

# Sub-regional Web-meeting on Skills & Human Resources Development (HRD) for Green Jobs and Greening of Economies in Asia

Thematic Focus on Green Human Resource Development Initiatives and Green Occupations in the Asian Labour Market

## Virtual Event

22 March 2022 13:00 - 16:30 Bangkok Time (GMT+7)

23 March 2022 13:00 - 16:00 Bangkok Time (GMT+7)

Co-organized by:



## ► Background

The Asia-Pacific region is leading the world as the region with the best green jobs outlook if investments and policy reforms are realized. According to the ILO (2018a), up to 14.2 million net green jobs can be achieved by 2030. But the jobs will not be generated automatically, we must learn to recognize the opportunities and design strategic policies and interventions, driven by respective for the environment and the Decent Work Agenda.<sup>1</sup>

Transitioning to a green economy will entail changes equivalent to how the industrial revolution is impacting the economy. It has to be understood that it has different effects on sectors. Take petroleum extraction and refining which could see a loss of over one million jobs, while some 2.5 million jobs will be created in the renewables sector as the demand for this fuel source becomes much more preferred. And with the impacts of climate change becoming more apparent, Asia could possibly lose some 40 million full-time jobs in the agricultural sector because of rising temperatures and climate related disasters.

In order to redirect the focus on taking advantage of opportunities and managing risks and negative impacts, skills development is a key component of response measures during the critical period of transition. Anticipating and monitoring of skills needs, the provision of the right set of skills and the recognition of workers' skills, will help workers to move more easily to sectors with employment growth, and also to better jobs, hence increasing their resilience to potential job displacement and income losses.

From a list of recommended policies for the Asian region, a skills development pathway, such as education and vocational training for workers to address imminent structural and technological changes, is indicated as the most important input to promote inclusive growth. It acknowledges that a supply-side solution must be explored to address income inequality, where the labour force, will have the tools to cope with the new realities and participate better in the labour market.

Moreover, there is the need to increase an understanding on the demand side of skill development for facilitating greener economies, especially by the sharing of perspectives and experiences on how industries and concerned sectors are responding to the greening agenda, and the implications on future jobs and skills.

The challenge is to prepare the region for these transitions in a seamless manner and ensure that people will have the skills to cope and thrive in the emerging future scenarios and new socio-economic order. This means identifying the new

<sup>1</sup> ILO, *Green Jobs and Just Transition for Climate Action in Asia and the Pacific*, 2019.

skill requirements that match the predicted industry needs and emerging opportunities and initiating, as soon as possible, efforts to manage the transition for all in the areas of education, skills development, and workforce planning.

The ILO/Japan Multi-bilateral Programme supports a regional initiative towards developing a strong commitment to inclusive growth, characterized by strengthening economic, financial, and social inclusion through pursuing a skills development pathway, which will positively impact employment, MSMEs, economic integration emphasizing domestic demand and regional trade, which are then anchored to all other significant issues indicated in the SDGs. Further, this contributes to enable the Asian region to anticipate and prepare for transitions brought about by technology, digitalization, globalization, and structural market reforms and greening the economy. These take advantage of the opportunities that will arise, the innovation and breakthrough strategies that makes it resilient to the challenges that it has overcome through the years.

## Objective and Approach

These recent years have seen the increased interest and clamor in the Asian region to ensure that progress and development in the region integrates both economic and environmental considerations with benefits for all. Climate Change impacts are one of these challenges that affects economies, enterprises, and societies as a whole. The additional stress of the pandemic further exposed this vulnerability. The ILO/Japan Multi-bilateral Programme, through its Industry Skills for Inclusive Growth Phase 2 (InSIGHT2) project, aims to continuously build capacity of the constituents' appropriate response to emerging challenges that will have repercussion to the world of work. The InSIGHT2 project finds it timely to provide a thematic platform for a sub-regional dialogue, and knowledge sharing among the ILO constituents, initially from these countries: Indonesia, Philippines, Thailand and Viet Nam. The sub-regional dialogue focuses on the following two sectors: electric vehicle and renewable energy.

The web-meeting will be co-hosted by the [ILO Asia-Pacific Green Jobs Network](#) under the [Climate Action for Jobs Initiative](#)<sup>2</sup>. The specific objectives of this web-meeting are:

- ▶ Knowledge sharing on Skills & HR Development for Green Jobs and the Transition to Greener Economies;
- ▶ Increase the understanding on the demand side of skills development for facilitating greener economies by sharing perspectives and experiences on how the electric vehicle and renewable energy sectors are responding to the greening agenda and implications for future jobs and skills;
- ▶ Raise visibility on the ILO and the valuable contributions of the Tripartite Constituents in the discussions and policy initiatives on this thematic area; and
- ▶ Generate interest and new ideas for work and collaboration among the ILO constituents and partners in the Asian region to support a greener recovery and economic development pathways in these countries.

Supplementing the key presentations from ILO's technical experts and invited resource speakers, the webinar will highlight the thematic contributions from the ILO Tripartite Partners' discussions. Further, to support dialogue and knowledge sharing among the ILO tripartite partners from Indonesia, Philippines, Thailand and Viet Nam, they are requested to jointly prepare one consolidated presentation per country so that the content of these presentations feed into the target outputs of the web-meeting. The preparations will be requested ahead, and expected for submission of presentation inputs by **18 March 2022**. The preliminary guidance for the presentation content is indicated below. A representative from each of the countries will be given opportunity to present in Session 2-1 (please see agenda appended).

## Guidance for Presentation Content

- Country governance, institutional frameworks, policies and implementation landscape for developing Human Resources/Human Capital for greening the economy and facilitating the growth of green skills and occupations.

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<sup>2</sup> <https://www.climateaction4jobs.org/initiative/>

- Country challenges, issues and opportunities within the context of facilitating Skills and Human Resources Development to facilitate the growth of green skills and occupations and ultimately the creation of green jobs
- Sharing of good practices, investments, case studies, initiatives and innovations on Skills & HR Development in the transition to a greener economy (green TVET, trainings for green upskilling and/or reskilling, etc). Further, additional information can be provided such as the current overview of labour market supply and demand for green occupations, projections in the near future or other relevant labour market information. What has been the impact of COVID-19 on Skills and HR Development for Green Jobs and the transition to a green economy in your country? How are the country's economic recovery programs supportive of a green transition in occupations/jobs and industries?

### Expected Web-Meeting Outputs:

The expected outputs are listed below.

- ▶ Increased awareness and knowledge of the ILO Tripartite Constituents on the emerging challenges and opportunities brought about by the greening of economies, green jobs and positive climate action for jobs, implemented to spur recovery, a just transition and sustain inclusive and greener growth.
- ▶ Knowledge Products for the ILO Tripartite Constituents derived from the thematic presentations shared by resource persons.
- ▶ Country Presentations and workshop outputs from the interactive sessions organized to form the collaborative pronouncements of workers', employers' and government-plus, on the theme, which will be compiled as part of the webinar documentation. The findings and conclusions from this sub-regional webinar will support the thematic focus for the forthcoming 'Tenth Regional Seminar on Industrial Relations in the ASEAN Region' with recommendation on mechanisms to support the 'ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth of ASEAN Community' and the 'ASEAN Declaration on Human Resources Development for the Changing World of Work'.
- ▶ List of tripartite partners' focals from the four countries (Indonesia, Philippines, Thailand and Viet Nam) working on Green Skills and HRD, Green Jobs and Greening of Economies who can be engaged in future ILO activities on these thematic areas.
- ▶ Increased participation of stakeholders of the four countries in the ILO Asia Pacific Green Jobs Network and the UN Climate Action 4 Jobs Initiative.

### ▶ Event Information

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<b>Date &amp; Time:</b>	<b>Two half day event on 22-23 March 2022</b>
<b>Venue:</b>	<b>Online via Zoom</b>
<b>Working Language:</b>	<b>English</b>
<b>Interpretation:</b>	<b>Simultaneous Interpretation will be made available for participants from Indonesia, Thailand, Viet Nam and Japan.</b>

### Participants

The 'Subregional Web-meeting on Skills and Human Resources Development for Green Jobs and Greening of Economies in Asia' will gather participants from the specific countries, in particular:

- Policymakers and technical advisors of ministries of labour as well as other public agencies working in the area skills and human resources development with emphasis on green jobs and greening of economies;

- Representatives of workers and employers' organizations involved in the area of green jobs and greening of economies; and
- Experts and ILO technical staff working in the field.

The ILO promotes equality of opportunities. We strongly encourage the participation of women and persons with disabilities.

## Tentative Agenda (as of 16 Mar 2022)

### ► 22 March 2022, Half-Day Session

Time	Session Descriptions
12:45-13:00	Preliminaries
13:00-13:30	Opening Session Welcoming and Introductory Remarks / Keynote address / Objectives and session overview
13:30-13:35	Group Photo
13:35-14:35	<p><b>Session 1: Knowledge Sharing on Green Jobs, Green Skills Development Measures and Green Economic Recovery</b> <i>Moderated by ERIA</i></p> <p><u>Resource Speakers and presentations</u></p> <ul style="list-style-type: none"> <li>• Human Resources Development Policies on Green Jobs and Greening of Economies and Experience in Japan, <i>Institute for Global Environmental Strategies</i></li> <li>• ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth in ASEAN, <i>Ministry of Human Resources, Malaysia</i></li> <li>• Regional Study on Green Jobs Policy Readiness in ASEAN and ILO's Climate Action for Jobs Initiative and Overview of the UN Climate Action 4 Jobs Initiative, <i>ILO</i></li> <li>• Skills Development Measures in Support of a Just Transition to a Greener Future for All, <i>ILO</i></li> </ul> <p><i>Discussion, Q&amp;A</i></p>
14:35-14:45	Break
14:45-15:45	<p><b>Session 2-1: Sharing of Perspectives on Skills and HR Development for Green Jobs and the transition to a greener economy</b> <i>Moderated by ILO</i></p> <p><u>Presentations from the countries</u></p> <ul style="list-style-type: none"> <li>• Indonesia • Philippines • Thailand • Viet Nam</li> </ul> <p><i>Discussion, Q&amp;A</i></p>

15:45-16:30	<p><b>Session 2-2: Breakout to hold discussion on collective priorities moving towards Greening Skills, Human Resource Development, Occupations in the Labour Market, promoting green jobs and facilitating the transition to a greener economy.</b> <i>Moderated by ILO</i></p> <p>There will be 3 group discussions according to affiliation, workers, employers' organizations and government, facilitated in designated zoom breakout rooms.</p> <p>{The discussions will cover their feedback and reflections on the country presentations, identifying priorities / priority actions that can be pursued at the regional and country level tripartite engagement platforms and an active response to the ASEAN Declaration on Promoting Green Jobs for Equity and Inclusive Growth in ASEAN, inputs that can be taken forward for the ASEAN Green Jobs Forum in 2022, the ASEAN Declaration on HRD in the changing world of work along with its Roadmap and the ASEAN Labor Ministers Work Programme relevant to the labour dimension of sustainability and emerging labour trends.}</p>
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► **23 March 2022, Half-Day Session**

Time	Session Descriptions
12:45-13:00	Preliminaries
13:00-13:15	<b>Emerging Green Careers and Occupations: Views from the Job Market,</b> <i>Green Collar Careers Singapore</i>
13:15-14:00	<p><b>Session 2-3: Presentation on the findings on collective priorities moving towards “Greening Skills, Human Resource Development, and Occupations in the Labour Market, Promoting Green Jobs and Facilitating the Transition to a Greener Economy”.</b> <i>Moderated by ILO</i></p> <ul style="list-style-type: none"> <li>• Priorities of the Workers' Organization (<i>Representative/Rapporteur</i>)</li> <li>• Priorities of the Employers' Organization (<i>Representative/Rapporteur</i>)</li> <li>• Priorities of the Government and Response to Workers and Employers' Perspectives (<i>Representative/Rapporteur</i>)</li> </ul>
14:00-14:10	Break
14:10-15:30	<p><b>Session 3: Supporting the Green transformation of Industry with Skills Development: Energy, mobility and just transition</b> <i>Moderated by UNESCO (tentative)</i></p> <p><u>Cases &amp; Initiatives</u></p> <ul style="list-style-type: none"> <li>• Towards Electric Mobility in Japan, <i>FOMM (Asia) Co., Ltd.</i></li> <li>• EV Situation in Thailand, <i>ENTEC</i></li> <li>• The Path to Achieving Carbon Neutral, <i>Mitsubishi Heavy Industries (Thailand) Limited</i></li> <li>• Southeast Asia Energy Transition Partnership, <i>UNOPS</i></li> <li>• Skills for a Just Transition – What role for Knowledge Intensive Business Services (KIBS) in SEA, <i>ILO</i></li> <li>• Guiding the Greening of TVET in Asia: ILO Toolkit on Greening TVET, <i>ILO</i></li> </ul> <p><i>Discussion and Q&amp;A</i></p>
15:30-16:00	<b>Closing Session</b>

## Organizers:

### ► **InSIGHT Phase 2 Project, ILO Japan Multi-Bilateral Programme**

Industry Skills for Inclusive Growth Phase 2 Project is a regional program which explores and supports a skills-driven approach and pathway towards inclusive growth in the Asian region. InSIGHT2 implements component activities in (1) Indonesia, focused on skills development systems and promotion of digital skills, (2) the Philippines, on skills measures to enable and sustain the transition to a greener economy, and (3) at the regional level, focused on knowledge sharing and policy support to tripartite constituents in ASEAN Member States to enhance regional integration on these closely related themes. It is supported by the Government of Japan under the long-standing partnership within the ILO-Japan Multi-Bilateral Programme

### ► **Asia Pacific Green Jobs Network**

The Asia-Pacific Green Jobs Network holds monthly meetings and discussion events to share knowledge and facilitate networking in advancing ILO's agenda for greening the world/future of work, with the aim to: (1) discuss how the ILO is working for a Covid-19 recovery with green jobs; (2) exchange information about keeping climate change action commitments in place as part of the recovery measures for better jobs, and (3) contribute to global efforts against the Covid-19 pandemic and the Climate Change emergency.