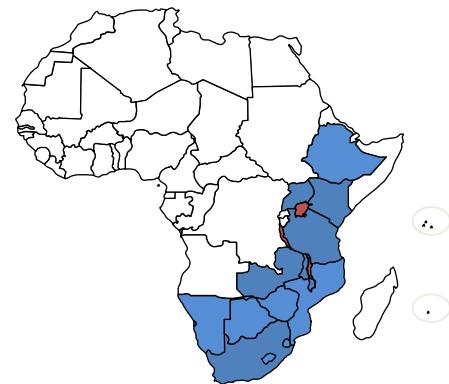


The quest for decent and green jobs in sustainable SME

Presentation roadmap

- 1.The meaning of green and decent jobs
- 2.The meaning of sustainable (small) business
- 3.Capturing the sustainable business space



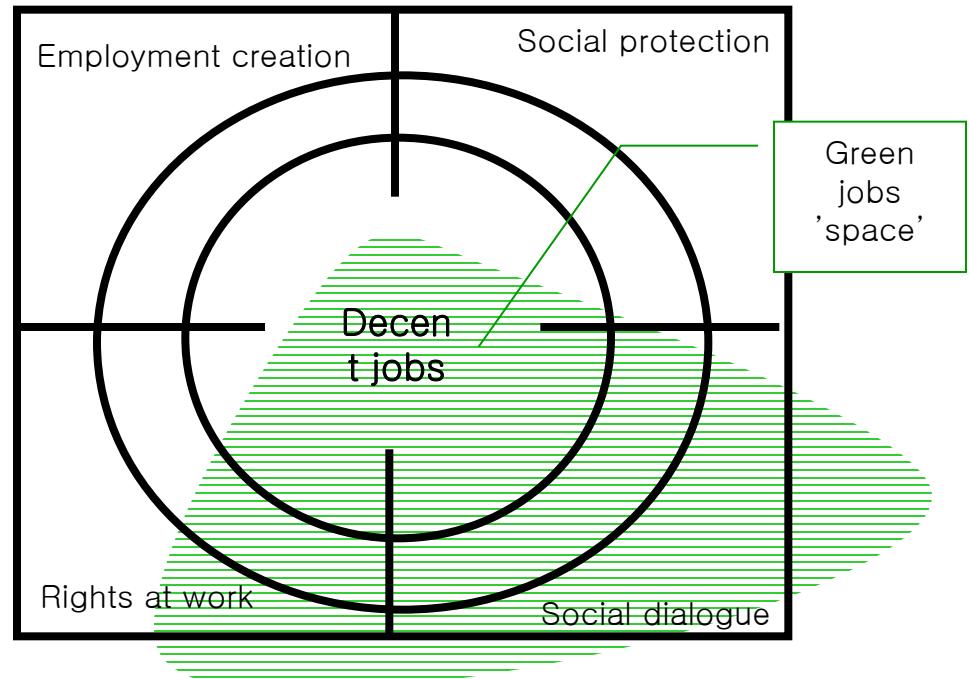
ILO Décent Work Support Team
for Eastern and Southern Africa

1. The meaning of green and decent jobs

The overall objective of the ILO is to promote decent work worldwide. Decent work is defined as gainful and productive employment in conditions of freedom, equity, security and dignity.

To promote decent work in practice, ILO emphasizes on four dimensions:

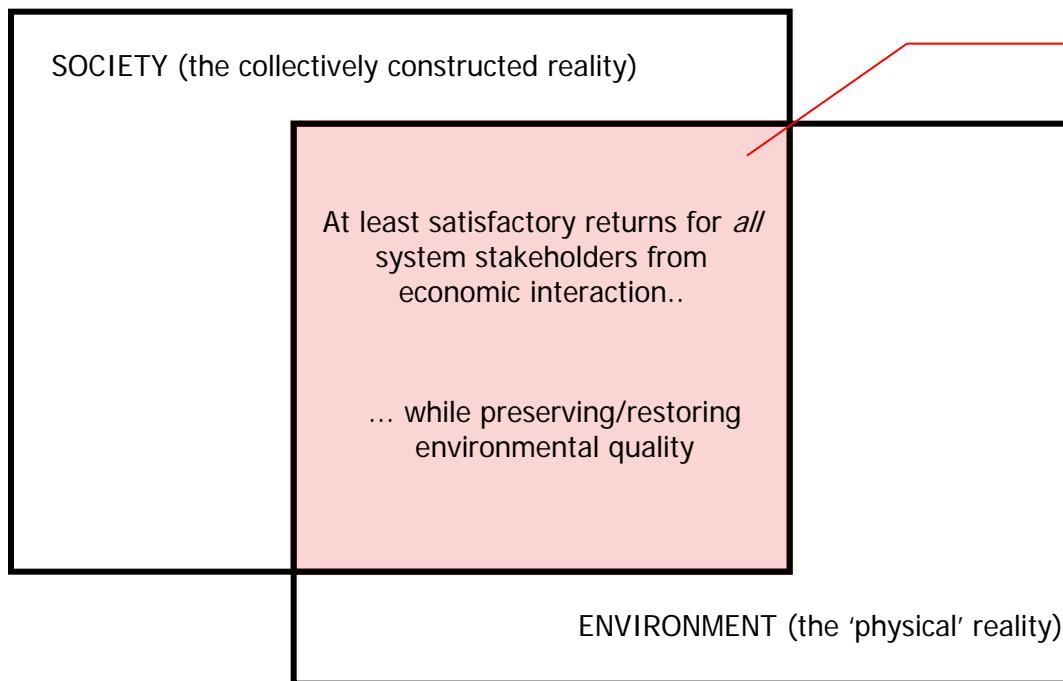
- Employment creation
- Rights at work
- Social protection
- Social dialogue



Decent *and green* jobs are jobs that meet decent work standards while contributing substantially to preserving or restoring environmental quality. Specifically, but not exclusively, this includes jobs that help to protect ecosystems and biodiversity, reduce energy, material and water consumption through high-efficiency strategies, de-carbonize the economy and minimize or altogether avoid generation of all forms of waste and pollution.

2. The meaning of sustainable (small) business

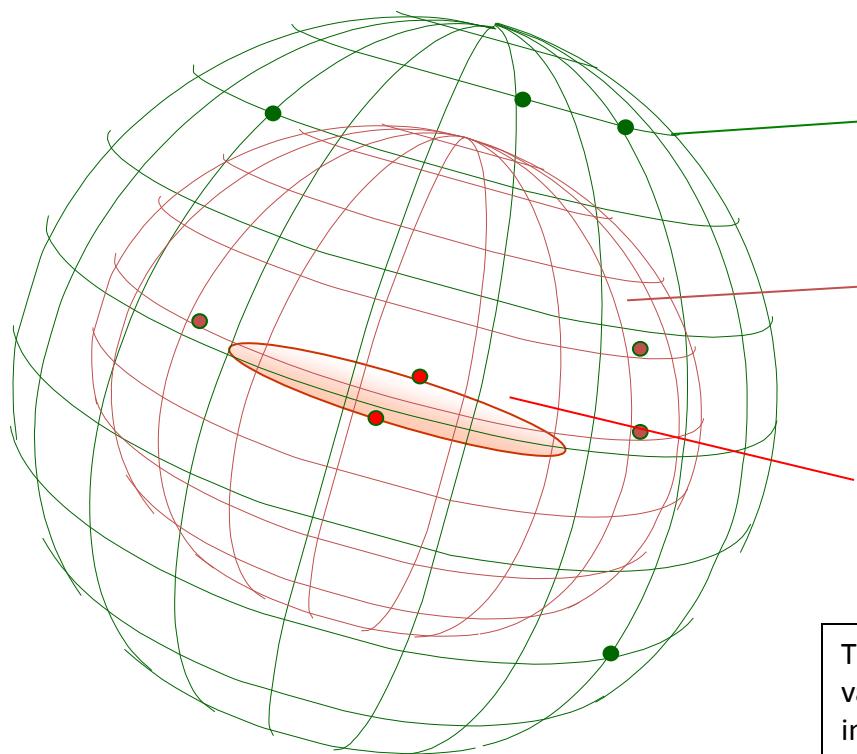
Sustainable businesses seek to maintain critical balance between the interests of people and the interest of the natural environment. The interests of people are inclusive of the right of *all* parties to the economic interaction process to earn at least satisfactory returns – in this view, economic goals are a sub-category of social goals



A variant of the triple bottom line approach

3. Capturing the sustainable business space

ILO promotes a people-centred market systems development framework that stresses interaction between internal and external business stakeholders along/across three inter-linked levels; in the model, both people and nature are represented through institutions *speaking on their behalf*



The meta-level where the mind sets of the people making up the system (incl. their values, norms and perceptions about the environment) are shaped

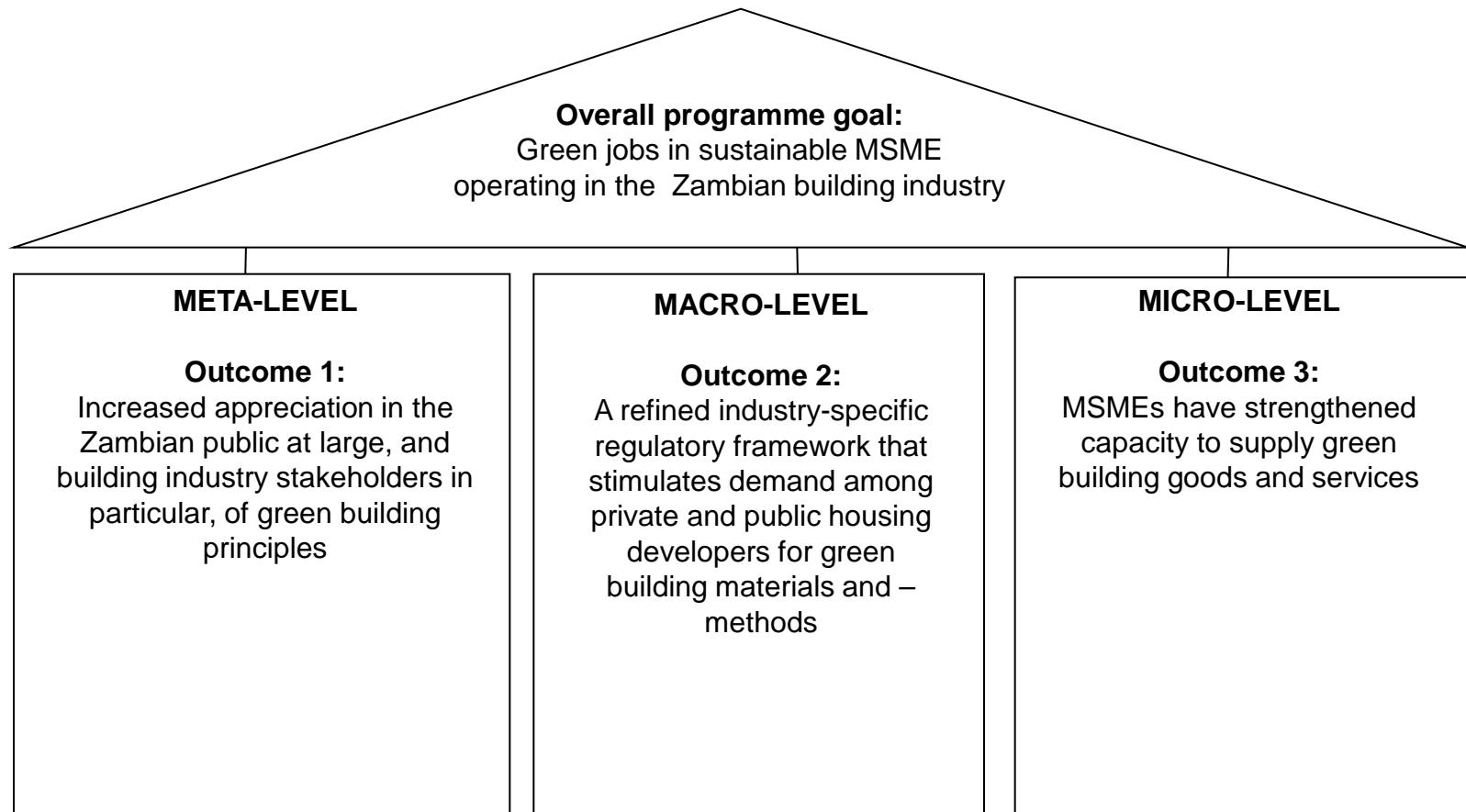
The macro-level where the 'rules of doing business' (policies, laws and regulations, incl. the consumption of natural resources) for system stakeholders are codified and enforced

The micro-level or market place where people transact goods and services (made with natural resource inputs)

The model is scalable – from individual businesses up to clusters, value chains or sectors; the principal challenge is to manage fast-increasing complexity along the way

3. Capturing the sustainable business space *ctd.*

Example 1: LogFrame of the ILO-led joint UN programme to promote green jobs in the Zambian building industry through the development of sustainable MSME



3. Capturing the sustainable business space *ctd.*

Example 2: LogFrame of the proposed FAO-ILO-NEPAD joint programme to promote youth employment and food security in Zambia through the development of sustainable MSME along selected agricultural value chains

