential in developing countries”; Green Jobs Programme and Integration



“Integrating green jobs in the United Nations Joint Programme”; Green Jobs Programme and Integration

Knowledge management

The knowledge management strategy of the Green Jobs Programme contributes to the establishment of a substantive knowledge base on the social dimension of environmental issues and climate change. This knowledge is shared through different means like documents and information material or cooperation and networks and supports the overall objective of including environmental issues into the world to work. The knowledge management strategy of the Green Jobs Programme is organized along three main lines; the management of existing knowledge, the exchange of knowledge and the creation of new knowledge.



3.2 Capacity building and skills development

Capacity building

The concept of green jobs is rather new, but the concerns about the impact of environmental degradation and climate change on economic activities and employment are increasingly gaining attention from the international community and from constituents of developing as well as developed countries. The Green Jobs Programme answers this raising interest among its stakeholders and partners with training and capacity building.

The training and capacity building aims at awareness raising and at providing ILO stakeholders with the necessary knowledge to engage efficiently in their national labour and environmental policy discussions.

The International Training Centre (ITC) of the ILO in cooperation with the Green Jobs Programme offers to ILO constituents regular courses on green jobs, held either in Turin (Italy) or in the regions. Since beginning of 2010, some 261 participants have participated in ITC-led training courses (151 men and 110 women).

Statement from one of the course participants: "Let me thank the team for empowering us to navigate through the environmental challenges we're confronted with. ..."
 Mr. Mphahlele German, South Africa, February 2009

In 2010, the first "Learning forum on green jobs: local strategies and actions" addressed environmental challenges and opportunities at the community and provincial level. A second forum including field visits was held in May 2011. Furthermore, since 2010, green jobs are included in the Summer Academy on Sustainable Enterprises and training on employment-intensive investment strategies organized annually by the ILO's Jobs Creation and Enterprise Development Department.



ITC Training course, India 2010

Capacity building in the regions

At country level, Green Jobs support typically follows a three-stage approach:

1. Raising interest, gathering knowledge and building commitment
2. Designing the policy framework, identifying priorities and tasking partners
3. Implementing targeted initiatives, reviewing results and disseminating lessons for up-scaling

The Green Jobs Programme organized various workshops and training, or made technical contributions to events organized by others. Examples are:

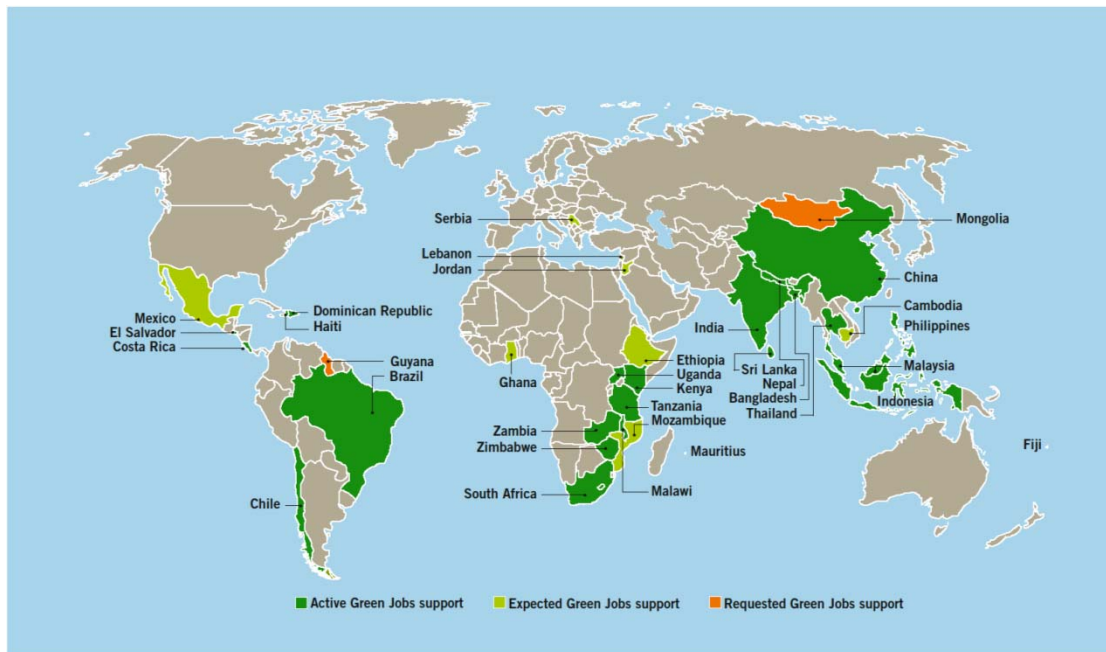
- *Croatia, April 2011:* Green Jobs was part of a policy workshop to shape the Decent Work Country Agenda
- *Lebanon, July 2011:* Green Jobs Programme initiated with a Kick-Off Workshop held in July 2011.
- *Dominican Republic, September 2011:* stakeholders requested a training workshop on diagnostic tools for green jobs assessment with the objective to conduct a first national study on the potential and impact of green job creation.
- *East Africa:* In the framework of the YEF-Green Jobs Programme partnership, mentioned earlier on, training was provided to young entrepreneurs to support them in developing green business ideas.
- *Asia:* awareness raising and capacity building among stakeholders is also an essential element of the in Asia Green Jobs project initiated in 2010 in 5 South-East Asian countries (Nepal, Cambodia, The Philippines, Sri Lanka, Indonesia).

The ILO Regional Office for Asia and the Pacific (ROAP) developed a Foundation Training on Green Jobs. The training manual with common introductory material (including a suggested agenda, The training manual with common introductory material (including a suggested agenda, trainer guide and materials) will soon be available on the ROAP Green Jobs website (ilo.org/asia).



3.3 Support to constituents at national level

The number of countries the Green Jobs Programme is actively collaborating with increased over the past years and the areas of work cover a great variety of issues. The map below displays the current and expected country level support of the Green Jobs Programme.



The Programme contributes to the creation of green jobs and greener economies, among others, in the following sectors: construction and green buildings, tourism, renewable energy and energy efficiency, forestry, natural resource management, recycling and waste management and sustainable agriculture. It supports national initiatives through advocacy workshop and capacity building, assessments on green jobs potential, policy advice and strategic planning. It also supports local initiatives by promoting green entrepreneurship, the greening of enterprises and local development for adaptation to climate change.

The regional activities in Africa focus mainly on strengthening green entrepreneurship. In South Africa several studies and projects focus on the building and construction sector.

The Asia and the Pacific Green Jobs Programme encourages ILO constituents to participate in social dialogue on green jobs through capacity building, promotes inclusive jobs centred and environmentally sustainable growth models and advocates for green jobs creation through demonstration projects. In 2010, two projects were initiated by the regional Programme, the Green Jobs in Asia project funded by the Australian government and the Green Business Asia funded by the Japanese government.

Green Jobs Programme activities in the Arab States are at the initial stages. In Lebanon, an assessment on the green jobs potential was conducted and a Green Jobs Kick-Off Workshop was held in Beirut from 28 to 29 July.

In Latin America and the Caribbean, the main focus is on waste management, renewable energy, tourism, forestry, sustainable agriculture and green social housing. Haiti receives support in the area of adaptation to climate change.



4. Conclusions and way forward

4.1 Conclusions

The work and results of the Green Jobs Programme illustrated in this report show diversity and breath of the issues involved. The Programme is operating in many different countries and on a variety of issues related to the evolving green economy.

The international policy debate on climate change and sustainable development sets the framework for making green jobs a reality. But the difference is made at country level, in the real economy, and for the livelihood of people.

For this to happen, the programme leverages different means of action:

- Research and diagnosis of the potential for green jobs
- Policy advice to better connect environmental and labour policies
- Capacity building and coaching for constituents to enable and improve social dialogue and ensure their full engagement in relevant policy debates
- Pilot projects at sector and local level on green entrepreneurship, green business, vocational training, employment-intensive infrastructure, etc.

To further enhance environmentally sustainable social and economic development, the programme identifies the links between the two defining challenges of our time and suggests a “just transition” framework to tackle them simultaneously. Collaboration and team work have proven key to the emerging results. The Green Jobs programme is beginning to show how distinct programmes can employ joint strategies that achieve results across strategic objectives.

Communication and collaboration, plus the pooling of resources have been critical in these endeavours. The investment in cooperation and networking with a range of ILO departments to promote green jobs has paid off.

4.2 Way forward

The search for a fairer, greener and more sustainable development model is clearly gaining momentum in most countries at national, sub-national and local levels. The shift towards a greener economy has the potential to create new green jobs and enterprises, particularly SMEs. More and more countries want to take full advantage of this but face constraints in implementation including skills shortages in industries and at the local level.

Constituents are increasingly interested to know about green jobs, particular in a context with high under- and unemployment. Their question is whether there are new opportunities for growth and job creation, and if so, how these can best be realized to increase social inclusion and poverty reduction.

The Green Jobs Programme will step up its efforts to provide support at country level. This will combine policy advice in tandem with innovative support programmes, with a view to obtain a cross-fertilizing effect. At the same time, the Programme will expand its knowledge base by working on indicators and measurement of green jobs and analyzing issues like gender and green growth. With other Departments and Field Office the Programme intends to explore how safety and health approaches can leverage the greening of enterprises, pilot employment-focused approaches in renewable energy strategies and integrate green jobs in local economic development programmes.

All together, the growing knowledge and experience will be better brought together in an interactive facility or platform, which will also serve training purposes. Later in 2012, a high level Green Jobs Policy Forum is planned, around the dates of the Terra Madre and Slow Food festival in Turin.

Finally, the Programme will continue to practice and expand the network approach. This means in practical terms engaging and involving as many ILO colleagues as possible from the Field, Turin and HQ who work – either full-time or part of their time – on agreed green jobs related outputs within a single, results-based planning framework.

The ILO Green Jobs Programme would like to thank all ILO colleagues who contributed to the programme's achievements of the past two years. The promotion of green jobs depends strongly on your support and collaboration!



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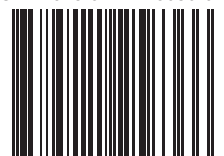
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.... and many more

For further information please refer to our homepage: <http://www.ilo.org/green-jobs-programme>
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