



Towards decent, green jobs for all



A discussion paper
by CAFOD and
Christian Aid
October 2017

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Acknowledgments:

This briefing was written by Anna Lau (CAFOD), with significant input from Priya Lukka (Christian Aid) and Phil Reed (Christian Aid). Thanks to all colleagues at Christian Aid and CAFOD who have provided ideas and advice. In particular, Anne Lindsay, Graham Gordon, Toby Quantrill, Matti Kohonen, Ken Boyce, Vanessa Tinsley, Roxana Mamani Solis, Ognyan Zhelyazkov.

Cover photographs:

Meaningful work helps us and our societies to flourish but labour markets are changing rapidly for many women and men around the world.

Picture 1, Employees at a greengrocer in Colombia, Paul Smith; Picture 2, Beekeeper and cowherder in Kenya, Bridget Burrows; Picture 3 Barbershop in Kenya, CAFOD.



Introduction

As faith-based development agencies, CAFOD and Christian Aid recognise that humans are creative beings. Meaningful work helps us and our societies to flourish. Whether as subsistence farmers, workers receiving a salary, or entrepreneurs, most people living in developing countries earn the majority of their income from work. This means that the level of employment, the quality of jobs, and access to fair earnings are key to poverty reduction.¹ Our programme experience tells us that jobs are also central to poor people's own concerns.²

Across our policy and programme work, Christian Aid and CAFOD are developing a decent, green jobs agenda that responds to the mandates of Agenda 2030 on Sustainable Development and the Paris Climate Agreement. SDG Target 8.5 specifically mandates full and productive employment and decent

work for all women and men. In this short discussion paper, we explore the important relationship between jobs and sustainable development and set out some of the challenges of creating decent green jobs that are available to all. This paper draws from two externally-commissioned literature reviews,³ programme experience and further desk-based research. Moving forward, we will be pursuing further work in this area to inform our thinking across a range of initiatives.

A rising jobs agenda

Jobs have come to the fore of national and international political agendas to transform economies and reduce poverty. This is true for both donor governments, multilateral institutions and for states receiving development aid.

Institutional policy snapshot: growth, jobs and economic transformation

The **World Bank's** 2013 World Development Report highlights that *"Jobs are instrumental to achieving economic and social development. Beyond their critical importance for individual well-being, they lie at the heart of many broader societal objectives, such as poverty reduction, economy-wide productivity growth, and social cohesion"*.⁴

In its efforts to deliver on this, **DFID's** 2017 Economic Development Strategy seeks to stimulate *"growth that transforms economies; that creates productive jobs and private sector investment"*.⁵

In its 2015 annual review **CDC**, the UK government's development finance institution, announced its objective to prioritise *"sectors that bring the biggest economic transformation: more and better jobs, higher productivity, helping poorer consumers and empowering citizens"*.⁶

The most recent replenishment round of the World Bank's Fund for the Poorest, IDA 18, also has a thematic focus on *"jobs and economic transformation"*.⁷

However, a lot of these agendas are based on a relationship between economic growth and decent work which cannot be taken for granted, as demonstrated by the problem of "jobless growth".⁸ Structural changes in the labour market – including more individuals joining the global workforce, a rise in precarious, informal and casual work (including in the emerging gig economy), unequal labour market

opportunities for marginalised groups as well as rising automation⁹ – have the potential to exacerbate this problem moving forward.¹⁰ In this context, it is also important that appropriate support and regulation is given to the growing informal sector so that it can fulfil its potential to create decent, green jobs that are accessible to the poorest.



A new framework: decent, green jobs for all

A new framework is needed, one which prioritises not just jobs, but the creation of both quality and green jobs. Overall, policy makers seeking to stimulate job-creation through growth have paid limited attention to issues we consider important for creating decent, green jobs for all. At best, partial consideration has been given to one or two of the issues identified in Figure 1 below.



Figure 1

An integrated approach to creating decent green jobs will therefore include:

- Ensuring that any jobs created reflect the **reality of people's contexts, livelihoods and coping mechanisms** as well as to **the need to transition from a "brown" to a "green" economy**. This is essential because the problems of poverty and environmental degradation are interrelated. Most of the poor depend for their livelihoods and wider well-being on sectors that are threatened by the overuse of natural resources, ecosystem degradation and climate change.¹¹
- **Creating jobs that are accessible to marginalised groups.** Women face barriers to labour markets and are more consistently in vulnerable employment, with their exclusion being compounded by other intersections of inequality: class, race, gender, caste, age, disability, sexual orientation and geographical location.¹² Further, their disproportionate involvement in unpaid care work means that women's contributions to the economy are often invisible but simultaneously reduce their opportunities for paid employment.¹³
- Recognising the quality of work is as important as the quantity of jobs available. It is therefore important that any jobs created align with the ILO definition of **decent work** relating to (1) employment, (2) social protection against

vulnerabilities, (3) social dialogue, and (4) rights.¹⁴ Examples of policy actions that can facilitate decent work include those that increase incomes; guarantee a living wage; ensure adequate (and implemented) standards of work health and safety; and ensure freedom for workers from discrimination as well as the right to organise collectively.

- **Having a clear focus on economic transformation.** Economic transformation is already high up the policy agenda. However, what this means in practice is contested. We would argue that effective economic transformation requires a focus on local ownership and the creation of a diverse range of decent jobs in environmentally-sustainable sectors that create multiplier impacts in the domestic economy.¹⁵ Simply focusing on moving labour from historically low-productivity to higher productivity sectors will be insufficient to deliver the best outcomes for people and planet.

Creating jobs that meet these criteria will not be straightforward, but is critical if the economic strategies of major development actors are to be effective in achieving genuine sustainable development. Prioritisation and focus will be key. The rest of this briefing paper uses the programme experience and research of CAFOD and Christian Aid partners to suggest some priority areas for a decent, green jobs agenda.



Emerging priorities for our work

Two overarching priorities stand out for both Christian Aid and CAFOD in terms of creating decent, green jobs for all.

Firstly, **the starting point for any discussions on decent work needs to be listening to people and their communities.** Creating decent jobs is a worthy policy objective in itself because meaningful work helps us to flourish in many areas of our lives. As a result job-creation strategies need to be based on an accurate understanding of people's contexts and

livelihoods. Effective development strategies will empower people to be proactive, creative citizens in society. By working with a range of networks and local organisations that understand and are mapping relevant economic activity (including in the informal economy), it is possible to gain a much better understanding of relevant features of the national economy than through GDP-based assessments alone. From this, more relevant options and appropriate intervention points for decent work, environmental sustainability and inclusion can be identified.

Country snapshot: economic mapping in Zimbabwe

In Zimbabwe, **Knowledge Transfer Africa (KTA)** works through “information instigators” who collect disaggregated information across 20 of the country's informal markets, building up a more accurate assessment of economic activity from near real-time information. They now have a memorandum of understanding with the government for all the country's agricultural extension workers to join its pool of information instigators. Analysis based on this information has enabled them to identify policies that could more effectively promote inclusion (such as working through the many informal women vendors who influence consumer preferences across a range of issues, including nutrition). The institution also acts as a guarantor of loans to traders from a national bank by providing the traders' transaction histories in place of collateral. This is particularly effective as poor groups cannot risk their limited assets in such transactions. They are also able to offer appropriate and relevant advice to farmers and traders to empower what have traditionally been highly excluded groups, including their capacity to challenge more powerful groups with better information.¹⁶

Secondly, work needs to be seen in the wider context of promoting a more **inclusive and sustainable process of economic transformation.** This involves taking a balanced approach to improving informal livelihoods, upgrading work and new job-creation to produce a range of decent jobs in high-value, environmentally-sustainable sectors. These sectors should be closely linked, through different types of value chains. In many contexts, this will require some rebalancing of policy attention from long, global chains to shorter, local chains for better inclusion and sustainability outcomes.

GDP-growth and rising per capita incomes are associated with increasing inequality unless governments introduce major policies to promote employment creation, redistribution of income and wealth and control over resources, and access to essential public goods and services.¹⁷ Jobs Diagnostics

carried out by the World Bank's Fund for the Poorest in 2013 identified that “a group of ...countries dependent upon extractive industries have seen relatively jobless growth, with growth driven by capital-intensive extractives, and limited backward linkages to the economy. While these countries have seen rapid productivity growth in enclave industries...most failed to capitalise on past commodity price windfalls to diversify their economies and achieve sustained, broad-based job creation.”¹⁸

Under these two overarching priorities, we highlight four more specific approaches. Though this list is not exhaustive, if policy-makers are to create decent, green jobs that are available to the poorest, these are a good starting point. We outline them on the following page with the aim of stimulating further discussion and reflection.

1 Focus on the sectors with the most potential for addressing drivers of both poverty and environmental degradation:

Many labour-intensive professions involve low-paid, strenuous and dangerous jobs. They are often heavy resource consumers and polluters or directly dependent on natural resources and specific climate conditions.¹⁹ Moving forward, attention needs to be paid to those sectors with the highest potential to drive poverty alleviation, with attention being paid to processes (including innovation processes) that improve both the quality and the environmental sustainability of work.

2 Make sure that green policies are also fair:

To ensure a just transition to a zero-carbon world, it will be important to link the social justice and green agendas in government policy. Timely and adaptive planning will be required to ensure the integration of phasing out of carbon-intensive activity with leapfrogging activity and greening of priority sectors while mitigating against exclusionary impacts that hit the poorest hardest, such as the need to re-skill for new kinds of jobs in the digital economy.

3 Take informality seriously: Far from ebbing away as formal economies grow, informality is rising in many countries.²⁰ It is important that policy-makers do not ignore or discriminate against informal economic activity, which provides employment for most economically marginalised groups.²¹ They will need to provide an enabling environment for better work conditions and prospects for informal workers and enterprises.

4 Empower women workers and other marginalised groups, investing in care policies for multi-dimensional impact:

It is important that governments take a more intersectional approach to policy-making since interventions impact different marginalised groups in different ways. Women (and other marginalised groups) need to meaningfully participate at all stages of design and implementation to ensure that barriers, whether legal, political or social (including discriminatory norms) do not further exclude them.²²

In the rest of this paper we expand on these four key priorities, outlining their importance, the policy rationale and explaining how pursuing such an approach could help policy-makers develop a more inclusive and sustainable approach to transforming economies, in line with Agenda 2030 on Sustainable Development.

Priority One: Focus on the sectors with the most potential for addressing drivers of both poverty and environmental degradation

Research indicates that the experience of parts of East and South-East Asia – where manufacturing industries drove higher economic growth and wages – will not be replicated in other parts of the world without radical changes to production processes. Through analysing data from countries at all income levels, deindustrialisation – defined as declining manufacturing employment – has been primarily attributed to decreased labour intensity of manufacturing, largely from automation.²³ Industrialisation in North Africa, Mexico and India has stalled, and other parts of Latin America²⁴ and Sub-Saharan Africa already show signs of deindustrialisation while poverty rates remain high.²⁵ At the same time, disruptive innovation is enabling manufacturing of products closer to consumers in richer countries.²⁶

More than simple GDP growth, it will be necessary to pursue a positive pattern and quality of growth. In practice, this will require a focus on sectors where poor groups are more likely to experience positive distributional impacts and where greening will most significantly increase the overall sustainability of production. Sector priorities will differ depending on country context but globally, we highlight agriculture, forestry, fishing, garments, energy, resource-intensive manufacturing, waste management, recycling and construction. Together these account for more than half the global work-force (mostly in the informal economy). They involve many low-paid, strenuous jobs that traditionally have low agency, either to negotiate or collectively raise workers voices through unionisation or self-help groups.²⁷ These jobs are also heavy resource consumers and polluters or directly dependent on natural resources and specific climate conditions.²⁸ Jobs in these sectors are under threat from automation and trends show that some companies view labour and technology as mutually opposed in a zero-sum game.²⁹ This means that a laissez-faire approach risks increasing inequality.³⁰ More pro-active and targeted approaches to greening and upgrading work in these sectors, as well as supporting the transition of workers into new sectors – including through social protection and skills programmes – will be vital.



Owner of a small mushroom business, Bangladesh.

Sector snapshot: the promise of inclusive and sustainable agricultural transformation

Researchers have found that growth in the agrarian sector reduces poverty and inequality more than growth in other higher-productivity sectors.³¹ Agriculture is currently home to almost 1 in 3 workers world-wide³² and is also the biggest sectoral polluter.³³ Yet with the right support, agricultural work could in fact reduce greenhouse gas emissions.³⁴ Environmentally sustainable forms of agriculture tend to be labour-intensive and require increased knowledge and capabilities. If greater effort is made to recognise, support and reward agroecological farmers' contribution to ecosystem care, this could become a more meaningful and desirable occupation.

Our complementary research agenda on agricultural transformation in Africa has highlighted that, while commercial agriculture has risen up the donor and multilateral agenda, many smallholder farmers may not be able or willing to switch to commercial agriculture. However, they could benefit from work opportunities in enterprises linked to producers, such as seed banks, credit providers, storage providers, transporters, distributors, processing industries, and traders, comprising a diverse "ecosystem" of actors that are the first step towards structural economic transformation, providing a foundation for further diversification. To create such linkages however, would require policy choices that enable rather than disable smaller and informal producers and enterprises.³⁵

CAFOD research in 2013³⁶ highlighted how a widely-used instrument for judging a country's business enabling environment, the World Bank's Doing Business index, fails to match the priorities needed for small private sector enterprises to grow. These include ensuring adequate funding for small enterprise support programmes; productive infrastructure that reaches the poorest and addresses their priorities; adequate public services; stimulating demand through pro-poor procurement policies; recognising informal workers' organisations; and allowing their representatives to take part in rule-setting, policymaking, and collective bargaining processes. As it stands, however, current preferences among donors and government are likely to skew investment towards large-scale export-oriented agri-business and the services, infrastructure and energy projects that support this preference. These can have harmful impacts on the livelihoods of the poorest groups.³⁷

Rose-tinted views of technological innovation³⁸ – including that of the Fourth Industrial Revolution – need to be considered in the context of how important a sector or type of work is to impoverished groups. While policy approaches that respond to trends impacting the future of work can certainly stimulate innovation for inclusive economic transformation, this may require prioritising "grassroots" innovation that can help reverse the trend of jobless growth. A more inclusive innovation process draws on context-specific knowledge and the formation of networks of activists, researchers, practitioners and low-income groups to develop local solutions to solve existing problems faced by poor communities.³⁹ It involves "bottom-of-the-pyramid" groups in pro-actively developing meaningful livelihood strategies, rather than just being viewed by decision-makers as consumers or producers.⁴⁰

A decent, green jobs agenda will also require identifying synergies between sectors – such as agriculture, forestry and ecosystems services – as part of a more complete development model that draws on an array of participatory approaches, such as community ecosystems-based adaptation.⁴¹ This introductory discussion paper is the start of a longer research programme exploring the synergies between informality, innovation, greening and inclusion. It is driven by our commitment to develop fresh approaches to economic transformation based on the livelihoods, needs and wishes of the communities we work with.

Priority Two: Make sure that green policies are also fair

Attempts to “green” economies are not automatically fair. The rising green growth agenda largely focuses on stimulating new green industries or sectors. However, green interventions can in fact exacerbate economic exclusion and it is important to avoid or mitigate against this.⁴² For example, where fossil fuel consumption subsidies are being phased out, it is important that policies ensure the affordability of energy services, which for the poorest groups may require some form of public subsidy or energy safety net.⁴³ Research into “green” job-creation programmes shows that many replicate exclusionary patterns of traditional “brown” industrial strategies. For example, though aspects of South Africa’s green economy planning – such as its cash for works on environmental protection programmes – feature prominently in the literature on green growth, very few of the jobs created have been permanent, decent jobs.⁴⁴ Failure to include marginalised groups, such as women, in the design stage has continued to exclude them from new, green, labour markets. For example, a public-private partnership developing solar home systems in the Limpopo province of South Africa has created installation and maintenance jobs which are currently considered inappropriate forms of work for women.⁴⁵

We highlight the importance of prioritising integrated policies that address drivers of poverty and environmental degradation. Ghana’s approach to removing fossil fuel subsidies in 2005 is an example of this. Instead of offering cash transfers to low-income households most affected by fuel price hikes, the government offset the price rise by eliminating fees for state primary and secondary schools, increasing investment in public bus transport with a price ceiling on fares, increasing funding for rural healthcare, increasing the minimum wage and investing in rural electrification. These wider compensatory measures help tackle deeper deprivations of education, mobility, healthcare, wages and energy access.⁴⁶

Addressing such deprivations can have impacts on both direct and indirect job-creation. However, research has found that some of the better programmes for the economic inclusion of marginalised groups have focused less on job-creation and more on goals such as poverty reduction, improving profitability and stabilising income.⁴⁷ In contrast some programmes that simply focus on financial inclusion have had disappointing results as the sums have been too small and terms too short to generate productive, employment-generating outcomes.⁴⁸

Country snapshot: China’s green policy response

China implemented a green stimulus package during the global economic crisis, creating 5.3 million jobs in the green economy between 2009 and 2012. Energy efficiency and renewable targets in national development plans were matched by green job creation targets supported through development of vocational and entrepreneurship skills as well as assistance to green start-ups.⁴⁹

But green growth also requires policy action on issues such as dependence on non-renewable resources and on social inclusion and fairness. The Chinese government has not progressed very far in this respect, simply recognising that the promotion of “green growth” will lead to a reduction in employment, mainly from small farm mills, and that there will need to be more direct employment generation towards green industries.

Macroeconomic fiscal and monetary policy can incentivise green investment and net job creation through measures such as eco-taxes, subsidies, regulations and public investment. Environmental regulation, investment and financial incentives can also play a vital role in priority sectors. To ensure such green policies are fair, these must be integrated with social and labour policies combining social protection, employment, skills development and labour market policies to safeguard workers from the negative impacts of climate change, economic restructuring and resource constraints.⁵⁰ Some of these will need to be targeted to address the different kinds of social marginalisation that people face. Given that approximately two thirds of global employment is in micro, small and medium enterprises,⁵¹ creating the requisite environment for these to become more sustainable – financially and environmentally – is also important. One social protection response emerging on the policy agenda in some countries is universal basic income. India’s 2017 Economic Survey devotes a chapter to its potential and is authored by the government’s Chief Economic Advisor, Arvind Subramanian.⁵²

Renewable energy is an essential part of the low-carbon transition and off-grid services are particularly important for the 1.06 billion people without access to electricity and the 3.04 billion people without access to clean cooking fuel.⁵³ Bangladesh demonstrates what a mature sector might look like for solar home systems,

currently employing an estimated 127,000 people.⁵⁴ Although Bangladesh initially imported most of its system components, the scale of the sector means that local manufacture has become economically feasible and Bangladesh produces most components domestically. Roughly 25% of the total employment generated has been in manufacturing of system components, while the remainder has been spread across distribution, installation and after-sales service.⁵² It is unclear, however, how many of these jobs currently meet the criteria of decent work. IRENA has used statistics collected by the Indian government to project a global picture of global job market gains in this sector. Assuming universal energy access is achieved by 2030, it estimates that the off-grid renewable energy sector will create 4.5 million direct jobs globally by 2030.⁵⁵

Priority Three: Take informality seriously

The informal sector is the “biggest private sector” by number of workers and is the largest potential source of domestic revenue.⁵⁶ In the past it has been assumed that informality would ebb away as a country’s economy undergoes structural transformation. In fact, the reality is that informality is growing, even in some high-income countries (although it may be referred to as “non-standard” work in these contexts) and during periods of steady economic growth.⁵⁷ The informal economy – which consists of many kinds of enterprises – provides over 90%⁵⁸ of employment in some countries and within our country programmes, provides employment for almost all economically marginalised groups. Despite its scale, the central role of informal economies in supporting livelihoods is often overlooked in policy and poorly captured in national statistics. For example, a 2015 UNEP report on building green economies in Africa, while recognising the need for pro-poor growth, does not mention the informal economy at all.⁵⁹

Though there exists in the academic literature a more in-depth analysis of the informal economy, there are many schools of thought on its causal roots,⁶⁰ with each view lending itself to a different policy approach. However, one clear recommendation is that for policy frameworks to support inclusive transformation, they must not stigmatise informal activity or assume that formal sectors will automatically provide “good” work. Programmatic work supported by CAFOD and Christian Aid confirms research findings that formal and informal activity are often linked together, with workers pursuing employment in both sectors, formal activities being reliant on informal activity, inputs flowing to and from each “sector” and informal innovation growing in the absence of formal structures.⁶¹ Formal sector work can be precarious, and in formal supply chains and larger informal



Food Stallholders in El Salvador.

enterprises, informality is often seen as a way to avoid labour regulations and the cost of workers’ rights. This means that, more than a sectoral focus, the *type of work* matters. In formal settings, casual, uncontracted or low skilled workers can be pushed into further precarity, even as a firm’s productivity increases.⁶² In contrast, in certain circumstances, activity in the informal sector can lead to better standards that improve the quality of work.⁶³ One example is informal agricultural markets in Zimbabwe, where product standards have evolved outside of state regulatory schemes that enable producers to improve incomes through obtaining better prices and adjusting the quantity of produce they bring to market (thus reducing spoilage).⁶⁴

Whilst policy-makers are starting to appreciate that informal enterprises need to be integrated into economic planning and that informal workers need more fiscal and regulatory support, informal activity is often in flux, with workers responding to changing constraints and opportunities on a day-to-day basis. Without an adaptive framework, informality does pose a development challenge. In recent years, there has been a growth in literature and guidance that can help policy-makers to navigate this terrain.⁶⁵

The ILO has recommended a focus on strengthening worker representation, access to training and ensuring a minimum package for labour rights for the informal economy as well as inclusive social protection not tied to formal employment or in-work contributions.⁶⁶ Our programme context indicates that the most appropriate approaches will build from existing social safety networks and use participatory processes to ensure the design of appropriate interventions and their effective implementation. This will require addressing barriers to participation, including discriminatory laws and norms across all institutions, as well as discriminatory attitudes and behaviours.⁶⁷ Resourcing citizen action to tackle this is crucial as strong civil society movements are necessary to build power against discrimination.

Country snapshot: supporting informal workers in Brazil

In São Paulo, partner organisation Gaspar Garcia Human Rights Centre (CGGDH) works with informal workers whose salaries are insufficient to meet their basic needs, in a context where public social policies do not cover this gap. CGGDH provides support in the areas of rights to housing and decent work, including legal advice, support with organising, and advocacy with local institutions to highlight the role of informal workers.

Informal economies are particularly important in fragile and conflict-affected contexts, as evidence suggests that there is a shift from the formal sector to low-capital self-employment informal jobs in these

contexts.⁶⁸ Many of our programme partners have decades of experience in supporting the growth of resilient livelihoods alongside peace-building and action for better governance processes in such contexts.

Country snapshot: working with the informal economy in fragile and conflict-affected contexts

In Afghanistan, partner organisation Sanayee Development Organisation (SDO) has developed complementary programmes in climate-resilient agriculture, inclusive markets and peace-building. They work with local district peace councils, establishing village-level peace councils from both the existing community leadership and excluded groups that are in conflict with one another. They are now embarking on supporting district-level representatives to act as mediators at the provincial level, linking community-based initiatives and channelling on-the-ground concerns to formal government structures. SDO are also building inclusive markets in saffron, having already identified that demand far outstrips supply and is likely to do so, at least over the short- to medium-term. At farm-level, SDO farmers are being trained to use practices that require little to no financial expenditure, that build soil and other ecosystem services and which can be scaled up. Resilience as the overarching priority means balancing between high-risk, high-gain market approaches and household food security, and SDO are now focusing on developing better programmes that prioritise staple food crops as insurance against shocks. From the market's side, they are continuing to work with saffron enterprises, the saffron union and government, to ensure less fragmentation across the value chain.



Saffron fields in Afghanistan.



Community-based green energy project, Kenya.

Priority Four: Empower women workers and other marginalised groups, investing in care policies for multi-dimensional impact

This discussion paper has highlighted that more specific approaches will be required to design and implement a jobs agenda that leaves no-one behind. However, our agencies recognise that social marginalisation is complex. For example, older women with low socio-economic status will have a different experience of discrimination from young, disabled men with higher socio-economic status. A more participative approach to development will also ensure that marginalised groups can define their experiences for themselves and can connect and work with others for greater impact.⁶⁹

From an employment perspective, women face significant barriers to accessing labour markets as they bear the burden of unpaid care work alongside seeking paid employment.⁷⁰ For women who do find a job within the formal sector they will earn less than a man, even when in the same occupation and if they possess the same level of education.⁷¹

Women do most of the care work that (i) sustains and supports people, (ii) generates significant economic value (although this is not well-captured by national statistics)⁷² and (iii) as a formal work sector, is considered to have high-growth potential.⁷³ Jayati Ghosh has calculated – based on Swedish care sector figures – that 1 billion jobs in care would be required globally by 2030.⁷⁴

Broader care policies and adopting a care lens across sectors can have multi-dimensional impacts, if they are designed to address the different ways in which people are marginalised. Impacts include poverty reduction, enhanced women's labour force participation, employment creation, mitigation of other dimensions of inequality such as class, disability and age and expansion of future generations' capabilities. Empowering women and increasing their labour market participation has been seen to have inter-generational spill overs in health⁷⁵ and education,⁷⁶ for example. Care policies would include: early childhood education and care (ECEC) services, care services for sick, disabled and older persons; the provision of infrastructure that reduces women's and children's workloads, such as communal wells and piped water; social protection policies, including cash transfer programmes, public works, pensions and income security for children and their families; and labour market policies, including targeted skills programmes, maternity benefits and parental leave. A recent report by the ITUC⁷⁷ also concludes that investment in social infrastructure has the potential to create more jobs for women than investment in physical infrastructure.

In December 2016, Christian Aid and CAFOD commissioned a review on inclusive innovation, women and decent, green jobs in the informal economy which was further summarised in *the Economist*.⁷⁸ From this we can highlight that there are two sectors with most available evidence and guidance on drivers of women's economic empowerment, what constitutes decent work and the extent to which benefits flow to more marginalised groups within communities: agriculture and renewable energy. Waste management and recycling, cash for work environmental schemes, payments for eco-services, eco-tourism and forestry were also explored.⁷⁹

This paper found examples of how effective targeted approaches can be. Barefoot College, for example, focuses exclusively on training illiterate or semi-literate middle-aged women to be solar technicians. According to the World Access to Modern Energy (WAME) Database,⁸⁰ the Barefoot College has trained 650 illiterate women as solar engineers, who have electrified 1200 villages in 50 countries across Latin America, Africa and Asia, benefiting 500,000 people.



Conclusions: Towards decent, green jobs for all

The challenge of creating decent, green jobs is one shared by all governments. In the UK, for example, 30% of existing jobs are estimated to be at risk of automation by 2030.⁸¹ In responding to this, donor governments will need to make sure that they do not externalise the social and environmental costs of domestic industrial strategies, or undermine the ownership of Global South governments over their own development agendas.⁸²

In this discussion paper, we have introduced some core priorities of a framework that we believe can deliver decent employment opportunities while ensuring the environmental impact of human activity remains within the ecological carrying capacity of the planet. Managing trade-offs between priorities in transparent, accountable and participatory ways will be vital to delivering the best outcomes for inclusion and sustainability.

It is vital to promote employment-intensive growth patterns accompanied by skills programmes and investment to enable more people to access job opportunities. It is important to incentivise changes in production and consumption patterns and energy

use through legislation, regulation and public policies, ensuring fairness in the transition. Deepening and strengthening local value chains and social protection interventions will be critical to developing a private sector that can deliver quality jobs and ensure greater stability. Strong social movements will be important in driving changes in social structures and relations towards this, including addressing inequalities that lock people into poverty and challenging the power of vested economic interests.

Without such efforts, CAFOD and Christian Aid are concerned that contradictory and fragmented policies may serve to undermine development, as well as reverse hard-won gains. They put at risk those in society who are already the most vulnerable to economic shocks and environmental stress. By re-orienting national and international priorities beyond even a jobs-first agenda towards one concerned with participatory policy making, coupled with an explicit focus on decent, green jobs for all, we believe that governments will be far better placed to respond and adapt to the urgent challenges set out by Agenda 2030 on Sustainable Development.



Ben White/CAFOD

Fisherman in Myanmar.



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Towards decent, green jobs for all

This discussion paper aims to bridge the discussions around the green and decent work agendas. Through CAFOD and Christian Aid's programmatic work as well as a review of the wider literature, this discussion paper highlights five key issues towards achieving decent, green jobs. Within such a framework job creation should focus on (1) creating jobs within the green economy with (2) a focus on economic transformation and (3) a focus on improving livelihood strategies, i.e. a people first approach while (4) ensuring labour standards and improving workers' rights, and finally (5) help to overcome barriers to labour market access and help empower marginalised communities.

The paper then addresses four emerging priorities revealed through CAFOD and Christian Aid's programmatic work that policymakers need to urgently address to achieve decent green work. The issues identified include taking informality and marginalisation seriously, a need to focus on the sectors that show the most potential for addressing both the drivers of poverty and environmental degradation, ensuring that green policies are fair for all and finally that women workers and other marginalised groups are empowered and that there is investment in care policies for multi-dimensional impact.

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