Green Jobs Initiatives of the ILO:
Linking environmental and social goals to address current global challenges

Pengembangan Keprofesian Berkelanjutan (CPD)
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GREEN JOBS:
DECENT WORK + ENVIRONMENTAL SUSTAINABILITY
What is the link between environment, work, and society?
2 Key Challenges of the 21st Century

**Environment sustainability**
- Averting climate change,
- Reducing pollution,
- Safeguarding resources for life-support

**Social challenge**
- Employment,
- Decent work,
- Well-being
- Dignity & Social inclusion
Human intervention

State of the environment

Driving forces:
- Population growth
- Economic development
- Science & Technology
- Cultural, social, political and institutional processes

Vulnerabilities and Opportunities:
- Land
- Air / atmosphere
- Water
- Biodiversity
- Climate change
Dual challenge

Social challenge:

• the prospect of well-being and dignity for all in the face of rapid population growth worldwide and the current exclusion of over a billion people from economic and social development

Environment:

• Averting dangerous climate change and
• Protecting life-support on earth
Current Human Development Index vs. Ecological Impacts

Source: WWF Living Planet Report 2006
• Global GDP more than doubled between 1981 – 2005.

• But 60% of world’s ecosystems degraded/exploited unsustainably (MEA, 2005).
Our “shrinking” Earth

1900
7.91

1950
5.15

1987
2.60

2005
2.02

2030
1.69

2050
1.63

Notes: Numbers next to images of Earth reflect hectares of land per capita.

Sources: FAOSTAT 2000, GEO4 Chapter 9 population projection, GEO Data Portal compiled from UNPD 2007 low estimate.
The environmental pressure

• Climate related disasters: 262 m people affected annually
• Water shortages: 1.8 billion expected to suffer from fresh water scarcity by 2025
• Environmental refugees: approx. 50 m
• Displaced by flooding: 330 m exposed
• Food shortages: 180 m today, 660 m by 2080
• Pollution: 2 million premature deaths/y
• Biodiversity: 40% global economy based on biological product
Climate change and agriculture in South East Asia

Agriculture: 43% of total employment
BAU scenario projections: 6.7% loss of combined GDP per year (Indonesia, Philippines, Thailand, Vietnam)
Examples of Impacts – brought about by global average temperature changes

<table>
<thead>
<tr>
<th>Global Average Temperature Change (°C)</th>
<th>Examples of Impacts Associated with Global Average Temperature Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>WATER: Increased water availability in many high latitudes, decreased water availability and disruptions in hydrological and hydropelectric sectors, millions of people exposed to increased water stress.</td>
</tr>
<tr>
<td>1</td>
<td>ECO-SYSTEMS: Up to 30% of species at increasing risk of extinction, significant reductions around the globe.</td>
</tr>
<tr>
<td>2</td>
<td>FOOD: Complex, localized negative impacts on small holders, subsistence farmers and fisheries.</td>
</tr>
<tr>
<td>3</td>
<td>COASTS: Increased damage from floods storms.</td>
</tr>
<tr>
<td>4</td>
<td>HEALTH: Substantial burden on health services.</td>
</tr>
</tbody>
</table>

* Significant is defined here as more than 40%.

** Based on average rate of ice melt rate of 4.2 ±0.2 ±0.2 mm/year from 2000 to 2050.

Where E = Executive Summary, T = Table, B = Box and F = Figure. Thus B4.5 indicates Box 4.5 in Chapter 4 and 3.5.1 indicates Section 3.5.1 in Chapter 3.
The social and employment challenge

- Unemployment: 200m worldwide; 75m youth
- 942m working poor (< $2/day) = 30% global labour force
- 476m working poor (< $1.25/day) most agriculture
- Young job seekers: > 500 m new job seekers next 10 years
- 5.3 billion with no social security or protection
- 1.6 billion without access to energy
- 1 billion slum dwellers
- 2.5 billion people lack basic sanitation
Industrial accidents

Human impact on the environment, and society:

• Environmental disasters often start as major industrial accidents:

• E.g.: Tianjin, BP, Exxon Valdes, Chernobyl, Bhopal, Seveso, etc.
Traditionally, efficient production means maximum output at the least cost, and often at the expense of a degraded environment.

GLOBAL IMPACT = Population × Resource Use × Efficiency of Production
Challenge

Global Crisis

Natural Disasters

Man-made Disasters
Responding to these challenges

- Responding to these challenges requires a far-reaching transformation to the way we produce, consume and earn a living.
- **Green jobs** will be a key element of this shift to a sustainable, low-carbon economy.
Green Jobs provide the linking element to address the dual challenge

Green jobs are decent jobs in any economic sector that:

- Reduce consumption of energy and raw materials
- Limit greenhouse gas emissions
- Minimize waste and pollution
- Protect and restore ecosystems

(Source: Green Jobs: Towards decent work in a sustainable, low-carbon world UNEP/IL/IOE/ITUC, 2008)

...help reduce environmental impact, ultimately to levels that are sustainable...
Green jobs definition

Jobs are green when they help reduce negative environmental impact, and lead to environmentally, economically and socially sustainable enterprises and economies.

Green jobs are **decent jobs** in agriculture, manufacturing or service that:

• Improve energy and raw materials efficiency
• Limit greenhouse gas emissions
• Minimize waste and pollution
• Protect and restore ecosystems
• Support adaptation to the effects of climate change
Green Jobs

A. Employment in production of environmental outputs is defined as employment in the production of environmental goods and services for consumption outside the producing unit.

B. Employment in environmental processes is defined as employment in the production of environmental goods and services for consumption within the producing unit.

Employment in environmental sector = AB
Employment created thanks to greening = ABD

Green jobs (Employment in Environmental Sector that is decent) = (AB)C
Green jobs approach

Decent Work Agenda ➔ Natural Resource ➔ Decent Work ➔ Better social outcomes that are sustainable while addressing environment challenge

- Green
- Run
Green jobs are also DECENT JOBS

Guaranteeing rights at work

- Respect of the ILO International Labour Standards

Creating jobs

- Equal opportunities, freely chosen, productive and gainful

Extending social protection

- Decent salary, social protection coverage, OSH

Promoting social dialogue

- Freedom of association and collective bargaining

Gender equality  Non discrimination
Decent Work Indicators

- employment opportunities
- unforced paid work
- adequate earnings and productive work
- fair and equal treatment in employment
- decent working hours
- social dialogue and workplace relations
- safe work environment
- stability and security of work
- social protection
- fair balance of work and family life
Vision: 100% Green Decent Jobs!

- Process
  - 100% material & energy efficient
  - Zero waste & pollution

- Vision: 100% Green Decent Jobs!

- 100% Decent Work

- Shades of green

- Product or Service
  - Zero impact

- Environmental improvement
Green Jobs: Shades of Green Concept
What are green jobs in practice?

**Process**
- Reducing energy and resource intensity
- Eco-efficiency
- Reducing and recycling waste

**Product and services**
- Organic agricultural products (certified)
- Green textiles (green labelling)
- Eco-tourism (certified)
- Green construction (certified)
- Green financing

**Nature conservation**
- Ecosystem support
- Natural resource management
Impact of the transformation to a greener economy on jobs

New jobs will be created
Eg. Manufacturing of pollution control devices

Some jobs will be substituted
Eg. Shifting from fossil fuels to renewables

Some jobs will be eliminated without direct replacement
Eg. Jobs lost when packaging materials banned

Most jobs will be transformed
Eg. Skills sets, work methods and profiles of trades become more environmentally friendly

JUST TRANSITION
### History of Environmental Approaches

<table>
<thead>
<tr>
<th>Principle of Diffusion</th>
<th>1960s</th>
<th>‘policy of high smoke stacks’, hazardous waste discharge to open sea</th>
</tr>
</thead>
<tbody>
<tr>
<td>End of Pipe Technology</td>
<td>1970s</td>
<td>Filter, WWTP: development of Environmental Technologies</td>
</tr>
<tr>
<td>Cleaner Production</td>
<td>1990s</td>
<td>Integrated view of production processes, integration of technology and management</td>
</tr>
<tr>
<td>Eco-Efficiency</td>
<td>mid 1990s</td>
<td>Re-designing of production processes, products and markets</td>
</tr>
</tbody>
</table>
Steps towards sustainable industrial development

1. Industrial Ecology
2. Sustainable Production & Consumption
3. Cleaner Production
4. Env. Management System
5. Env. Monitoring & Auditing
6. Waste Reduction
7. Conservation of Energy
8. Conservation of Water
9. Waste Management
10. Effluent Treatment
11. Solid Waste Disposal
12. No Management

Division of Technology, Industry and Economics
The ILO’s aim to promote decent work translates in the adoption of a “just transition” framework for the construction of a fairer, greener and more sustainable globalization.
Transition to Green Economy

Job and Productivity Gains

The resource-intensive development model of the past will lead to rising costs, loss of productivity and disruption of economic activity: productivity levels would lower by 2.4% in 2030 and 7.2% by 2050 in a BAU (ILO Global Economic Linkages model).

Whereas a greener economy and more sustainable enterprises is creating tens of millions of green jobs: 15-60 million potential additional jobs globally over the next two decades.

At least half of the global workforce, the equivalent of 1.5 billion people, will be affected by the transition to a greener economy. 8 key sectors are expected to play a central role: agriculture, forestry, fishing, energy, resource-intensive manufacturing, recycling, building and transport.

Green Jobs Initiative

- Partners:
  ILO, UNEP, ITUC and IOE
Recent Commitments towards Global Transformation
2030 Agenda - SDGs

Sustainable Development Goals

1. End poverty
2. End hunger
3. Well-being
4. Quality education
5. Gender equality
6. Affordable and sustainable energy
7. Decent work for all
8. Water & Sanitation for all
9. Technology for the benefit of all
10. Reduce inequality
11. Safe cities and communities
12. Responsible consumption for all
13. Stop climate change
14. Protect the ocean
15. Take care of the earth
16. Live in peace
17. Mechanism and partnership to reach the goals

...embedded decent work and social protection, prosperity elements
Green Jobs in Action
ILO integrated approach to climate change adaptation

"Reducing vulnerability of workers, enterprises and governments to the effects of CC and enhancing capacity at individual and society level to respond to, prepare for and adapt to CC in ways which enhance development and social inclusion"
**Green Works**

- **Green Works** refers to infrastructure and related work that have direct environmental benefits or in response to a specific environmental context including changes in climate and extreme weather events.

- Green Works cover a range of different infrastructure types and activities.

- They are often linked to public employment schemes.
What is Green Works?

Green works use “local resource based approaches” to invest in assets that have direct environmental benefits, which can also support the mitigation of and the adaptation to climate change. In particular, Green Works may be concerned with soil and water conservation, community forestry, rural access, and irrigation.
Green works: Soil and water conservation

Slope Protection by Bamboo Terracing

NB: Area is now green and revegetated
Green works: Soil and water conservation

Slop Protection fishbone

Fisbone and plant

Slop Protection by plant

Plant trees in both of bank as slop protection
Green works: Soil and water conservation

Gabions to address issues of soil erosion, river sedimentation and flooding.

Green works in soil and water conservation can be used to address issues related to soil erosion due to deforestation.
Green works - Community forestry

Community forestry / agro-forestry to rehabilitate deforested / degraded lands and fire prevention.

GLAICER introduced friendly forest rehabilitation approaches and methods. Plantations were undertaken without land clearing and burning, as usually practiced by the communities.

Replanting contributes significantly to carbon stock enhancement as well as reduce gas emissions.

The activities contribute to local economic development by introducing community-based and community-managed sustainable forestry practices using employment intensive approaches.

The programme introduced a simple method on fire prevention and fighting through the training of community fire fighting groups and providing them with guidelines and fire fighting equipment.
Green works - Rural access

A motorbike trail to a community forestry plantation

Wheelbarrow and motorbike used to transport NTFP and agricultural produce from small scale community forests / plantations
Decent work and Livelihood Response in Disasters & Emergencies

- Emergency Employment to support:
  - Debris clearing, repair and reconstruction of public infrastructures
  - Construction of temporary shelters
  - Agricultural processing and irrigation
  - Skills Training, enterprise and cooperative development
- Ensure social protection benefits, protective gears, equipment and tools are provided for workers
Green Jobs at the core of Local Development

Objective: To build adaptive capacities of communities and ecosystems.

Planning sustainable livelihoods with municipalities or a group of municipalities located within and in the boundaries of critical key biodiversity areas (forest, coastal/marine and fishery, or watersheds), highly vulnerable to climate change risks due to its geography, geographic location, and poverty situation.
ILO Integrated sectoral approaches to Green Jobs

Promoting sustainable economic development, and creation of decent jobs in target sectors

Example

Sustainable tourism (sustainable tourism policy development and planning, entrepreneurship training for eco tour guides and green home stays, facilitating access to finance....)
Green Jobs Creation Model in Sustainable Construction in Social Housing in the Philippines

Green Products
- Feasibility study and development of modified Concrete hollow block and Coco coir nets for soil erosion & promotion of Green masonry

Policy and Standards
- Green Guide development plus training

Green Skills Development
- Curricula with Occupational Safety and Health and Labour standards for low & multi-skilled

Technical Training
- Low skill: Modified concrete hollow block and Coco coir nets
- Multi skill: Green masonry
- Professional: Green guide

Decent Work
- OSH training and integration in green skills
- Labour standards awareness and representation

Community Enterprise & Guild
- Business development support and registration of Coco coir net enterprise
Green Construction Products

Modified concrete hollow block

1. 50% cement reduced
2. Shredded plastic wastes, flyashes and rice husks ashes as additives
3. Water resistant
4. Shock resistant
5. Price competitive and used in middle and high income housing

Coco net materials

1. Cost savings (about 5-10 less than conventional)
2. Less damages due to concrete cracks and collapse
3. Cost is 10% of concrete
Skills development for green jobs

- Mapping **skill needs** and reviewing competency stds
- **Training** - curricula and courses – short and long term; for new entrants to the labour mkt and for skill upgrading

Examples: skills for sustainable buildings – (e.g. in construction, maintenance and installation – green mason, green plumber; green electrician, solar home technician); green skills in key tourism-related occupations
Green Youth Entrepreneurship Program

- Turn twin challenge into twin opportunity: 70% youth unemployment & economy high dependent on environment
  - e.g. Deforestation due to 83% biomass cooking
  - Enable Green Jobs for youth in business opportunities such as improved stoves!

- Success 2010-2012:
  - 4,680 students participated in green entrepreneurship program
  - In a 2011 competition, 43% Student Companies created green businesses

2011 winner eco-iron
Green enterprises integrate sustainability concerns in their core strategies.

- **Economic Sustainability**
- **Social Sustainability**
- **Environmental Sustainability**

Driving forces of greener economies and green jobs.
Tools and approaches from past ILO-Japan projects

Building capacity to achieve greener, safer workplaces and sustainable enterprises through a model of worker-employer cooperation

**Training Package**
- CORE (Foundational) Sessions
- TECHNICAL (Deepening) Modules

**Expert Advisory Services**
- Assessments | Baseline
- Hands-on guidance, implementation advise & action-learning

**2010-2012 | 2013-2014**
*Autoparts & Hotels*
National Wages & Productivity Commission (PH)
Prince Songkla University (TH)
Social Partners

*Enterprise-Level Assistance*
*Green Improvement Teams*
CORE Training Sessions

**DAY 1**
Key tools and techniques for productivity, continuous improvement and joint problem solving & their application for a greener, better workplace
Workplace Cooperation & Problem Solving | Eco-mapping | Identifying impacts & aspects

**DAY 2**
Resource efficiency: (a) Energy, (b) Water (c) Materials
Cleaner Production | Eco-Efficiency | Energy Conservation | Analyzing flow of Materials in the production process

**DAY 3**
Workplace issues and the environment
Occupational Safety & Health | Climate change impacts on businesses operations | Workplace Relations | Action Plans for Greening Business and Improving Working Conditions

Technical / Thematic Modules

- **Module 1**: Healthy and Climate Resilient Workplace
- **Module 2**: Energy Management for Energy Efficiency
- **Module 3**: Resource Eco-Efficiency & Cleaner Production
- **Module 4**: Triple Bottomline Performance Indicators & Sustainability Reporting

Competencies:
- Green, Environmental Awareness, Eco-Efficiency
- Climate Change Mitigation practices
- Technical skills: energy, materials, processes, etc.
- OSH
- Problem solving, planning, cooperation, innovation
- Monitoring, Communication

Onsite Expert Advisory Services

• Green Improvement Teams
• Action Plans

• Improvement Actions
• Progress Monitoring
Achievements in Auto sector

• Introduction of chemical hazard identification, training and monitoring

• Warehouse Area Improvement for energy efficiency and safe material storage

• Remedial measures for heat loss leading to improved workplace environment and energy efficiency
Green Jobs Initiatives (Indonesia)

- 2009-onwards Green Jobs Foundational Workshops
- 2010-12 Sustainable Tourism
  Sustainable Tourism Employment Creation Model
  National Strategy for Sustainable Tourism & Green Jobs (2012)
- 2012-13 Green Jobs Mapping – Existing Green Jobs in Eight Key Sectors
- 2012-14 Green Dynamic Social Accounting
  Employment Creation & CO2 Emissions Reduction Contributions in Construction Sector & All Economy
- 2012-14 Indonesia Green Entrepreneurship Programme
  Start Your Green Business (SYGB) [Five Bahasa & English Sector-Based Training Manuals]
- 2013-14 REDD+/CCA - Green Value Chains for Economic Diversification for Forest-dependent Communities
GJ Mapping Indonesia
Inventory-Desk Review- (Tripartite Consultation) Method

<table>
<thead>
<tr>
<th>Green Sectors/sub Sectors</th>
<th>Core Env. Jobs</th>
<th>Green Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>4'809'584</td>
<td>2'434'667</td>
</tr>
<tr>
<td>Forestry</td>
<td>213'620</td>
<td>97'630</td>
</tr>
<tr>
<td>Energy</td>
<td>6'780</td>
<td>4'820</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>1'062'761</td>
<td>331'538</td>
</tr>
<tr>
<td>Transportation</td>
<td>1'659'606</td>
<td>603'593</td>
</tr>
<tr>
<td>Construction</td>
<td>414'780</td>
<td>187'752</td>
</tr>
<tr>
<td>Tourism</td>
<td>21'407</td>
<td>10'665</td>
</tr>
<tr>
<td>Fishery</td>
<td>549'012</td>
<td>241'739</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>8'738'000</strong></td>
<td><strong>3'912'404</strong></td>
</tr>
</tbody>
</table>

Indonesia highest No. of environment related jobs (5 countries in A/P) BUT many are in the informal economy (lack of compliance to DW indicators)

- Organic/low impact cultivation/smallholder rubber
- Environmental certification for sustainable natural forests [higher pay / greater workers representation]
- Share of Renewable Energy - regulated & highly skilled
- Rattan and bamboo [green agro-processing, sustainable edible oil production]
- Public mass transport [investments in rail system]
- Green buildings, irrigation/water, LI Infra-RE [Investments / Instruments-certification, procurement, OSH Compliance]
- Sustainable Tourism Accommodation / Services/Destination Management [Integrated –BDS]
- Export oriented/following GLP [compliance to fishing quotas, preservation of natural habitats, enforcement of maritime regulations]
Policy Simulations- Green DySAM

Policy makers: To reconcile environmental, social and employment agenda and limit the social costs of environmental changes and environmental policies, while optimizing the positive employment effect (green jobs)

!!! Indonesia- At the beginning of the transition to a green(er) economy.

2010 Green DySAM (2012 version)

44 sectors of both conventional sectors and green sectors (14 sectors).

<table>
<thead>
<tr>
<th></th>
<th>Sector Share</th>
<th>Employment</th>
<th>CO2 Emissions</th>
</tr>
</thead>
<tbody>
<tr>
<td>14PA Total Green Shares</td>
<td>5.75%</td>
<td>2.55%</td>
<td>2.92%</td>
</tr>
<tr>
<td>10PA Total Brown Shares</td>
<td>23.89%</td>
<td>34.53%</td>
<td>43.75%</td>
</tr>
<tr>
<td>Total Green and Brown Shares</td>
<td>29.64%</td>
<td>37.08%</td>
<td>46.67%</td>
</tr>
</tbody>
</table>

Parent sectors were divided into green and brown sectors, while some sectors remained untouched.
# Assessment & Capacity-Building Roadmap (INDC Assessment)

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Stakeholder Dialogue(s)*</td>
<td>Technical Forum(s)</td>
</tr>
<tr>
<td>May 2016</td>
<td>August 2016</td>
</tr>
<tr>
<td>Technical Forum(s)</td>
<td>Stakeholder Dialogue(s)/High Level Policy Dialogue (Sept/Oct)</td>
</tr>
</tbody>
</table>

* INDC Socialization - August 2015

**Policy Advice & Support to Implementation**

**Capacity-Building for Green Jobs Measurements/Policy Research and Development**
Transformation towards GREENER economies, enterprises and employment
Ship-breaking

Over 100,000 workers in Asia, almost all untrained and unprotected in an environmentally damaging and hazardous industry.

Not Green Jobs!!

For decent work & environment related reasons

Recycling

Millions of workers in Asia involved in hazardous waste recycling (e-waste, lead and other heavy metals, etc.) in the informal sector.
## Quality of JOBS

<table>
<thead>
<tr>
<th>Environment</th>
<th>Decent Work</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Green, but not decent</strong>&lt;br&gt;Examples:</td>
<td><strong>Green and decent</strong>&lt;br&gt;Examples:</td>
</tr>
<tr>
<td>- Electronics recycling without adequate occupational safety</td>
<td>- Unionized wind and solar power jobs</td>
</tr>
<tr>
<td>- Low-wage installers of solar panels</td>
<td>- Green architects</td>
</tr>
<tr>
<td>- Exploited biofuels plantation days laborers</td>
<td>- Well-paid public transit employees</td>
</tr>
<tr>
<td><strong>Neither green nor decent</strong>&lt;br&gt;Examples:</td>
<td><strong>Decent, but not green</strong>&lt;br&gt;Examples:</td>
</tr>
<tr>
<td>- Coal mining with adequate safety</td>
<td>- Unionized car manufacturing workers</td>
</tr>
<tr>
<td>- Women workers in the cut flower industry in Africa and in Latin America</td>
<td>- Chemical engineers</td>
</tr>
<tr>
<td>- Hog slaughterhouse workers</td>
<td>- Airline pilots</td>
</tr>
</tbody>
</table>
Job Quality Indicators

- Living Wage
- Health Benefits for all employees
- Pension Benefits
- Paid Leave
- Safe Working conditions
- Family friendly working conditions
- Opportunities for advancement
- Entry level jobs accessible to with barriers to employment
- Meaningful work and job satisfaction
- Local hiring practices
- Job training linked to real jobs
- Flexible work schedules
- Access to membership to workers organizations
Areas of action for Green jobs:

- Ensuring ‘Just transition’
- Working conditions (OSH)
- Terms of employment (wages & contracts of employment) – regularization of employment relations
- Provision of social protection and safeguards/insurances
- Freedom of Association and Right to Collective Bargaining
• Decent work, poverty eradication and environmental sustainability are three of the defining challenges of the twenty-first century. Economies must be productive to meet the needs of the world’s growing population. Societies must be inclusive, providing opportunities for decent work for all, reducing inequalities and effectively eliminating poverty.
Invest public funds in greening the economy:

• (i) Use public investments to develop infrastructure with the lowest possible adverse environmental impact, to rehabilitate and conserve natural resources and to prioritize resilience in order to reduce the risk of displacement of people and enterprises;

• (ii) direct fiscal revenue towards social protection and active labour market policies to foster job creation and help workers to adjust to environmental sustainability policies;

• (iii) use public procurement to incentivize a shift to environmentally sustainable goods and services and promote social inclusion by ensuring that enterprises, in particular MSMEs and disadvantaged groups, are able to apply for public purchases;
Green Jobs Resources:

Green Jobs Communities of Practice (COP) portal:
http://apgreenjobs.ilo.org
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The International Labour Organization

- Specialized agency of the UN
- 182 member States
- 40 field offices throughout the world

- Established to achieve peace and social justice (1919)

- Devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity

- Placing employment at the heart of development policy