

## Cross-cutting occupations

Cross-cutting occupations include those in the service industry such as distribution, marketing and retail of renewable energy technologies.

## Role of workers and trade unions

- **National Policy Influence:** Workers and trade unions should advocate for policies that:
  - Promotes and protects green and decent jobs.
  - Prioritise green skills development.
- **Education and Training:** Trade unions should undertake education and training on green and decent jobs and Just Transition.
- **Awareness-raising:** Workers and trade unions should undertake campaigns on green and decent jobs at the workplace and at national level.
- **Evidence-based Research:** Trade unions should spearhead action-research on the opportunities and benefits of green and decent jobs at workplace, sectoral and national level.
- **Integrating green and decent jobs in collective bargaining agreements:** Workers and trade unions should negotiate for inclusion of green jobs and Just Transition clauses in collective bargaining agreements.

## Role of employers and business

Employers should:

- Establish and maintain environmentally-friendly systems at the workplace;
- Re-organise business models to promote green and decent jobs;
- Provide resources for reskilling and retraining of workers absorbed in the green production system and those to be laid off;
- Adequately compensate workers affected by the transition to green jobs, e.g. providing adequate pension and retrenchment packages; and,
- Involve workers in every step of the transition towards green jobs.

## Role of the Government

The Government should:

- Provide the policy and legal framework that support green and decent jobs and Just Transition;
- Make information on green jobs accessible to the citizens;
- Provide adequate budgetary support to industries to invest in green technologies;
- Provide resources to undertake research and development (R&D) on green technologies;
- Involve social partners in policy formulation, implementation, monitoring and evaluation of national and sectoral green initiatives.

Co-funded by the  
European Union



DECENT  
WORK ZIMBABWE

# Green and Decent Jobs

## A PRIORITY FOR A BETTER FUTURE

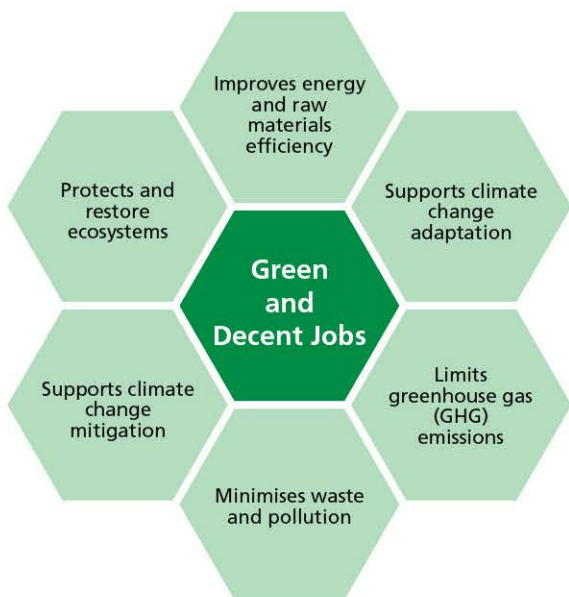
GREEN ECONOMY  
green skills environment  
DECENT WORK reskilling  
gender equality green CLIMATE  
Inclusivity social dialogue careers CHANGE  
smart cities POLLUTION TRADE UNIONS  
DECENT WAGE just transition  
green technologies SUSTAINABLE DEVELOPMENT  
recycling renewable energy  
retraining GREEN JOBS  
climate action ECOSYSTEM  
JOB SECURITY greenhouses  
youths JUSTICE  
TOBS

## Definition of a “green job”

A green job is a job that contributes to preservation and restoration of the environment.

## Definition of “green and decent” jobs

A job can be only considered green and decent if it meets the conditions of decent work which include: **adequate wages, safe working conditions, job security, reasonable career prospects, protecting worker’s rights, social protection and social dialogue.**



## Why green and decent jobs?

Moving to green and decent jobs has several advantages which include:

- Job creation
- Creation and expansion of industries e.g. recycling companies, solar farms, bio-fuel plants
- Cleaner and healthier environment
- Affordable energy e.g. solar and hydro energy, bio-fuels
- Conservation of natural resources e.g. forests, rivers, wetlands
- Ecosystem restoration e.g. afforestation
- Reduction of GHG emissions
- Reduction of air, water and land pollution
- Sustainable growth and development



## Green and decent jobs and sustainable development

Green and decent jobs are a critical driver in achievement of Sustainable Development Goals (SDGs).



## Gender and youth dimensions of green and decent jobs

Creation of green and decent jobs can reduce the vulnerabilities of women and youths who are usually marginalised. Green and decent jobs:

- Create green industries that unlocks employment opportunities for women and youths.
- Provide affordable energy that reduces cost of living and saved resources can be channelled to other social needs.
- Provide alternative energy sources that reduces care burden for women and enables them to engage in economically productive activities. It also enables the girl child to pursue education.
- Generate income that help to reduce gender-based violence.

## Just transition to green and decent jobs

Just transition is the process of maximising benefits of green and decent jobs, whilst at the same time minimising hardships for workers and communities. Therefore, Just Transition secures the future and livelihoods of workers

and communities in the transition to a green economy. Just transition entails:

- Involving workers and communities in any decision on creation of green and decent jobs;
- Creation of decent work conditions in the new green industries;
- Provision of alternative employment opportunities for affected workers;
- Supporting skills development and the retraining of workers to ensure that they can be part of the new green economy; and,
- Developing comprehensive social protection systems such as adequate pension and decent retrenchment packages to protect the most vulnerable during transition periods.

## Green jobs occupations

Green jobs are found in the renewable energy sector (solar, hydro, bio-fuels and wind) as well as in the traditional sectors by making manufacturing processes environmentally friendly.

GREEN JOBS HOTSPOTS	Green Transport	Drivers, operators, clean car engineers & green transport mechanics
	Waste Management & Recycling	Waste collectors, waste recyclers, water quality technicians
	Green Building & Construction	Architects, surveyors, inspectors, builders, engineers, plumbers, electricians, carpenters
	Green Energy	Renewable energy technicians, renewable energy installers, energy auditors, renewable / green energy portfolio managers, energy efficiency analysts
	Green Agriculture	Organic farmers & farm workers, biofuel plant producers, afforestors, ecologists, agronomists
	Green Manufacturing	Manufacturers of renewable energy products, technologies, components, softwares & systems, engineers, managers, general workers, organic food manufacturers, green marketers
	Policy & Research	Environmental technicians, engineers & officers, climate advisors, researchers, planners (urban, rural & regional), conservation scientists, meteorologists, energy efficiency analysts, green finance consultants