

APPENDICES

Appendix 1

Report of key findings
from the stakeholder
survey on decent work
in Nature-based Solutions

Decent Work
in Nature-based
Solutions **2022**

A stylized illustration of a plant with several long, pointed leaves, rendered in a dark teal color, positioned in the bottom right corner of the page.

Appendix 1

Report of key findings from the stakeholder survey on decent work in Nature-based Solutions

Summary

The UN Secretary-General's Climate Action Summit in 2019 and most recently the United Nations Framework Convention on Climate Change (UNFCCC) have placed decent work and Nature-based Solutions (NbS)¹ at the forefront of sustainable development ambitions. NbS cut across the three Rio Conventions and are central to achieving the Sustainable Development Goals (SDGs). In addition, implementing NbS presents important challenges and opportunities for certain sectors of the economy. A shift to environmentally sustainable economies will involve transition for workers and enterprises in these sectors, emphasizing the importance of ensuring a just transition.

Recognizing that shift and the resulting transition for workers and enterprises, the ILO adopted the [Guidelines for a Just Transition](#) in 2015. They are both a policy framework and a practical tool to help countries at all levels of development manage the transition to environmentally sustainable economies; the Guidelines can also help countries achieve their Nationally Determined Contributions (NDC), National Adaptation Plans and the 2030 SDGs.

¹ The UN Definition of NbS (contained in a resolution on NbS passed at the UN environment Assembly in March 2022) defines NbS as “actions to protect, conserve, restore, sustainably use and manage natural or modified terrestrial, freshwater, coastal and marine ecosystems, which address social, economic and environmental challenges effectively and adaptively, while simultaneously providing human well-being, ecosystem services and resilience and biodiversity benefits”.

Despite existing literature on the subject of jobs in NbS, there is presently no systematic, long-term effort to analyse, model, forecast and track the quantity and decent work dimension of jobs generated by investments in NbS or to monitor unpaid forms of work in NbS. The International Labour Organization (ILO), the United Nations Environment Programme (UNEP) and International Union for Conservation of Nature (IUCN) are co-leading the publication of a global biennial report series on decent work in NbS, in collaboration with other partners, with the aim to fill this knowledge and advocacy gap.

The first ILO-UNEP-IUCN report on decent work in NbS contains a chapter (Chapter 4) that seeks to propose a conceptual framework for defining and measuring decent work outcomes of NbS. To support the development of the framework, a survey of stakeholders was carried out during the period May–June 2022. The objective of the survey was to help understand key policy questions and concerns, as well as types of information and statistical data that could be used for policy research as well as planning, implementation, and monitoring of employment, decent work and enterprise development in NbS resulting from NbS activities in terms of direct, indirect and induced employment and decent work creation.

This report presents the key findings from the survey according to the three main sections of the survey: (1) information about the respondent and their organization, (2) policy priorities and interests, and (3) information and data needs. Some of the report highlights are presented here.

Most of the respondents are senior managers or those working in policy design and implementation, research or project delivery. They usually work either in a national government department or agency, research or educational institution, or an environmental non-governmental organization (NGO). The focus of the respondents' organizations is mostly on environmental management, restoration and conservation, including NbS and government and community services with a regional focus on Sub-Saharan Africa or Western Europe, Eastern and Central Europe, USA, Canada, Australia, and New Zealand. The most-cited policy areas or frameworks that best reflect the main entry points to the issues related to decent work in NbS are the SDGs and sustainable development, climate change mitigation and adaptation, NbS, just transition and green jobs, and decent work.

The majority of the respondents' organizations have either moderately high or moderate involvement in both decent work and just transition policy matters, and NbS policy issues. In addition, there is relatively high interest overall in all topics related to decent work and just transition policy matters, with the most-cited topics being employment creation, skills development, and social dialogue. Similarly, for NbS topics, there is relatively high interest in

all listed topics, with the highest being in: NbS community and stakeholder engagement; NbS and employment, income, and livelihoods; and NbS by ecosystem type. The geographical scope of the work of the respondents' organizations is mostly at the country level.

The most common uses of data and information among the respondents are communicating trends and performance to external stakeholders, internal reporting and key performance indicators, and scenario analysis and projections. Overall, all ten topic areas presented related to decent work and/or Nature-based Solutions surveyed are of relevance for the data needs of the vast majority of the respondents.

The most relevant category related to **“Employment/Forms of work”** for the data needs of the respondents is employment. Regarding data needs related to **“Decent work”**, respondents mostly selected employment opportunities; adequate earnings and productive work, safe work environment; and equal opportunity and treatment in employment. On the topic of **“Income and livelihoods”**, the preferred category is wages and salaries, followed by household income and consumption.

Regarding the topic of **“Economic production”**, the categories of productivity and value-added are among the most relevant for the data needs of the respondents. The most-cited data needs in relation to **“Enterprise development”** are on the topics of sustainable enterprise development and/or enterprise development in NbS, followed by occupational employment and skills needs.

Considering the topic of **“Environmental outcomes and sustainability of outcomes”**, environmental, social and economic sustainability of outcomes of policy interventions, investments, etc. are the most relevant in terms of data needs. Among the listed topics related to **“Environmental activities”**, the most relevant for the respondents' data needs are expenditure on environmental protection and restoration, and distributional impacts related to costs and benefits of environmental activities.

Regarding the topic of **“Social data, including gender, Indigenous and youth statistics”**, women and gender statistics are highly relevant, as are population data, followed by data on income inequality and education. Among the **“Governance-related data”** topics, “legislative measures” is the most relevant.

Broad, non-exhaustive categories of the types of data or information concerning **“Finance and investment”** in support of decent work and Nature-based Solutions of most importance to respondents provided valuable insights. These included categories of NbS financing ecosystem actors (including regulators and capital providers); demand, supply and use of funds (e.g.

available investment options and according to type of NbS-aligned activity, green finance availability, activities financed, and geographical distribution); the cost of funds (cost of action and inaction); financing conditions; and impacts of the funds and the efficiency of their use in addressing decent work deficits and other sustainable development goals.

Furthermore, all ten of the above-mentioned key information topics related to decent work and/or NbS are characterized as having data or indicator gaps according to the survey respondents. The topic of environmental outcomes and sustainability of outcomes was the highest ranked. More than half of the respondents find data and indicators gaps related to social data, including gender, Indigenous and youth statistics, and governance-related data. Slightly less than half of the respondents reported data gaps in employment/forms of work, decent work, finance and investments. The least cited topic is economic production.

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Acknowledgements

We wish to gratefully acknowledge the survey participants from different world regions who provided insightful survey responses based on their unique perspectives as selected stakeholders engaged in – or with an interest in – decent work and/or Nature-based Solutions.

The global ILO-UNEP-IUCN stakeholder survey on decent work in Nature-based Solutions survey was organized and coordinated by Monica Castillo, Senior Green Jobs Technical Specialist, Green Jobs Programme, International Labour Organization (ILO), with the support of different collaborators whose valuable contributions are duly recognized.

This report of key findings on the stakeholder survey on decent work in Nature-based Solutions was prepared and reviewed by a small team. Devora Levakova (Researcher and Data Analyst, ILO consultant) prepared sections of the methodology section on data collection and analysis and limitations and challenges as well as the main body of the report containing the survey results of the survey respondents. Monica Castillo supervised the preparation of the report and prepared report sections on survey objectives and scope, and sections on the methodology (questionnaire and survey participant selection/sample development) and co-authored the introduction with Maikel Lieuw-Kie-Song (Expert in Employment-intensive Investments, DEVINVEST, ILO). Leander Raes (Economist, International Union for Conservation of Nature) and Dominic MacCormack (Sustainable Infrastructure Investment Team, Economic and Trade Policy Unit, UN Environment Programme, UNEP) provided inputs for the analysis of responses to the question regarding NbS topics/areas of most interest to the respondent's organization. Ekaterina Chubarova (ILO Green Jobs Programme) analysed the responses related to the question concerning finance and investment for decent work in NbS.

Carl Obst, Director of the Institute for Development of Environmental-Economic Accounting (IDEEA Group), prepared the survey questionnaire and provided valuable inputs to the survey report. The questionnaire received inputs from members of the core report team of the *Decent work in Nature-based Solutions report*, including Monica Castillo (ILO), Juha Siikamäki (Chief Economist, International Union for Conservation of Nature), Maikel Lieuw-Kie-Song (ILO), and Rowan Palmer (Lead, Sustainable Infrastructure Investment Team, Economic and Trade Policy Unit, UN Environment Programme). Valentina Poggio (Translator, ILO consultant) provided translation services on the questionnaire from English to Spanish, while Brigitte Macé (Translator, ILO) translated the questionnaire to French.

The organization of the survey sample received support from various core report team members and other officials, including Maikel Lieuw-Kie-Song (ILO) and Dominic MacCormack (UNEP). Devora Levakova (ILO) was responsible for uploading and formatting the surveys in three languages in SurveyMonkey, as well as monitoring data collection.

Introduction

Nature-based Solutions (NbS)² have gained international attention since the UN Secretary-General's Climate Action Summit in 2019 and most recently in the context of the United Nations Framework Convention on Climate Change (UNFCCC). They cut across the three Rio Conventions and are central to achieving the Sustainable Development Goals (SDGs). Increased investment in NbS will have important implications for certain sectors of the economy, notably among workers and enterprises in those sectors.

Recognizing that a shift to environmentally sustainable economies will involve a transition for workers and enterprises, the ILO adopted the [Guidelines for a Just Transition](#) in 2015. They are both a policy framework and a practical tool to help countries at all levels of development manage the transition to environmentally sustainable economies, and they can also help them achieve their Nationally Determined Contributions (NDCs), National Adaptation Plans and the Sustainable Development Goals (SDGs). The Paris Agreement on climate change, adopted later in 2015, notes the imperatives of a just transition, with the objectives of ensuring that workers and firms affected by the transformation to carbon-neutral and resilient economies are adequately supported, and that opportunities for the creation of decent and green jobs are fully captured. NbS will form an integral part of such a transition, and it is therefore essential that employment implications are better understood and captured.

ILO, the United Nations Environment Programme (UNEP) and the International Union for Conservation of Nature (IUCN) are co-leading the publication of a global biennial report series on decent jobs and work in NbS,

² The UN Definition of NbS (contained in a resolution on NbS passed at the UN Environment Assembly in March 2022) defines NbS as “actions to protect, conserve, restore, sustainably use and manage natural or modified terrestrial, freshwater, coastal and marine ecosystems, which address social, economic and environmental challenges effectively and adaptively, while simultaneously providing human well-being, ecosystem services and resilience and biodiversity benefits”.

in close collaboration with other partners, including the Food and Agriculture Organization of the United Nations (FAO), the International Fund for Agricultural Development (IFAD), the UN Decade on Ecosystem Restoration Finance Task Force (led by the World Bank), and the Green Jobs Assessment Institutions Network (GAIN). This biennial report will address the knowledge gap regarding how investments in NbS can create decent work in support of a Just Transition towards environmentally sustainable economies and societies for all.

Much has already been published on the subject of jobs in NbS, including by ILO and the World Wildlife Fund (WWF), (e.g. [Nature Hires](#) in 2020), UNEP ([Green Recovery](#), 2021), and the [World Economic Forum \(2020\)](#). However, there is presently no systematic, long-term effort to analyse, model, forecast and track the quantity and decent work dimension of jobs generated by investments in NbS or to monitor unpaid forms of work in NbS. This report series aims to fill this knowledge and advocacy gap. In doing so, the series will gradually increase in depth and scope over time, as better data become available. Another gap is that most existing studies are focused on NbS across terrestrial ecosystems, while a systematic stock-take of green job opportunities in freshwater, marine and coastal ecosystems is lacking. This report aims to address this gap.

Survey objectives and scope

The ILO-UNEP-IUCN report on decent work in NbS contains a chapter (Chapter 4) that proposes a conceptual framework for defining and measuring decent work outcomes of NbS. To support the development of the framework as well as inform the development of the report, a survey of stakeholders was carried out during the period May–June 2022. The objective of the survey was to help understand key policy questions/concerns and types of information or data that could be used for policy research as well as planning, implementation, and monitoring of employment, decent work and enterprise development in NbS resulting from NbS activities in terms of direct, indirect and induced employment and decent work creation.

The survey targeted key NbS stakeholders, representing different world regions and population groups. The scope of the survey considered how the data collected on the basis of the conceptual framework are to be used (e.g., for reporting purposes, designing NbS, stakeholder engagement, investment prioritization, etc.) and what scale data will be required (e.g., project level, landscape scale,

national scale). There was an explicit intention to obtain information from stakeholders regarding the policy and information needs concerning potential at-risk population groups such as women, youth, and Indigenous populations, and to include such groups in the survey sampling frame. There was also the intention to cover a range of policy topics on decent work, just transition and NbS and related data/information topics that could appeal to different stakeholders and allow survey respondents the freedom to add additional information.

This report presents and analyses the results of the survey to inform the development of the conceptual framework in the ILO-UNEP-IUCN report on decent work in NbS, as well as to support the overall drafting of the report by providing a summary of the policy priorities and data needs of selected stakeholders with respect to decent work and NbS.

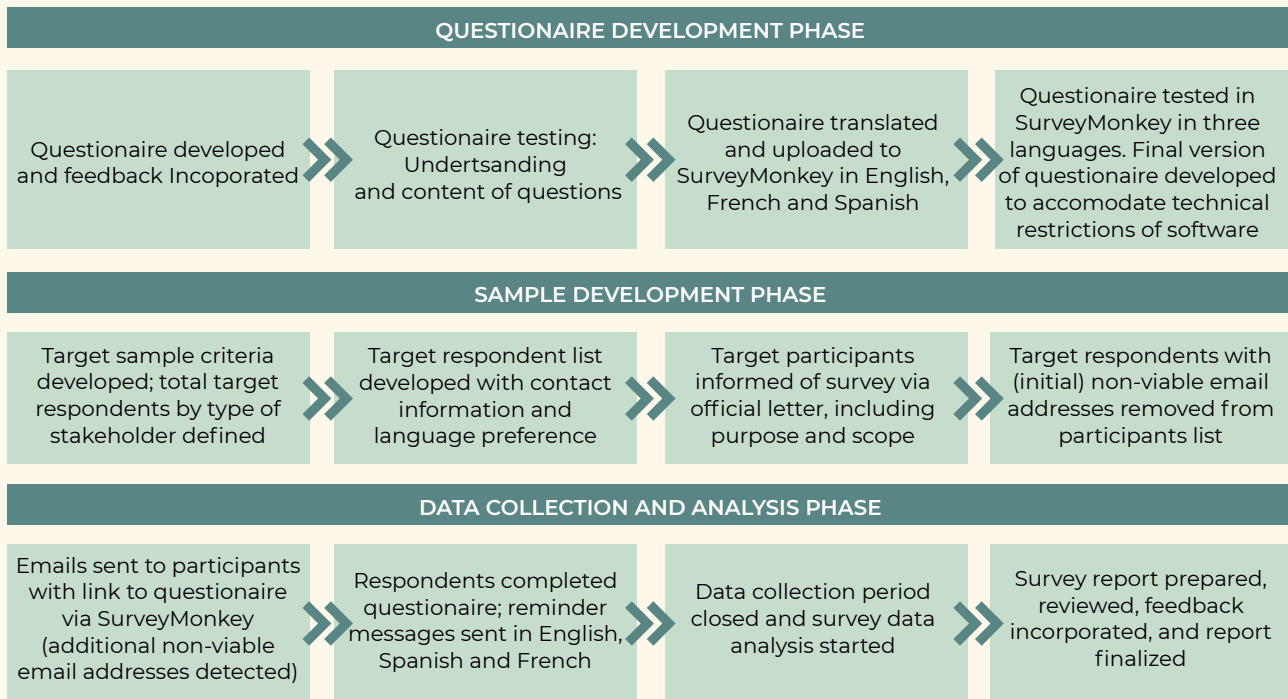
The report first presents the methodology used including the questionnaire design, survey participants sample selection, data collection and limitations/challenges faced. The survey results are then presented according to the three main sections of the survey: (1) information about the respondent and their organization, (2) policy priorities and interests, (3) information and data needs.

Methodology

The survey planning, implementation and analysis was carried out during the period May–June 2022. The survey was conducted in three languages (English, Spanish and French) using SurveyMonkey as the data collection software tool. This software facilitated the sending of questionnaires to selected survey participants via email and provided initial summary tabulations and graphs of responses for each survey question (jointly for the three languages) which had been formulated using both predefined and open-ended response categories.

The methodology consisted of three main phases as follows: (1) questionnaire development, (2) sample development, and (3) data collection and analysis. The overall survey development process is depicted in Figure 1.

Figure 1. Survey development process



Source: ILO

Questionnaire development

The questionnaire was developed according to the scope and objectives of the survey, as outlined in the section above. The survey’s global coverage and broad range of stakeholders of different professional or work-related backgrounds within the realm of decent work and Nature-based Solutions was an equally important consideration in the development of the survey.

The introductory section of the questionnaire provided information regarding the responsible institutions (ILO, UNEP and IUCN) and the objectives of the survey, and explained why the respondent had been selected to participate. It contained definitions of three key reference concepts used in the survey, namely, decent work, Just Transition, and Nature-based Solutions. It provided information about the three main sections of the questionnaire, as follows:

1. *Information about the respondent* and their organization: seeking summary information about the respondent and their organization.
2. *Policy priorities and interests*: seeking to understand the respondent organization’s entry point into the discussion of decent

work and Nature-based Solutions, its level of involvement with the policy issues, and its main priorities and areas of focus.

3. *Information and data needs*: seeking to identify the types of information and data about decent work and Nature-based Solutions that the respondent requires in their current role.

Respondents were given information about the types of question responses – that is, options from a predefined list and short written responses.

The survey contained a total of 27 questions and took each respondent on average 25 minutes to complete. The sets of predefined response categories were developed, wherever possible, according to international standard categories, for example, based on classifications used in policy or indicator frameworks (e.g., Just Transition, decent work and Nature-based Solutions) or abridged international statistical standard classifications (e.g., the International Standard Industrial Classification of All Economic Activities, ISIC). Open-ended response options allowed respondents to provide short written responses in their own words.

The questionnaire was cognitively tested, and the feedback was incorporated to improve the question formulation and the content. The questionnaire was then translated from English into Spanish and French and uploaded to the SurveyMonkey software. All three language versions were tested in the SurveyMonkey software to address any technical issues.

Survey participant selection/sample development

The sampling method involved a network sampling approach. Specifically, developing the list of target survey participants involved identifying the types of target groups of stakeholders whose contact details could be provided via professional networks of the core ILO-UNEP-IUCN team coordinating the report on decent work in Nature-based Solutions.

The types of target stakeholders included the following groups³:

- Workers' organizations
- Employers' organizations
- Ministries of Labour
- Ministries of Environment
- Ministries of Agriculture, Forestry and Fisheries
- Research community (including climate adaptation, green jobs assessment)
- Construction/infrastructure/public works
- Representatives of NbS engagement (including at national, subnational level, urban/rural and project/site level)
- Indigenous Peoples stakeholders
- Women stakeholders
- Volunteer workers
- Youth workers

A key objective of the sampling approach was to obtain contact and language information for a set of potential participants (including potential at-risk populations) from a range of countries in different world regions, particularly from developing countries.

Members of the core ILO-UNEP-IUCN team used professional networks to obtain contact information (email addresses) and language preferences (English, Spanish or French) for the targeted number of 200 potential survey participants. An official invitation letter was sent to the potential survey participants informing them that they had been selected to participate in the survey, of the survey's purpose, and confidentiality of the responses. The participants' contact information was uploaded to the SurveyMonkey software along with language preferences in order to receive the questionnaire in English, Spanish or French.

Data collection and analysis

The data collection took place in the period 12 May – 8 June 2022. It was administered via the online survey tool SurveyMonkey. In total, three reminders for the completion of the survey were sent to the English-speaking participants

³ While this was the target sampling population, the team was unable to obtain contact information for some of these groups which were, therefore, excluded from the final survey sample. Among those not explicitly included in the sample were representatives from Ministries of Agriculture, Forestry and Fisheries; volunteer workers; and youth workers. The results suggest that some of the topics represented by these groups (for example, agriculture, forestry and fishing or youth) were nonetheless of interest to actual survey respondents included in the survey sample.

who represented the biggest proportion of the respondents (70%). The Spanish (19%) and French-speaking (11%) respondents received two reminders due to technical issues that delayed sending the survey in these languages.

The survey was closed on the 8th of June and the analysis of the results and report writing took place in the period 9–23 June.

Limitations and challenges

Certain limitations/features of the Survey Monkey software imposed a slight adaptation of the original questionnaire, specifically questions 13–23, which were originally conceived as one multiple-choice question but had to be split into separate questions.

Similarly, given the specificities of the upload of the French and Spanish translations, the timeline for sending out these questionnaires had to be adjusted which slightly limited the time allotted to the French and Spanish speaking respondents. Nonetheless, response rates were quite good among these language groups as can be observed in the next section.

Survey results

The survey was sent to a total of 201 eligible survey participants⁴, and in total, 69 respondents fully or partially completed the survey, thus, yielding a response rate of 34%. These included 47 English-speaking participants (out of 141 eligible, or 33% response rate), 11 Spanish-speaking participants (out of 38 eligible, or 29% response rate), and 11 French-speaking (out of 22 eligible, or 50% response rate).

Summary of survey results

A summary of the survey results is presented below according to the three main sections of the survey: (1) Information about the respondent and their organization, (2) Policy priorities and interests, (3) Information and data needs.

⁴ Eligible survey participants refer here to those from the selected survey sample with a valid email address.

1. Information about the respondent and their organization

Just over half of the respondents are male. Most of the respondents are senior managers, followed by respondents working in policy design and implementation, research or project delivery. Most respondents work either in a national government department or agency, research or educational institution, or NGO with an environmental focus. A small proportion of the respondents represent workers' organizations/trade unions, Indigenous/First Nations group, local community, or gender equality/women's organizations. In terms of the sector the respondents' organization focuses on, the main ones are environmental management, restoration, and conservation, including NbS, and government and community services, while about a fifth of the respondents indicated that their organization focuses on all sectors. Most of the survey respondents' organizations' regional focus is on Sub-Saharan Africa or Western Europe, Eastern and Central Europe, USA, Canada, Australia, and New Zealand. Ten percent of the respondents represent an organization that focuses on all regions.

2. Policy priorities and interests

The most cited policy areas/frameworks best reflecting the respondents' organizations' main entry point to the issues related to decent work in NbS are the SDGs and sustainable development, climate change mitigation and adaptation, NbS, just transition and green jobs, and decent work. There is high focus also on ecosystem and landscape restoration, biodiversity conservation, sustainable enterprise development, and women/gender. Indigenous Peoples and First Nations, and humanitarian work represented the least cited policy topic entry points among the survey respondents.

The majority of the respondents' organizations have either moderately high or moderate involvement in decent work and just transition policy matters. In addition, there is overall relatively high interest in all topics related to decent work and just transition policy matters with the most cited topics being employment creation and skills development, and social dialogue. These are topics that were also reinforced by respondents when asked to provide additional details at the end of the survey.

Similar to decent work and just transition policy matters, most of the respondents' organizations have either moderately high or moderate involvement in Nature-based Solutions (NbS) policy issues. Likewise, when examining the NbS topics or areas of highest interest among the respondents' organizations, there is relatively

high interest in all listed topics with the highest being in NbS community and stakeholder engagement; NbS and employment, income, and livelihoods; and NbS by ecosystem type, followed by NbS policy influencing, and NbS-related activities (e.g., restoration) including costs and expenditures.

Regarding the geographical scale of greatest interest, the vast majority of the respondents' organizations focus on country level. This is followed by sub-national administrative areas (e.g., provincial, city-level); urban and rural areas; community/village level; regional (multiple country) level; and coastal and marine areas.

3. Information and data needs

The most common uses of data and information among the respondents are: communicating trends and performance to external stakeholders; internal reporting / key performance indicators; and scenario analysis and projections, with a relatively high proportion also using data for risk assessments. The least common use is for investment decision and trade-off assessment.

The most relevant category related to **“Employment/Forms of work”** for the data needs of the respondents is employment, reported by the vast majority of the respondents. Slightly more than a quarter of respondents consider all categories equally relevant for their data needs. The least relevant among the listed categories is unpaid trainee work.

The most relevant categories related to **“Decent work”** for the data needs of the respondents are: employment opportunities; adequate earnings and productive work; safe work environment; and equal opportunity and treatment in employment. Slightly more than a third of the respondents consider all categories equally relevant for their data needs. The least relevant category for the data needs among the survey respondents is work that should be abolished.

When considering the topic of **“Income and livelihoods”**, slightly less than half of the respondents indicated that all categories are of high relevance for their data needs. Among the preferred categories on this topic, wages and salaries ranked highest, followed by household income and consumption. Consumer prices are the least relevant.

Regarding the topic of **“Economic production”**, the categories of productivity and value added are among the most relevant for the data needs of the respondents, while asset ownership represents a topic of somewhat lesser importance. About a third of all respondents consider all topics as most relevant for their data needs.

Regarding **“Enterprise development”**, nearly half of the respondents consider sustainable enterprise development and/or enterprise development in NbS among the most relevant topics for their data needs, with slightly less than half

considering occupational employment and skills needs as among the most relevant. A quarter of respondents find all topics to be relevant for their data needs.

Considering the topic of **“Environmental outcomes and sustainability of outcomes”**, slightly less than half of the respondents find all topics presented relevant for their data needs. An equal proportion indicated environmental, social and economic sustainability of outcomes of policy interventions, investments, etc. as highly relevant.

All listed topics related to **“Environmental activities”** are considered relevant for the data needs of slightly less than half of the respondents. Among the listed topics, the most relevant for the respondents’ data needs are expenditure on environmental protection and restoration, and distributional impacts related to costs and benefits of environmental activities.

Regarding the topic of **“Social data, including gender, Indigenous and youth statistics”**, women and gender statistics are highly relevant for half of the respondents. Nearly half find population data among the most relevant, followed by data on income inequality and education. More than a third consider all listed social data to be among the most relevant for their data needs.

Among the **“Governance-related data”** topics, legislative measures are among the most relevant, as indicated by more than half of the respondents. More than a third of the respondents consider all topics to be relevant for their data needs. Results were similar for property rights, land tenure and ownership data.

Broad, non-exhaustive categories of the types of data or information concerning **“Finance and investment”** in support of decent work and Nature-based Solutions of most importance to respondents provided valuable insights. These included categories of NbS financing ecosystem actors (including regulators and capital providers), demand, supply and use of funds (e.g. available investment options and according to type of NbS-aligned activity, green finance availability, activities financed, and geographical distribution) the cost of funds (cost of action and inaction), financing conditions, and impacts of the funds and the efficiency of their use in addressing decent work deficits and other sustainable development goals.

Overall, all topics related to decent work and/or Nature-based Solutions surveyed are of relevance for the data needs for the vast majority of the respondents. Furthermore, all ten of the above-described key information topics related to decent work and/or NbS are characterized as having data or indicator gaps according to the survey respondents. The topic of environmental outcomes and sustainability of outcomes was the highest ranked in this regard. More than half of the respondents report data and indicators gaps related to social data, including gender, Indigenous and youth statistics, and governance-related data.

Slightly less than half of the respondents reported data gaps in employment/ forms of work, decent work, finance and investments. The least cited topic was economic production.

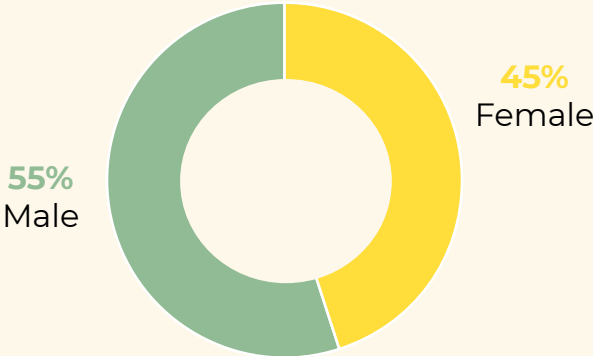
Detailed analysis of survey results

This section presents more detailed analysis of the survey results for the three main sections of the survey: (1) information about the respondent and their organization, (2) policy priorities and interests, (3) information and data needs. Within each of these sections, question numbers and corresponding questions are presented with the results of each question.

1. Information about the respondent and their organization

Question 1. What is your sex?

(Percent of total responses)

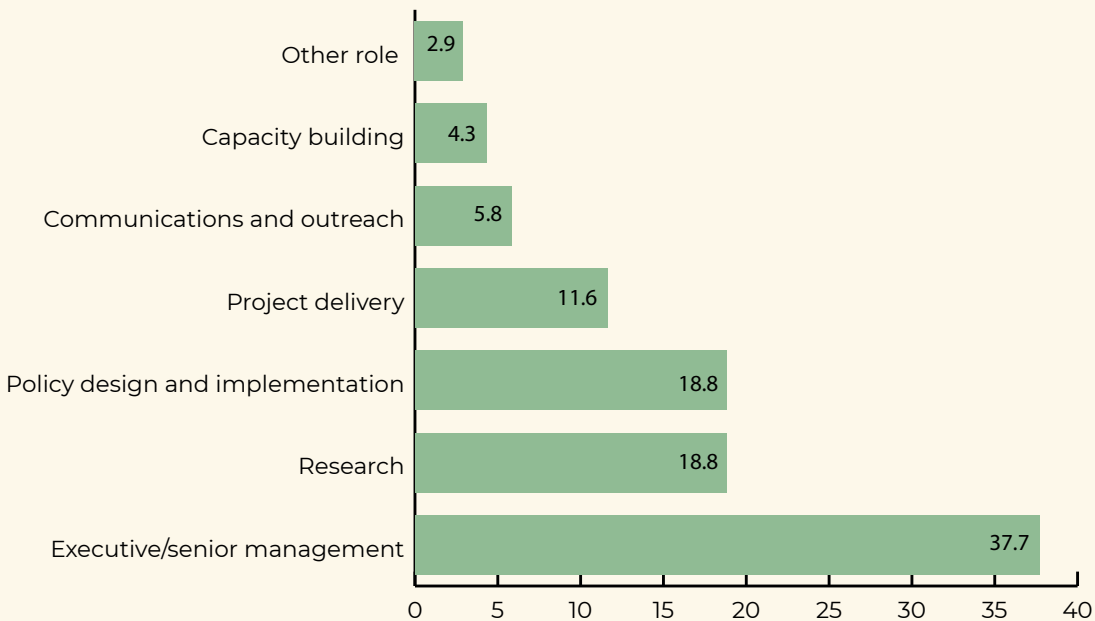


Total responses: 69 out of 69

There is a 10-percentage-point difference in the disaggregation by sex among the respondents, with just over half being male respondents and just under half female.

Question 2. What is your main role within your organization?

(Percent of total responses)



Total responses: 69 out of 69

Most of the respondents are senior managers (38%), followed by respondents working in policy design and implementation (19%), research (19%) and project delivery (12%). About 6% indicated their role is in communications and outreach, and 4% are engaged in capacity building. It should be noted that research included the associated role of “statistics”, which was noted among the survey responses. Among the text responses provided in “other role”, one of the roles highlighted is in planning of NbS projects, which needs to be distinguished from project delivery. None of the respondents selected the role option of “community and stakeholder engagement”.

Question 3. Which group does your organization or workplace best fit into?

(Percent of total responses)

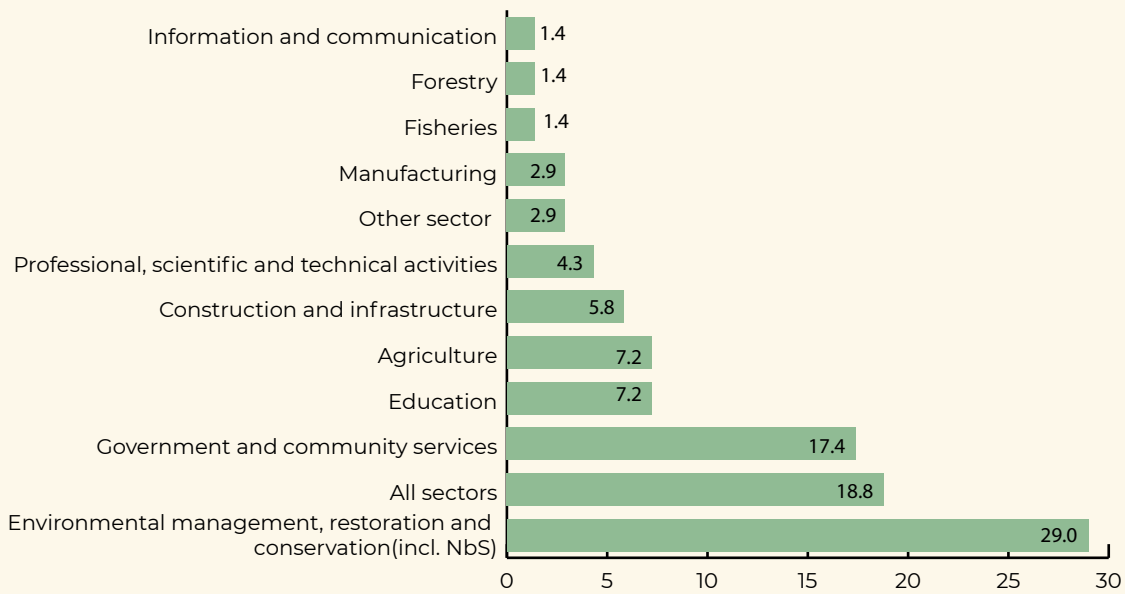


Total responses: 69 out of 69

Most respondents work either in a national government department or agency (25%), research or educational institution (17%) or NGO with an environmental focus (13%). About 9% are in a subnational or city government, and an equal proportion are in the private sector. About 7% of all respondents represent employers' organizations, while 4% represent workers' organizations/trade unions, and an equal share (4%) are representatives of an Indigenous/First Nations group. About 3% are affiliated with the local community, and an equal proportion are involved in gender equality/women's organizations. The remaining 6% of the respondents are equally split among representatives of youth organizations, international organizations, NGOs with a labour focus or other roles, e.g., an NGO associated with the private sector. There were no representatives of volunteer organizations or representatives of landowner's associations among the respondents.

Question 4. Which sector is the primary focus of your organizations' activities?

(Percent of total responses)

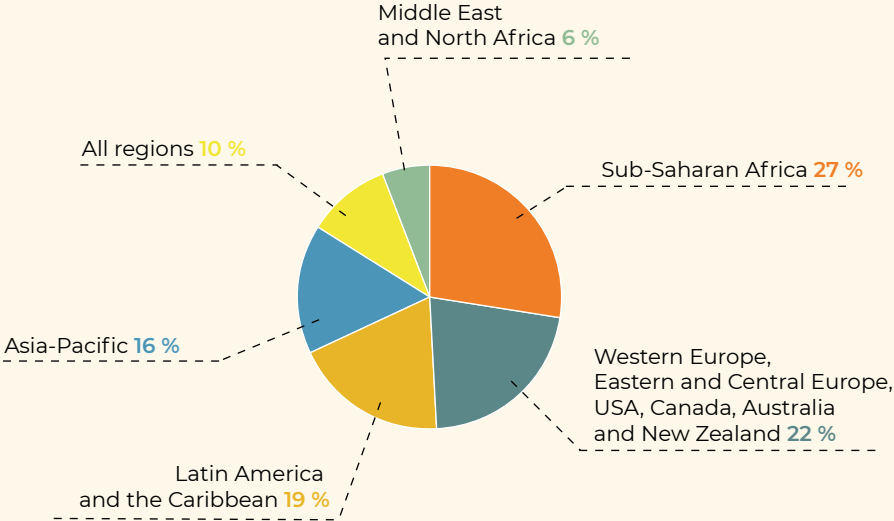


Total responses: 69 out of 69

Environmental management, restoration, and conservation, including NbS (29%), and government and community services (17%) are among the main sectors in which the work of the respondents' organizations is focused. About 19% of respondents indicated that their organizations focus on all sectors. Education and agriculture are each the focus of 7% of the respondents' organizations. About 6% have a primary focus on construction and infrastructure, while 4% are focused on professional, scientific and technical activities. The least represented sectors are manufacturing (3%), forestry, fisheries, and information and communication (1% each). None of the represented organizations has a primary focus on water supply, waste management and remediation activities, financial and insurance activities, or real estate. Among the other sectors identified by the respondents, it is important to highlight the energy sector.

Question 5. Which region is the primary focus of your organizations' activities?

(Percent of total responses)



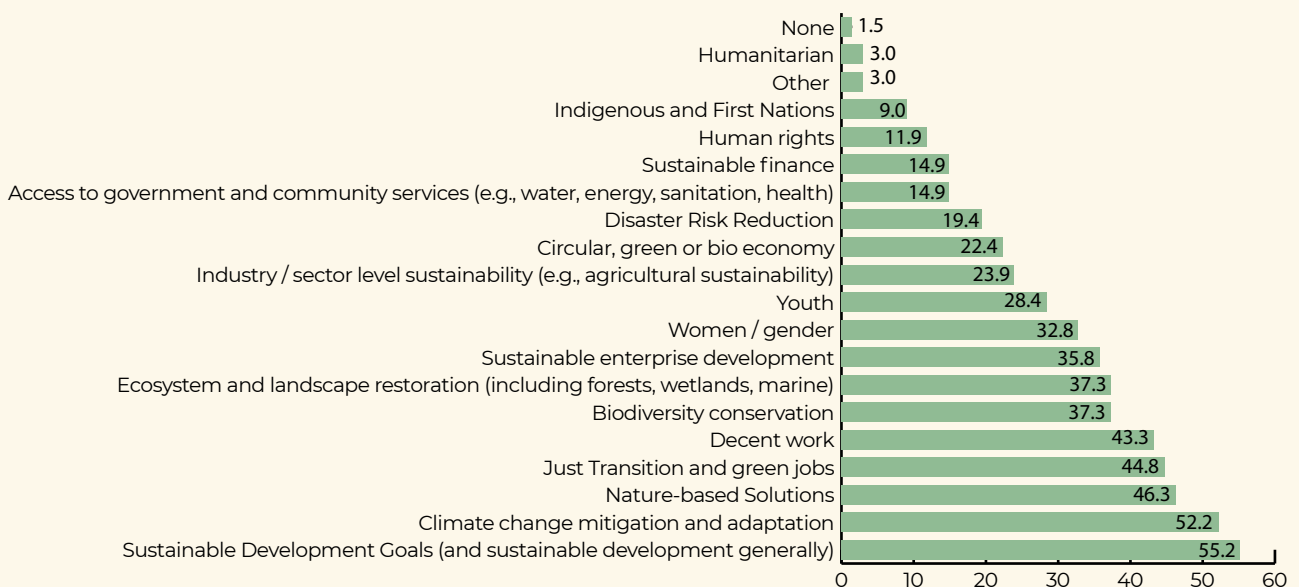
Total responses: 69 out of 69

Most of the survey respondents' organizations' regional focus is on Sub-Saharan Africa (27%); Western Europe, Eastern and Central Europe, USA, Canada, Australia, and New Zealand (22%); followed by Latin America and the Caribbean (19%); and Asia-Pacific (16%). 10% of the respondents represent an organization that focuses on all regions, while only 6% of the survey participants work in an organization with a regional focus on the Middle East and North Africa.

2. Policy priorities and interests

Question 6. In your understanding, which of the following policy areas/frameworks best reflect your organization's entry point to the issues associated with decent work in Nature-based Solutions?

(Multiple choice question, percent of responses per answer option out of total responses)

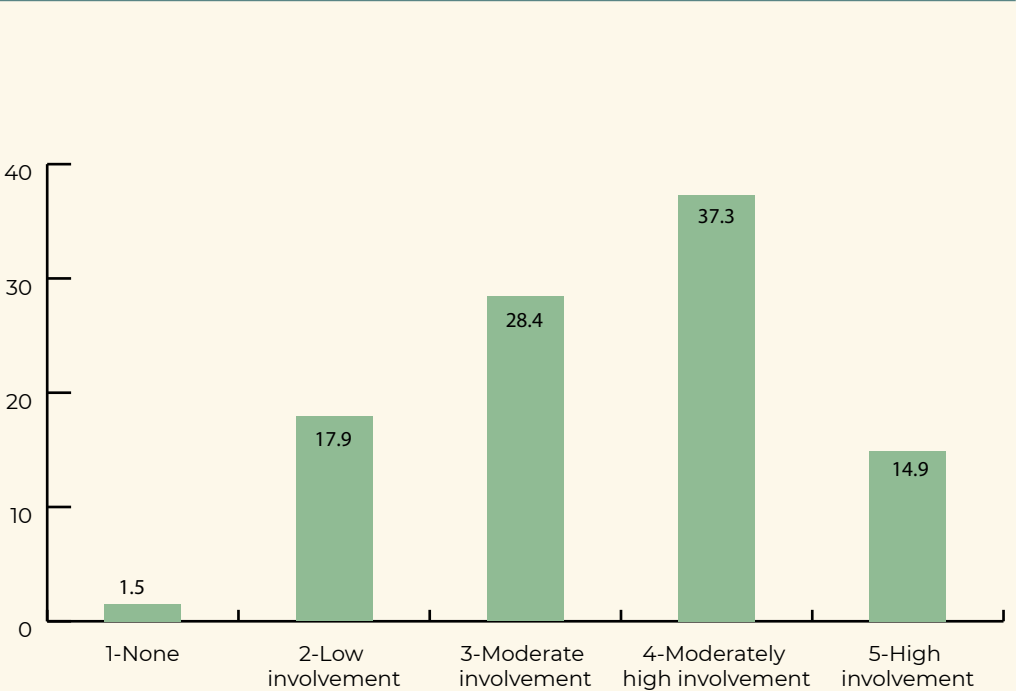


Total responses: 67 out of 69

The most cited policy areas/frameworks best reflecting the respondents' organizations' main entry point to the issues related to decent work in NbS are the SDGs and sustainable development more generally (55%), climate change mitigation and adaptation (52%), NbS (46%), just transition and green jobs (45%), as well as decent work (43%). There is also a high focus on biodiversity conservation (37%), ecosystem and landscape restoration (37%), sustainable enterprise development (36%) and women/gender (33%). In the middle range are the policy areas related to youth (28%), industry/sector level sustainability (24%), circular, green or bio-economy (22%) and disaster or risk reduction (19%). Access to government and community services (15%), sustainable finance (15%), and human rights (12%) are cited somewhat less frequently as entry points, while Indigenous Peoples and First Nations (9%) and humanitarian work (3%) represented the least cited policy entry points for issues related to decent work in NbS among respondents' organizations.

Question 7. In your understanding, what is your organization’s level of involvement in decent work and just transition policy matters?

(Percent of total responses)

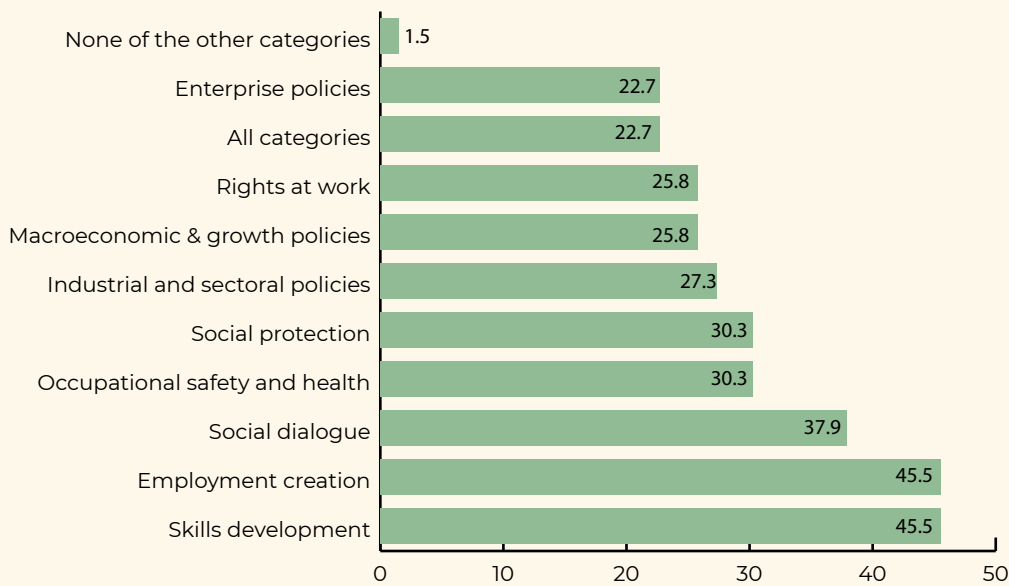


Total responses: 67 out of 69

The majority of the respondents’ organizations have either moderately high (37%) or moderate involvement (28%) in decent work and just transition policy matters. 15% of the respondents indicated high involvement of their organizations. About a fifth of the respondents’ organizations has either low or no involvement.

Question 8. Please indicate the decent work and just transition policy topics of most interest to your organization.

(Multiple choice question, percent of responses per answer option out of total responses)

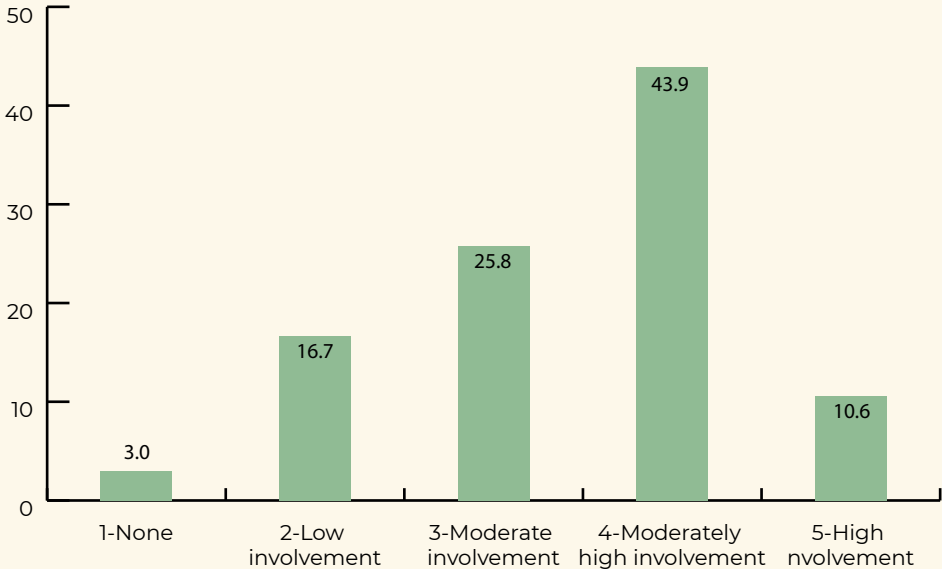


Total responses: 66 out of 69

The decent work and just transition policy topics of greatest interest to the respondents' organizations were employment creation and skills development (each 46%), followed by social dialogue (38%). The responses indicate a somewhat more moderate level of interest when it comes to social protection and occupational safety and health (each 30%), industrial and sectoral policies (27%), and rights at work, and macroeconomic and growth policies (each 26%). Enterprise policies corresponded to a slightly lower level of interest (23%). Similarly, 23% of the respondents indicated all the listed decent work and just transition policy topics to be of interest to their organizations.

Question 9. In your understanding, what is your organization’s level of involvement in Nature-based Solutions (NbS) policy issues?

(Percent of total responses)

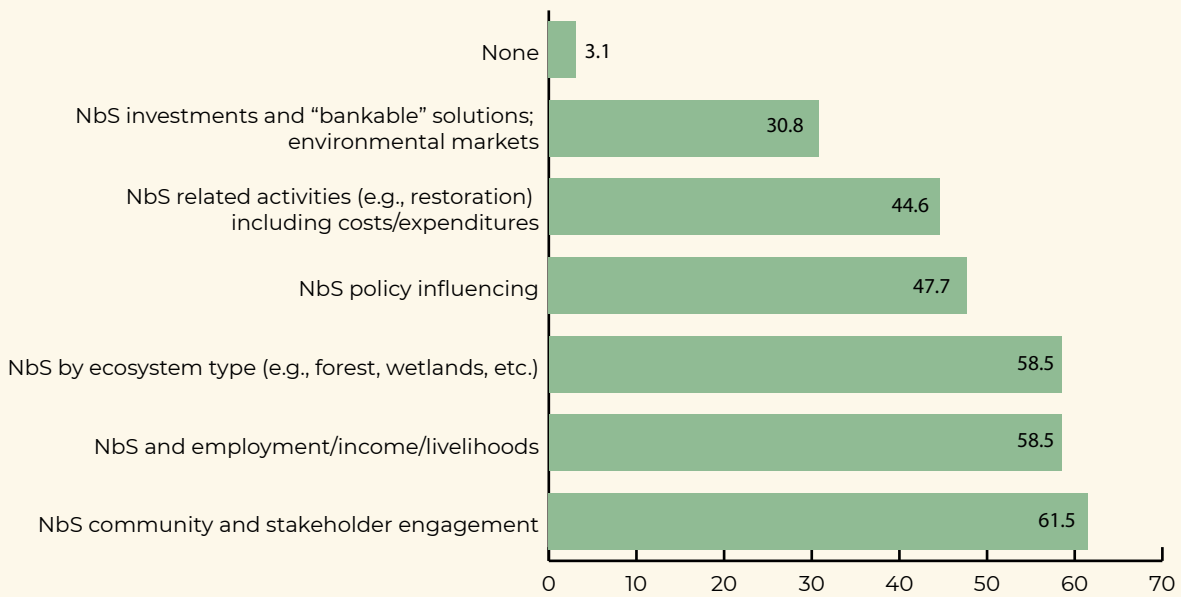


Total responses: 66 out of 69

About 11% of the represented organizations have high involvement in NbS policy issues, while most of the organizations have moderately high (44%) or moderate involvement (26%). About 17% have low involvement and 3% have no involvement.

Question 10. Please indicate the NbS topics/areas of most interest to your organization.

(Multiple choice question, percent of responses per answer option out of total responses)

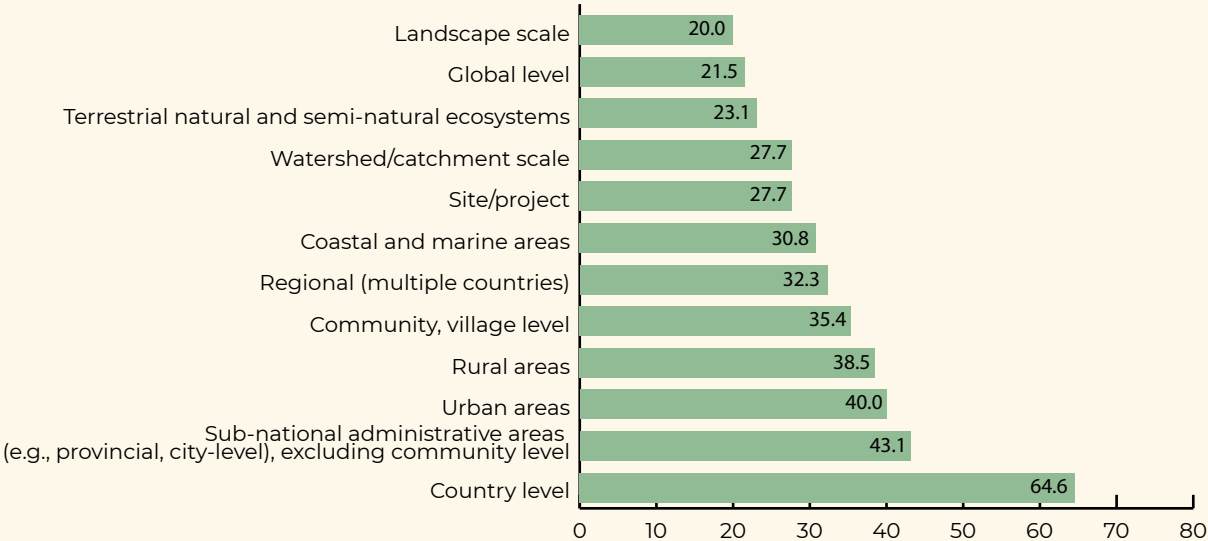


Total responses: 65 out of 69

The NbS topics or areas of highest interest among the respondents' organizations is in NbS community and stakeholder engagement (62%); NbS and employment, income, and livelihoods (59%); and NbS by ecosystem type (59%). Among 48% of the respondents' organizations, the topic of NbS policy influencing is also of high interest and among 45%, the topic of NbS-related activities (e.g., restoration) including costs and expenditures is of highest interest. Thirty-one percent of the respondents indicated that their organization's interest lies in NbS investments and "bankable" solutions and/or environmental markets. Only 3% indicated their organization has no interest in NbS topics corresponding to the proportion of respondents indicating no involvement in NbS in the previous question.

Question 11. In your understanding, what geographical scale/ area does your organization’s interest primarily relate to?

(Multiple choice question, percent of responses per answer option out of total responses)



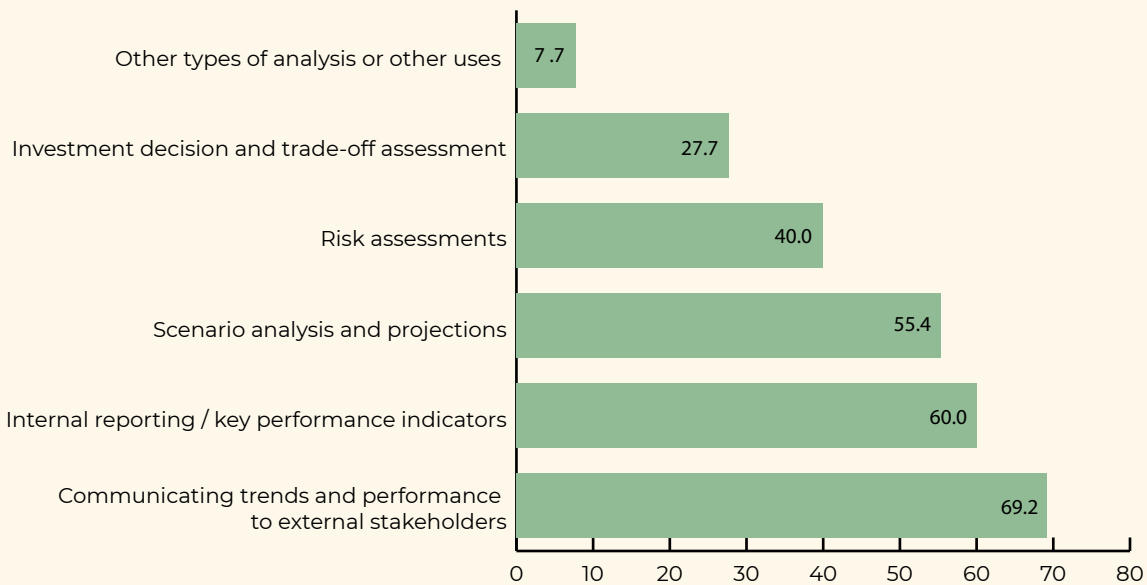
Total responses: 65 out of 69

Regarding the geographical scale of greatest interest, the vast majority of the respondents’ organizations (65%) focus on the country level. 43% have primary interest in sub-national administrative areas (e.g., provincial, city-level), 40% in urban areas, 39% in rural areas, 35% in community, village level, 32% on regional (multiple country) level and 31% in coastal and marine areas. About 28% express interest in both site/project level and watershed/catchment scale. Landscape scale (20%) and global level (22%) represent the geographical scale or areas of relatively least interest for the organizations of the surveyed participants.

3. Information and data needs

Question 12. In your current professional role, what do you most commonly use data and information for?

(Multiple choice question, percent of responses per answer option out of total responses)

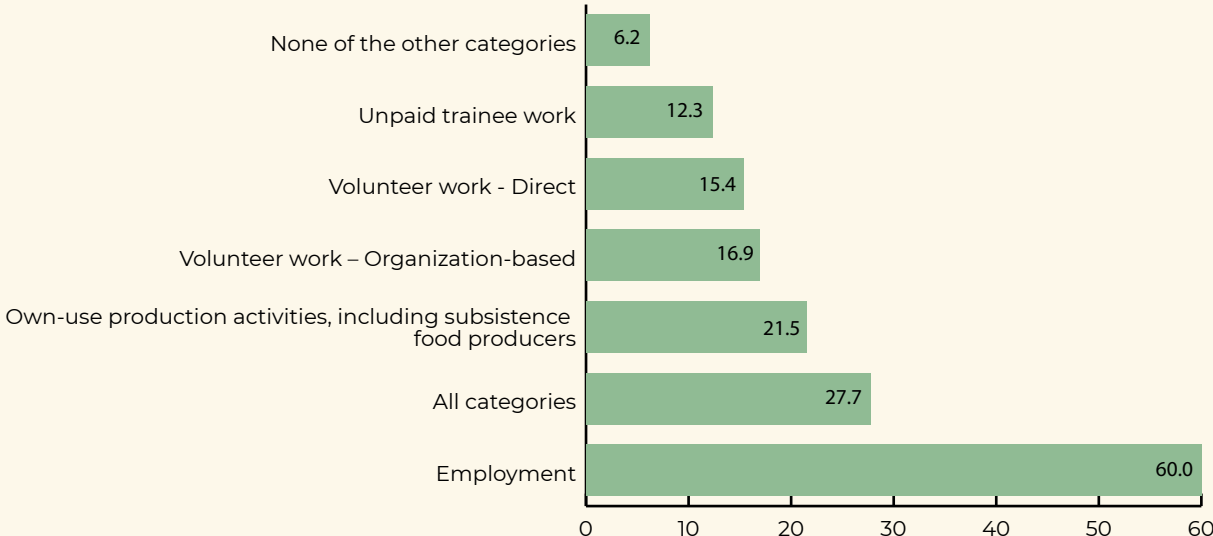


Total responses: 65 out of 69

The most common uses of data and information among the respondents are communicating trends and performance to external stakeholders (69%), internal reporting / key performance indicators (60%), and scenario analysis and projections (55%). A relatively high proportion (40%) also use data for risk assessments. The least common use is for investment decision and trade-off assessment (28%). Eight percent of the respondents indicated other uses of data or types of analysis, such as impact assessment and monitoring to inform decision making and data-driven decision making; academic research and teaching; and research publications to improve the state of the art.

Question 13. Please select the categories below related to “Employment / Forms of work (including unpaid forms of work)” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)



Total responses: 65 out of 69

The most relevant category related to “Employment/Forms of work” for the data needs of the respondents is employment, indicated by 60% of the respondents. About 28% consider all categories equally relevant for their data needs. Twenty-two percent indicated own-use production activities as most relevant, while volunteer work – whether organization-based or direct – is considered relevant by 17% and 15% respectively. The least relevant among the listed categories is unpaid trainee work (12%). Six percent of the respondents consider that none of the categories is relevant for their data needs.

Question 14. Please select the categories below related to “Decent work” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

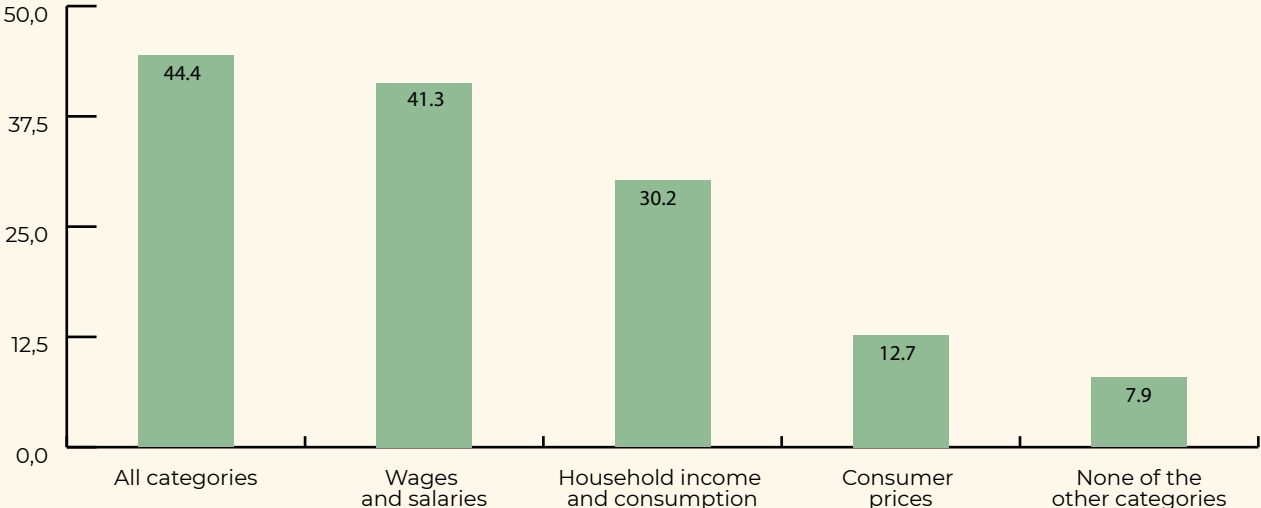


Total responses: 65 out of 69

The most relevant categories related to “Decent work” for the data needs of the respondents are employment opportunities, as indicated by 48% of the respondents, adequate earnings and productive work (39%), safe work environment (36%), and equal opportunity and treatment in employment (36%). Thirty-six percent of respondents consider all categories equally relevant for their data needs. Moderately relevant categories among respondents are stability and security of work, social security, and social dialogue, ranging between 28% and 33%. The least relevant category for data needs among survey respondents is work that should be abolished (6%). Only 3% of the respondents consider that none of the categories is relevant for their data needs.

Question 15. Please select the categories below related to “Incomes and livelihoods” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

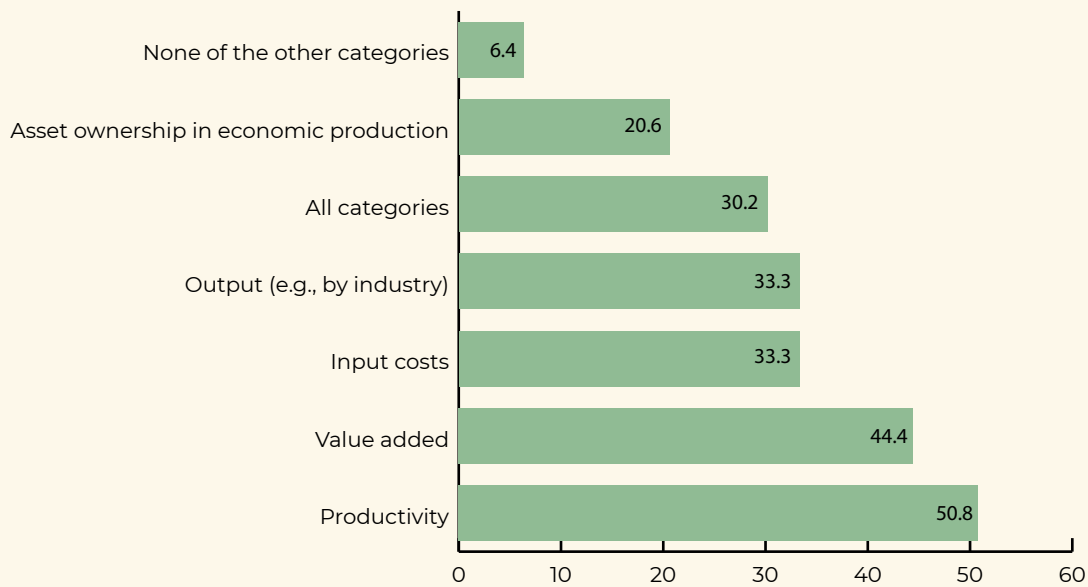


Total responses: 65 out of 69

When considering the topic of “Income and livelihoods”, 44% of the respondents indicated that all categories are of high relevance for their data needs. For respondents that preferred selected categories on this topic, wages and salaries ranked highest (41%) followed by household income and consumption (30%). Consumer prices are the least relevant, selected by 13% of the survey participants. About 8% consider none of the listed categories relevant for their data needs.

Question 16. Please select the categories below related to “Economic Production” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

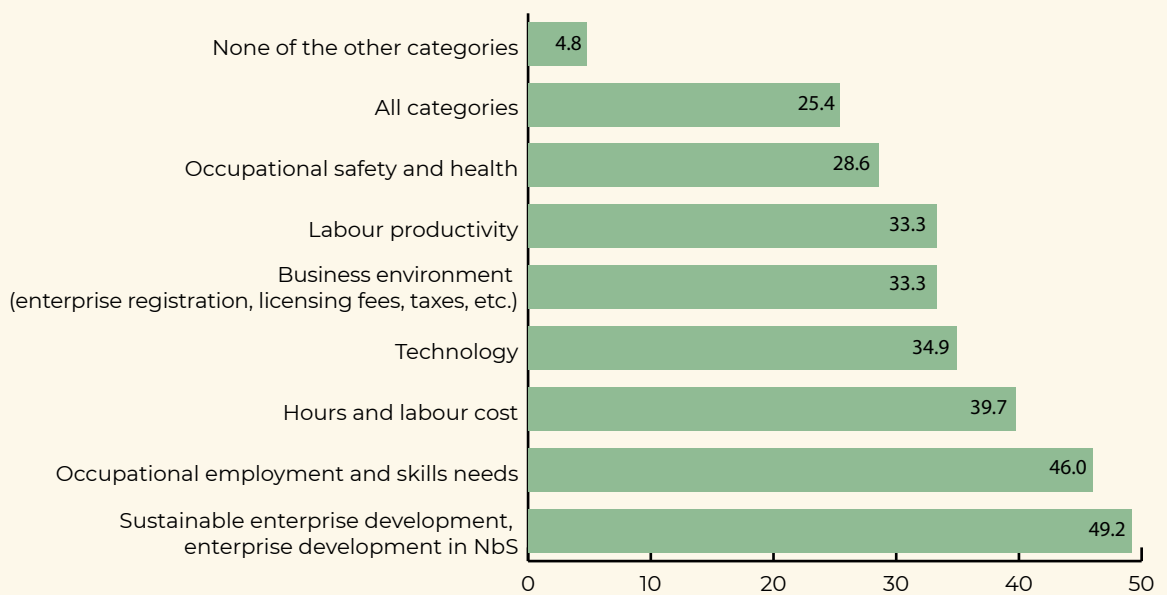


Total responses: 63 out of 69

Regarding the topic of “Economic production”, the categories of productivity (51%) and value added (44%) are among the most relevant for the data needs of the respondents. Output (including output by industry) and input costs are of equal relevance among the respondents (33%). Asset ownership represents a topic of somewhat lesser importance (21%). Thirty percent of all respondents consider all topics as most relevant for their data needs, while 6% find no relevance in any of these topics.

Question 17. Please select the categories below related to “Enterprise development” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

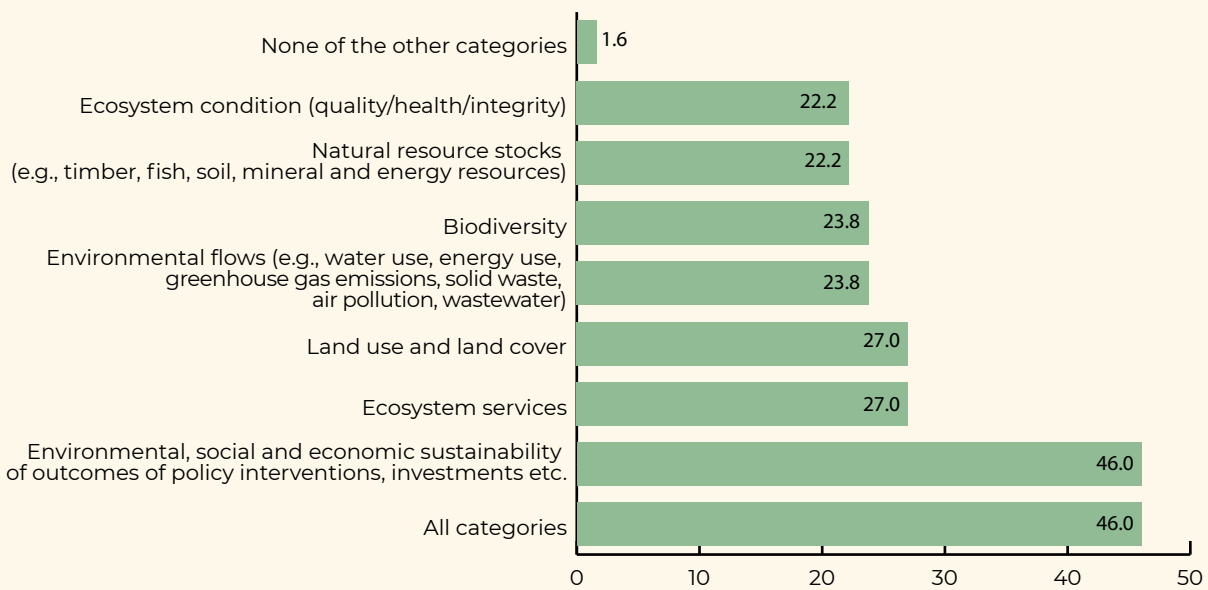


Total responses: 63 out of 69

Regarding “Enterprise development”, nearly half of the respondents (49%) consider sustainable enterprise development and/or enterprise development in NbS the most relevant topic for their data needs. Second highest in relevance is occupational employment and skills needs (46%), while 40% of the respondents expressed interest in hours and labour cost and 35% in technology. Business environment and labour productivity are considered equally relevant by 33% of the respondents. Occupational safety and health was considered relevant among 29% of respondents. A quarter of the respondents find all topics to be relevant for their data needs, while about 5% indicated that none of the topics is relevant for them.

Question 18. Please select the categories below related to “Environmental outcomes and sustainability of outcomes” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

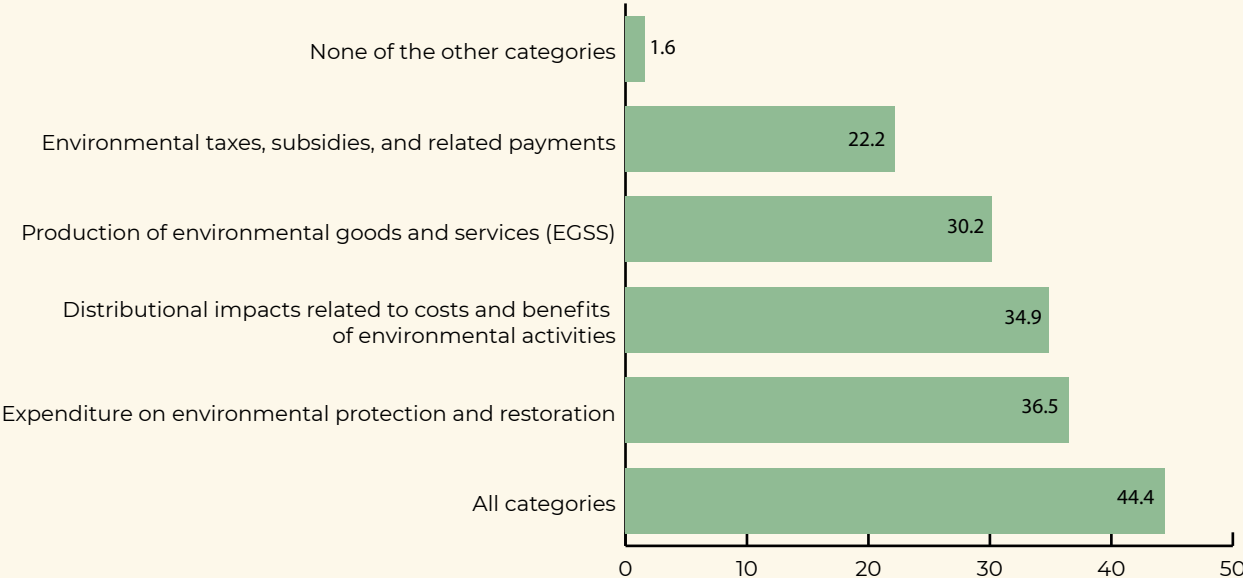


Total responses: 63 out of 69

Considering the topic of “Environmental outcomes and sustainability of outcomes”, 46% of the respondents find all topics presented relevant for their data needs. An equal proportion indicated environmental, social and economic sustainability of outcomes of policy interventions, investments, etc. as highly relevant. Ecosystem services as well as land use and land cover are relevant for the data needs of 27% of the respondents, while environmental flows and biodiversity are relevant for 24%, and ecosystem condition and natural resource stocks, among 22% each. About 2% indicated no relevance in these topics for their data needs.

Question 19. Please select the categories below related to “Environmental activities” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

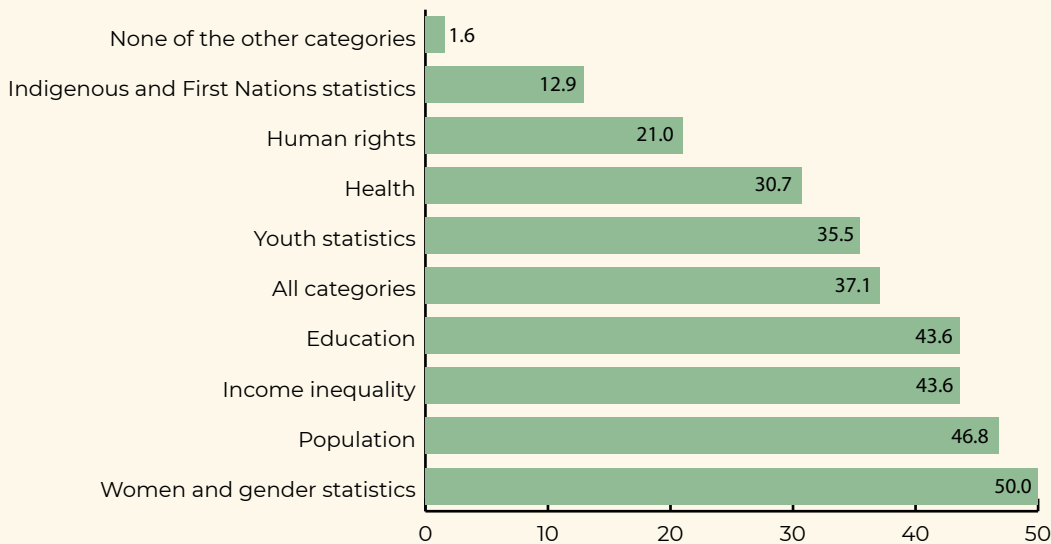


Total responses: 63 out of 69

All listed topics related to “Environmental activities” are considered relevant for the data needs of 44% of the respondents. Thirty-seven percent identify expenditure on environmental protection and restoration as highly relevant, and 35% note the importance of distributional impacts related to costs and benefits of environmental activities. Production of environmental goods and services (EGSS) is of data relevance for 30% of the respondents, while slightly more than a fifth indicate the topic of environmental taxes, subsidies and related payments as most relevant. About 2% find no relevance to these topics for their data needs.

Question 20. Please select the categories below related to “Social data, including gender, Indigenous and youth statistics” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)

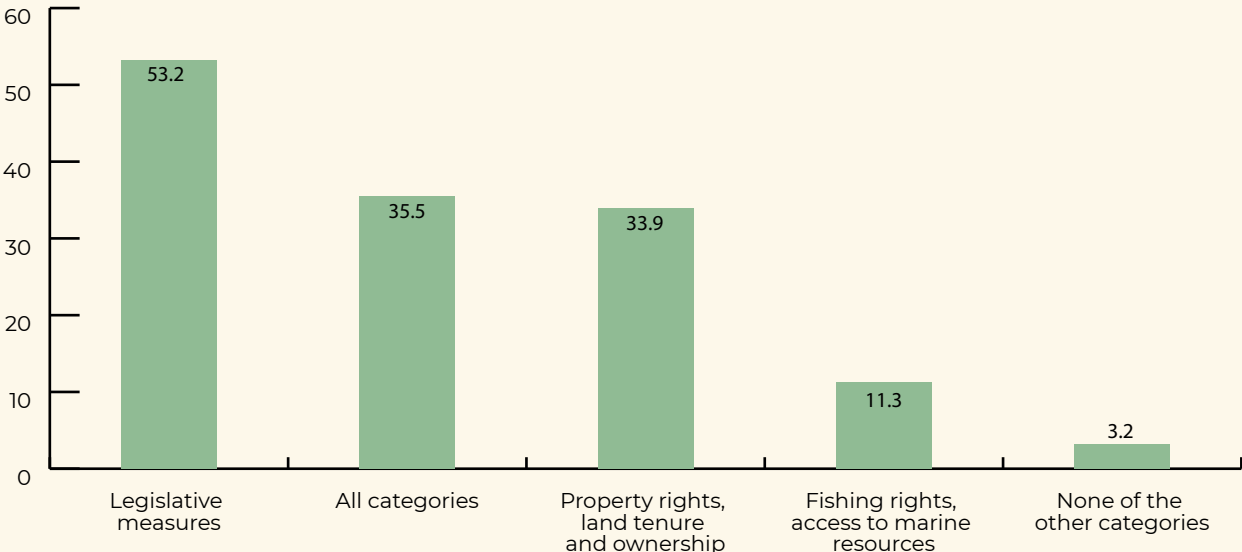


Total responses: 63 out of 69

Regarding the topic of “Social data, including gender, Indigenous and youth statistics”, women and gender statistics are highly relevant for half of the respondents. Nearly half (47%) find population data most relevant, followed by data on income inequality and education (44%). Thirty-seven percent consider all listed social data to be most relevant for their data needs. Youth statistics are most relevant for 36% of the respondents, while 31% considered health data most relevant. From the set of categories presented, Indigenous Peoples and First Nations statistics are the least relevant for the data needs of the respondents. None of the categories related to social data are of relevance for the data needs of about 2% of the respondents.

Question 21. Please select the categories below related to “Governance-related data” most relevant for your data needs.

(Multiple choice question, percent of responses per answer option out of total responses)



Total responses: 62 out of 69

Among the “Governance-related data” topics, legislative measures are the most relevant, as indicated by more than half of the respondents (53%). Thirty-six percent consider all topics to be relevant for their data needs. Property rights, land tenure and ownership data are highly relevant for 34% of the respondents. Only 11% find relevance in fishing rights and access to marine resources. Three percent of the respondents consider none of the governance-related data topics as relevant for their data needs.

Question 22. In your current professional or working role, what are the specific data or information categories concerning “Finance and investment” in support of decent work and Nature-based Solutions of most importance?

The respondents referred to the following types of data or information categories concerning “Finance and investment” in support of decent work and Nature-based Solutions of most importance to them:

- **NbS financing ecosystem actors**
 - * Regulators
 - * Sources of finance
- **Demand for funds/investment needs and/or actual use of funds**
 - * Investment options available
 - * By activity financed
 - * By geography
- **Supply of funds**
 - * Green finance availability and the share it represents in global investment
 - * Geographical distribution
- **Cost of funds**
 - * Cost of action (costs to finance NbS-driven projects)
 - * Cost of inaction
 - Costs of ecosystem services that should be included in project budgets
 - Benefits from the NbS that should be included in project budgets
- **Financing conditions**
 - * Financing mechanisms
 - * Levels of financing
 - * Application
- **Indicators related to impact produced**
 - * Problems to address and vulnerable/target populations
 - * Impact/efficiency of use of funds
 - Social cohesion, health and wellbeing, environment
 - Particular indicators related to decent work (e.g. quantity and quality of jobs and other decent work parameters)
- **Other**
 - * NbS business models

This classification of responses highlights the diverse set of answers to this open-ended question, reflecting the diverse set of respondents. A total of 28 responses were received to this question, and as such the categories should not be seen as exhaustive.

The category of **NbS financing ecosystem actors** refers to regulators and different types of capital providers. Responses focused on actors representing the sources of funds, quoting in particular public sources (e.g., government budgets, international finance institutions, climate funds). Respondents did not refer to private sector actors (e.g. companies, private sector financial institutions, or philanthropy).

The **demand, supply and use of funds** is another set of categories noted by respondents. Demand for funds included responses regarding available investment options and according to type of NbS-aligned activity. Supply of funds responses identified green finance availability and its share in global investments, as well as the geographical distribution (e.g., country/region/international/emerging or developed economy). Use of funds responses considered the activities financed, as well as the geographic disaggregation; for example, level and type of investment by country/region in different sectors of nature-based economic activity (green buildings, ecosystem restoration, regenerative agriculture, etc). While not specifically noted by respondents, these activities could be further classified, for example by the type of the recipient.

Respondents referred to the **cost of funds**, both in terms of cost of action (to finance the NbS-driven projects) and the cost of inaction (biodiversity loss costs, carbon costs) that should be included in project design so that the project adequately reflects the associated costs and benefits for efficient financial decision making, as well as to address any negative externalities of the project. In order to better capture the costs of funds landscape, the classification could have included the categories by activity, geography, source of funds, or type of financial instruments; however, such responses were not captured in the survey.

Financing conditions were noted, relating to the levels and sources of financing, financing mechanisms, and application criteria and processes.

Data and information needs further include indicators concerning the **impacts of the funds and the efficiency of their use** in addressing decent work deficits and other sustainable development goals. They included reference to identification of vulnerable/target populations, as well as the impact of the projects financed on quantity and quality of jobs and other decent work parameters.

Finally, NbS business models were mentioned among responses for information needs, suggesting a need to know more about the existing, viable and investable business models in this area.

Question 23. In your current professional or working role, please describe any other data and information topics related to decent work and Nature-based Solutions (not listed above) which are relevant for your current or future needs.

The respondents pointed out the following other data and information topics related to decent work and Nature-based Solutions that are not listed in the previous questions (13–22) that are relevant to their current or future needs. These are categorized according to their thematic relevance as pertaining to employment/decent work or environment/NbS, or, when relating to both thematic areas, as crosscutting/contextual. They are additionally disaggregated according to whether they are not at all covered in the categories listed in the previous questions (13–22) or have some level of overlap with certain categories.

■ **Employment/Decent work**

* **New (not listed previously):**

- Green jobs assessment modelling
- Green jobs skills training

* **Existing (overlap with listed categories):**

- Informal sectors (waste particularly)
- Self-employment in rural areas
- Job creation
- Sustainable work life
- Youth employment
- Skills deficits
- Number of green jobs and pay scale as compared to other sectors

■ **Environment/NbS**

* **New (not listed previously):**

- Agricultural diversification based on ancestral knowledge
- Use of natural resources by the local and Indigenous population to improve their lives
- NbS categories in the environmental sector
- Influence from conservation bodies
- Elitism in conservation work
- Meteorological and Climate Data

* **Existing (overlap with listed categories):**

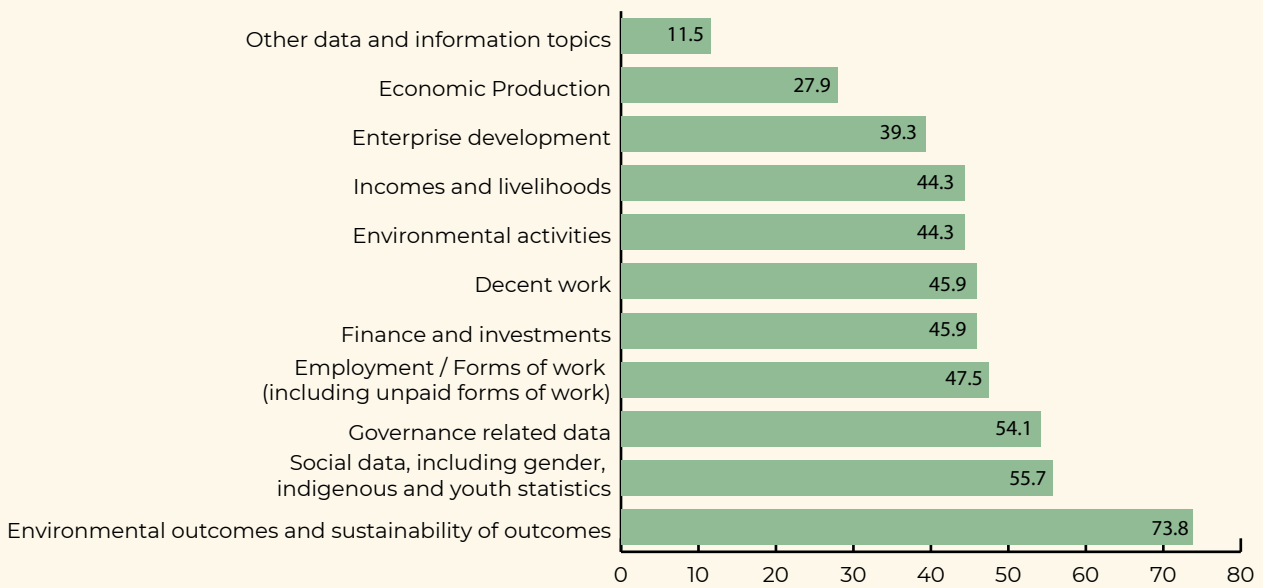
- Reforestation

■ **Crosscutting/Context**

- Legal security on the lands of the communities
- Sustainable markets
- Health and wellbeing data – cause and effect
- Movement tracking/migration by gender and age
- Contribution of Nature-based Solutions to GDP
- Household data at subnational level
- Cooperation between private, public sector and civil society (e.g., youth groups)
- Industry specific data on nature-based activities (e.g., numbers employed by city, region, country, in the EU, in different sectors of nature-based economic activity such as green buildings, ecosystem restoration, regenerative agriculture)
- Institutions/workers not relaying information to communities (lack of transparency)
- Job creation or loss by Nature-based Solutions, by type of solutions, by country/location, by time
- National accounts
- Digital economy measures
- Political factors and political stability
- Legal issues (not following set policies)
- Inflation
- Climate-smart value chain for NbS in decent work
- Small- and medium-sized enterprises (SMEs)'s interest in and contribution to maintaining NbS
- NbS contribution to boosting local economies (SMEs)
- Value of ecosystem services for the payment of environmental services, including the monetary costs and benefits related to work benefiting from ecosystem services
- Sharing of existing methodologies across countries on tarifa hidrica to support risk management
- Reporting on agriculture inspection reports (local by law)

Question 24. For the 10 broad data topics listed in the previous set of questions (13–23), please identify those topics for which you have identified data or indicator gaps.

(Multiple choice question, percent of responses per answer option out of total responses)



Total responses: 61 out of 69

According to the survey respondents, all ten of the key information topics related to decent work and NbS are characterized as having data or indicator gaps. The topic of environmental outcomes and sustainability of outcomes was identified by 74% of the respondents. More than half of the respondents find data and indicators gaps related to social data, including gender, Indigenous and youth statistics (56%) and governance-related data (54%). Slightly less than half of the respondents reported data gaps in employment / forms of work (48%), decent work (46%), and finance and investments (46%). Data or indicator gaps were identified for the topics of environmental activities (44%), incomes and livelihoods (44%), and enterprise development (40%). The least cited topic is economic production, identified by 28% of the respondents.

Question 25. If you wish, please provide additional details about data and indicator gaps on the topics you have identified in the previous set of questions (13 to 23). Otherwise, proceed to the next question.

The respondents provided some additional details about data and indicator gaps on the topics from the previous set of questions (13–23), categorized by their thematic relevance or generally in terms of data quality or availability, listed below:

■ **Thematic data or indicator gaps**

* **Employment/Decent work**

– **New (not listed previously):**

- Licensing and registration of HBB and medium and small enterprises (MSMEs)
- Specific vocational training and curricula

– **Existing (overlap with listed categories):**

- Local SMEs
- Number of persons in self-employment and MSMEs

* **Environment/NbS**

– **New (not listed previously):**

- Choice of technology and the use of natural resources for development
- Data on the linkages between ecosystem restoration and climate change adaptation and mitigation
- Benefits of NbS (impact, benefits translated in financial terms)

– **Existing (overlap with listed categories):**

- Environmental Accounting details in National Accounts
- Natural capital accounting and economic value of ecosystem
- Data gaps identified in EC expert publication on vital role of NBS in nature-positive economy
- Environmental services that households and the industrial sector consume

* **Crosscutting/Context**

- Decentralization and community organizations

- Evaluation of climate-related activities that involve multiple stakeholders and youth
- Human resource development
- Implementation costs
- Food security, food production strategies
- Ecosystem and livelihood resilience
- Food production strategies, including decision making and capacity by producers

■ **Overarching data quality/availability gaps**

- Data linkages
- Data coordination among stakeholders
- Spatial data (GIS)
- Current data
- Lack of access to data
- Transparency
- High cost of existing data not produced by NSO
- Nationally appropriate social indicators and priorities
- Country and institutional objectives and operational outcomes related to SDGs

Question 26. To support our project and to ensure we have identified as much relevant material as possible, we invite you to share links to relevant reports and information on decent work and/or Nature-based Solutions (up to 10 links).

In total, 32 links were shared, most of which are research/articles/reports in the areas of NbS/environment with a few focused on decent work. Links to tools, platforms, organizations/institutions, and handbooks/guidance were also shared. For more information and the links provided, please refer to Appendix 5.

Question 27. If you wish, please share any additional comments or observations that you may have concerning decent work in Nature-based Solutions. Otherwise, proceed to the end of the survey.

This question allowed respondents to add any observations they may have in relation to decent work in Nature-based Solutions, in addition to what is captured in the questionnaire.

The importance of certain priorities outlined in the questionnaire was reinforced by the respondents to this section, such as social dialogue, social protection, dignity at work and social integration. Employment and macroeconomic impact from Nature-based Solutions was also identified as a central priority.

The need for and importance of data was also reinforced, especially when linking it to the environment. For example, it was suggested that information on "Social data, including gender, Indigenous and youth statistics" is essential for NbS projects. However, implementation of such projects requires information from the other topic areas, in which there are many data gaps that require standardized information that is transparent and reliable.

Furthermore, information about the skills necessary for policymakers, employees and employers to implement NbS is essential.

Observations around NbS include:

- NbS is not just about environment preservation; it is also about the synergy between people and the ecosystem for a better and more sustainable life.
- NbS are adaptation measures that allow for sustainable development.
- NbS is dynamic and changes alongside environmental challenges, therefore it requires ongoing research and analysis.

Regarding decent work, the importance of ensuring decent jobs when creating a green economy was emphasized. It was suggested that NGOs are at the forefront working in this area and, given their limited funding for such activities, it is a challenge for them to offer job security and good wages to their employees despite existing labour laws protecting the rights of the employees. This results in a lot of volunteering, which, despite offering the opportunity for those passionate about the topic to contribute to it, is not a sustainable career option.

Conclusion

For the first time, stakeholders representing different types of institutions and mandates in different world regions – but nonetheless aligned in their engagement or interest in the topic of decent work in Nature-based Solutions (NbS) – participated in a global survey regarding policy priorities and information needs on this topic. The survey was conducted in three languages (English, Spanish and French) during the period May–June 2022. The overall survey response rate (34%) among the 201 survey recipients was considered quite favourable, especially considering the 25-minute average completion time; this suggests there is a serious interest in the topic among stakeholders across world regions. The survey results provided valuable insights into the policy priorities and data needs of stakeholders with respect to decent work and NbS. It will be useful not only as a key input to the development of the first ILO-UNEP-IUCN report on decent work in NbS, including the conceptual framework, but also should serve to provide future guidance regarding priority topics in the global biennial report series on decent work in NbS.

Annex A.1 Number of survey participants by country

| COUNTRY | NO. RESPONDENTS | COUNTRY | NO. RESPONDENTS |
|--------------|-----------------|--------------------------|-----------------|
| Bangladesh | 2 | Mali | 1 |
| Belgium | 1 | Mauritius | 1 |
| Bhutan | 1 | Mexico | 1 |
| Brazil | 2 | Namibia | 1 |
| Bulgaria | 1 | Nepal | 1 |
| Burkina Faso | 1 | Nicaragua | 2 |
| Cambodia | 1 | Nigeria | 1 |
| Cameroon | 1 | Pakistan | 1 |
| Canada | 3 | Panama | 1 |
| Chile | 1 | Paraguay | 1 |
| Costa Rica | 1 | Peru | 1 |
| Cyprus | 1 | Philippines | 1 |
| Egypt | 2 | Scotland | 1 |
| Eswatini | 1 | Senegal | 2 |
| Finland | 1 | Singapore | 1 |
| France | 2 | South Africa | 2 |
| Ghana | 1 | Spain | 3 |
| Greece | 1 | Switzerland | 1 |
| Hong Kong | 1 | Trinidad and Tobago | 2 |
| Ireland | 1 | Tunisia | 1 |
| Italy | 2 | Uganda | 1 |
| Ivory Coast | 2 | Ukraine | 1 |
| Japan | 3 | United States | 3 |
| Jordan | 1 | Zimbabwe | 1 |
| Kenya | 3 | Total respondents | 69 |

Annex A.2

Question 26: Links to relevant reports and information on decent work and/or Nature-based Solutions

| CATEGORY | TOPIC | RESPONSES |
|-----------------------|-----------------------|---|
| Tool | NbS/ Environmental | https://co-impact.app/ |
| Project | NbS/ Environmental | https://connectingnature.eu/ |
| Handbook/ guidance | NbS/ Environmental | https://ec.europa.eu/info/news/evaluating-impact-nature-based-solutions-handbook-practitioners-2021-may-06_en |
| Platform | NbS/ Environmental | https://treesasinfrastructure.com/#/ |
| Organization | NbS/ Environmental | https://www.ukgbc.org/ukgbc-work/the-value-of-urban-nature-based-solutions/ |
| Platform | NbS/ Environmental | https://www.naturebasedenterprise.eu/page/about-us |
| Research/ report | NbS/ Environmental | https://open.uct.ac.za/handle/11427/30334?show=full |
| Handbook/ guidance | NbS/ Environmental | https://www.elgaronline.com/view/edcoll/9781786430717/9781786430717.00016.xml |
| Research/ report | Decent work | https://www.greengrowthknowledge.org/research/green-jobs-assessment-mauritius |
| Platform | Decent work | https://www.greengrowthknowledge.org/ |

APPENDIX 1 REPORT OF KEY FINDINGS FROM THE STAKEHOLDER SURVEY ON DECENT WORK IN NATURE-BASED SOLUTIONS

| CATEGORY | TOPIC | RESPONSES |
|---------------------|-----------------------|---|
| Research/ report | NbS/ Environmental | https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/85aeb571-c69c-11ec-b6f4-01aa75ed71a1 |
| Research/ report | NbS/ Environmental | https://networknature.eu/sites/default/files/images/NBE%20White%20Paper%20final%20.pdf |
| Research/ report | NbS/ Environmental | https://royalsocietypublishing.org/doi/10.1098/rstb.2019.0120 |
| Research/ report | Crosscutting | https://wwf.panda.org/wwf_news/?943816/Nature-based-solutions-jobs-report |
| Research/ report | NbS/ Environmental | https://council.science/wp-content/uploads/2020/06/Nature-Based-Solutions-Green-Economy.pdf |
| Organization | NbS/ Environmental | https://www.undrr.org/words-action-nature-based-solutions-disaster-risk-reduction |
| Research/ report | NbS/ Environmental | https://www.frontiersin.org/articles/10.3389/fclim.2022.855803/full |
| Organization | Crosscutting | https://www.inec.go.cr/content/01-como-se-obtiene-informacion-nivel-de-barrios-caserios-comunidades |
| Organization | Crosscutting | https://snitcr.go.cr/ |
| Platform | NbS/ Environmental | http://www.sinamecc.go.cr/ |
| Organization | Crosscutting | https://sajjil.gov.jo/ |
| Organization | Crosscutting | https://hemayeh.jo/ |
| Organization | Decent work | http://mol.gov.jo/Default/En |

APPENDIX 1 REPORT OF KEY FINDINGS FROM THE STAKEHOLDER SURVEY ON DECENT WORK IN NATURE-BASED SOLUTIONS

| CATEGORY | TOPIC | RESPONSES |
|---------------------|-----------------------|---|
| Organization | Crosscutting | http://dosweb.dos.gov.jo/ |
| Research/ report | Decent work | https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cad=rja&uact=8&ved=2ahUKewjVmOTc-eP3AhVDilwKHQGzD7oQFnoECAQQAQ&url=http%3A%2F%2Fwww.ilo.org%2Fwcm%2Fgroups%2Fpublic%2F---ed_mas%2F---program%2Fdocuments%2Fgenericdocument%2Fwcm_561070.pdf&usq=AOvVaw296NRNjhHfRg5z5kxmBSpU |
| Platform | Decent work | https://www.ug.undp.org/content/uganda/en/home/sustainable-development-goals/goal-8-decent-work-and-economic-growth.html |
| Tool | Decent work | https://wageindicator.org/documents/decentworkcheck/africa/uganda-english.pdf |
| Research/ report | Decent work | https://eprcug.org/eprc-highlights/new-study-to-explore-creation-of-decent-work-for-youth-women/ |
| Research/ report | NbS/ Environmental | https://www.wbcsd.org/Programs/Food-and-Nature/Nature/Nature-Action/Resources/Accelerating-business-solutions-for-climate-and-nature-Report-I-Mapping-nature-based-solutions-and-natural-climate-solutions |
| Research/ report | NbS/ Environmental | https://www.britishexpertise.org/reports/climate-change-nature-based-solutions |
| Research/ report | NbS/ Environmental | www.sciencedirect.com/science/article/pii/S2212041616303370 |
| Research/ report | NbS/ Environmental | https://www.journals.elsevier.com/nature-based-solutions?_gl=1*_m15d5x*_ga*NzkzMzE5MzczLjE2NTUxOTM2NDc.*_ga_4R527DM8F7*MTYINTE5MzYONi4xLjEuMTYINTE5MzY1OC4w |