



ILO/Japan  
Multi-bilateral  
Programme

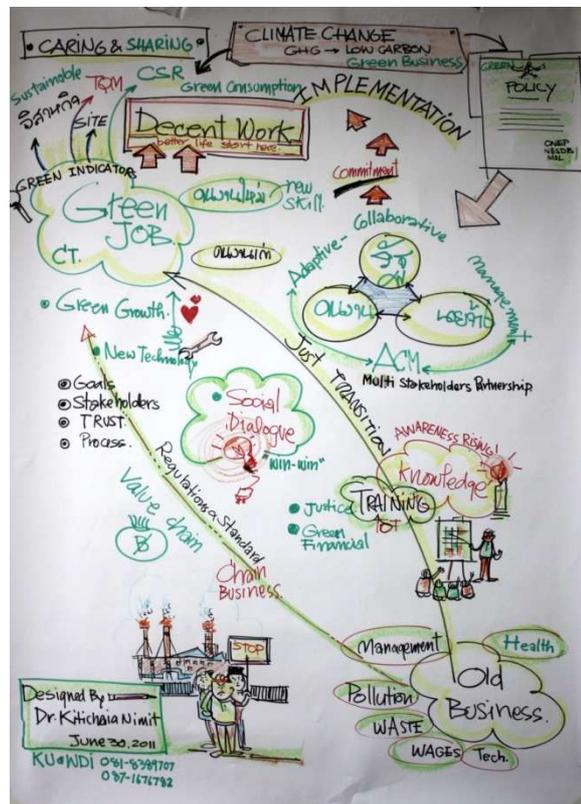
## Green Jobs, Greener Business

### Training for Constituents and Partners – Thailand

28<sup>th</sup> – 30<sup>th</sup> June 2011  
Bangkok, Thailand

## Training Report

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## Abbreviations used

DSD	Department of Skills Development
ECOT	Employers' Confederation of Thailand
GBA	Greener Business Asia
ILO	International Labour Organization
LCT	Labour Congress of Thailand
MOL	Ministry of Labour
NCPE	National Congress Private Industrial of Employees
SEI	Stockholm Environmental Institute
SERC	State Enterprise Workers' Relations Confederation
TAT	Tourism Authority of Thailand
TTUC	Thai Trade Union Congress



# 1. Introduction

## Background

Supported by the Government of Japan, the ILO's Greener Business Asia (GBA) project is part of the global Green Jobs Initiative. The GBA project and the Green Jobs Initiative are a response to the increasingly recognised need to address environmental challenges and their implications for the world of work while advancing the promotion of decent work for all.

In the last decade the Asia region has witnessed rapid economic growth and a remarkable reduction in poverty. Nevertheless the region still confronts many challenges. On the one hand, the fast-paced growth and booming of the manufacturing and service sectors have exacted a large toll on the environment and natural resources in a region that is highly vulnerable to environmental threats. On the other, with some 908 million workers that live on less than a USD 2 a day and the continuing challenges of globalised competition, enterprises competitiveness and improvements in prevailing working conditions remain of fundamental importance.

It is in this context that the ILO GBA project seeks to support ILO's constituents and national institutions in addressing environmental and climate-related challenges with a focus on measures to achieve greener workplaces and sustainable enterprises through a model of worker-employer cooperation.

The project contributes to strengthening the understanding of tripartite organizations on environmental-related challenges and their implications for enterprises and workers, and to building capacity of constituents and national partners to support environmentally-friendly and responsible practices within sectors and industries.

As part of its work on capacity building, which includes training activities for constituents and partners, GBA organized the training "Green Jobs, Greener Business" in order to foster the understanding of Thai constituents of the conceptual framework that provides the foundation for initiatives promoting green jobs and principles of a just transition.

As preparation to the training 'Green Jobs, Greener Business' in Thailand, a training needs assessment exercise was conducted to identify knowledge gaps and facilitate the development of training for the Thai context. The assessment helped fine-tune existing training resources to create an effective and high-impact learning program. As a result, a foundation training package for ILO constituents and partners was developed and delivered on July 29 – 30, 2011 at Amari Watergate Hotel, Bangkok, Thailand.

## Training objectives and expected outcome

The objective was for participants to gain a better understanding of the key challenges and responses to climate change and broader environmental issues at the national and international levels, and their relations to employment and labour dynamics. It is expected that that the enhanced understanding of such issues gained through the training will place constituents (and partners) in a better position to engage in dialogue and take part in relevant initiatives, as well as strengthen their commitment to the promotion of green jobs and sustainable enterprises in Thailand.

## **Training participants and training team**

Participants in the Green Jobs, Greener Business Training were comprised of 42 representatives from 14 organizations (see List of Participants in Annex 1). The resource persons for the training included ILO staff, experts from the Stockholm Environment Institute, representatives from Thai government institutions and academia. Resource persons are listed in Annex 2.

## **2. Structure and contents**

### **Training schedule**

The three-day training program was designed to achieve the training objectives indicated in the previous section. The first day of the training introduced participants to concepts of green jobs, climate change and other emerging economic and social challenges, and the link between green jobs and the changing environment. The second day looked at the concepts of sustainable production and consumption, and at the role of enterprises for achieving green and greener jobs. The final day focused on the Thai context – both environmental/economic/social challenges and key elements of the national policy framework to address these challenges – and on the experiences and potential roles of constituents in promoting green jobs.

The training content design drew upon existing ILO materials, but also took into consideration the findings from the training needs assessment conducted prior to the training, as well as consultations with ILO Green Jobs specialists.

### **Training delivery**

The Green Jobs, Greener Business training program consisted of a combination of presentations and group discussions, case studies and role plays. The program had some degree of flexibility for accommodating participants' interests and needs during the event (for example an additional group discussion on the relationship between green jobs and decent work was built into the second day of the training, in view of participants' learning interests as they emerged in the course of the program).

The program was delivered by the Green Jobs Team from the ILO and a team from Stockholm Environment Institute (SEI). SEI was selected as the delivery partner in view of their strengths, which included solid expertise on climate change, a broad and inter-disciplinary approach to environment and development issues, and access to a very wide range of resource persons and partner organizations, from government departments, to academia, to NGOs. In addition, the proposed training team was fluent in both Thai and English, and thus capable of drawing effectively upon international tools and resources, while tailoring the materials and communication to a Thai audience.

The teams worked closely together prior to the training on the finalization of agenda, presentations, selected case studies, and session facilitation. The division of labour in terms of content coverage was based on the specific areas of expertise and comparative advantage of each organization. The ILO covered the concepts of green jobs, sustainable enterprises, labour and workplace issues, and role of tripartite organizations in green jobs promotion. SEI discussed climate change and environmental issues in the context of Thailand, and led the facilitation of group discussions of each session.

The training was delivered in both Thai and English. Throughout the training program, a professional translator was contracted for a simultaneous translation from Thai to English and English to Thai with available headphones for each Thai participants and non-Thai facilitators and presenters. Group discussion sessions on case studies and role play were held in Thai with English translations available.

The participants were provided with hard copies of case studies for each session. PowerPoint presentations (English and available Thai versions), pictures, and posters produced were uploaded onto the ILO website and the Community of Practice after the end of the training.

### **3. Session summary and key highlights**

#### **Session 1: Introduction to Green Jobs**

Participants were introduced to the concept of Green Jobs through a presentation. Key themes included introduction to the environmental and decent work challenge; introduction to the just transition framework; links between green jobs and sustainability; and the definition of green jobs.

#### **Session 2: Climate and other changes: emerging challenges**

Participants were introduced to emerging environmental challenges and their links to broader economic and social patterns on the global and national level. Challenges discussed included the basic principles of climate change, environmental degradation and unsustainable use of resources, and how these issues related to social and economic trends. Participants were prompted to discuss the changes they have witnessed over the years, included advances in technology, environmental changes, increasing food prices, increasing urbanisation and economic migration.

#### **Session 3: Economic, social, and environmental policies as drivers of green jobs**

The presentation focused on impact of the shift to sustainability on employment and labour markets, key trends in green job creation, the types of policies that could contribute to green job creation. It also elaborated on the concept of a Just Transition. Participants discussed green skill competencies, the application of the concept of green jobs to specific sectors and occupations and how to raise public awareness.

#### **Session 4: Understanding the link between the changing environment, livelihoods and the world of work: what is happening on the ground**

In this session, the participants were divided into three groups (each comprised of constituents from different institutions) and discussed case studies on urbanisation, coastal erosion in Thailand and CNG buses in Delhi. At the end of the discussion each group presented to the others. The key theme in this session was to understand the link between environment and livelihoods, and the differentiated impacts and stakes for various groups of people.

#### **Session 5: Introduction to ILO Green Jobs Programme**

Participants were introduced to ILO green jobs activities (globally and regionally) including goals, areas of focus, available knowledge resources, and programs and projects. The Greener Business Asia (GBA) project, which is being implemented in Thailand and the Philippines, was also presented, as well as the Greener Jobs in Asia project. There was significant interest in enterprise and sector level initiatives to promote green jobs and greener jobs in industries.

#### **Session 6: Approaches to sustainable production**

Participants were introduced to principles and initiatives for sustainable production and to the role of workplace cooperation and dialogue at the enterprise level. This session generated much discussion on aspects that could be looked at in the Thai context.

#### **Session 7: Enterprises as drivers of change**

A representative from the private sector (the focal point of the UN Global Compact for Thailand) presented his perspective on the role of businesses for sustainability, drawing upon examples from Thailand. Following this presentation, participants were divided into three groups to discuss different case studies on cleaner production initiatives, their relations to working conditions, and the role of workplace cooperation for promoting such measures.

#### **Session 7b: Group discussion on green jobs and decent work (additional session)**

This additional session was added upon request from the participants to gain further understanding of the concepts of green jobs and decent work. During the session, facilitators discussed with participants the relationship between the two terms to clarify the notions.

In the course of the session, which was very interactive, participants generated ideas about potential entry points for promoting green jobs in Thailand. Participants raised the possibility to 'green' Thailand's Decent Work Country Programme, and how to learn from other countries experiences to this. Other ideas and areas of interest included: preparation of simple communication tools to raise awareness among colleagues and members; exploring how to build on the relation between green jobs and Occupational Health and Safety initiatives; looking further at curricula for green skills; looking at the incorporation of

green jobs principles in the Thai Labour Standards and investigating the possibility to address green jobs in the National Economic and Social Development Board's 11th plan.

The case of the Indian Taskforce on green jobs and how government ministries worked together generated much interest and discussion. It was acknowledged that a key challenge for the development of green jobs in Thailand was ensuring policy coherence and identifying a host or focal point. Remarkable interest was shown in accessing further information on relevant experiences, initiatives, tools and studies related to green jobs, also from other countries. It was suggested that building a network on themes related to green jobs would be very useful.

#### **Session 8: Sustainable Consumption: key principles and approaches**

This session informed participants about consumption patterns and its effects on resource use and environmental challenges in the global and national context. The Thai notion of a self-sufficient economy was used to render some of the principles more familiar and easier to relate to for Thai constituents. Facts and myths about sustainable consumption among businesses and community members were discussed.

#### **Session 9: National context: trends, challenges and opportunities**

An official from the National Economic and Social Development Board introduced the 11<sup>th</sup> plan, highlighting the elements linked to sustainable development and green growth. In addition, the presenter also related the plan to the concept of green jobs in the Thai context. Participants were encouraged to engage in the consultation process.

#### **Session 10: National context: key elements of the national policy framework**

An official from the Office of Natural Resource and Environmental Policy and Plan explained how the international climate change negotiations worked, and provided an overview of Thailand's climate change policy.

#### **Session 10-b: Presentation of the Asia Pacific Community of Practice on Green Jobs**

The presentation introduced the ILO-sponsored Community of Practice, its objective and functions, outlined available resources and encouraged participants to join.

#### **Session 11: Reflecting on the role and experience of constituents on green jobs**

ILO ACTRAV and ACTEMP specialists introduced the session, during which, through small group discussions, participants reflected on the potential roles and initiatives of constituents for promoting green jobs and on the value and strategies for facilitating social dialogue.

#### **Session 12: Playing a role in achieving sustainable economies and societies**

Participants took part in a role play focused on the opening of a paper factory in a Thai village. Participants were each given a different role with distinct interests and simulated a town meeting to voice their concerns and propose solutions. Following the role play, the facilitators (SEI) provided feedback on effective dialogue.

## 4. Outcome and challenges

### Evaluation survey

An evaluation survey was distributed to participants, and the majority of responses indicate that the usefulness of the content and the clarity of presentations and materials was very good.

### Lessons for future training

For future training events, the Thailand program demonstrated, among other things, the value of a highly interactive and participatory approach to training (including group discussions of case studies and exercises such as role plays), the importance of collaborating with a national institution to facilitate discussion in the local language, and the need to provide country specific content that can relate to global themes or general concepts.

## 5. Conclusion and follow-up

The Green Jobs, Greener Business training was made a success by the very active and eager engagement of the participants throughout the event and their remarkable interest in the issues raised.

The training provided conceptual tools and spaces for opening up meaningful discussions on green jobs and the links between employment and environment, and their significance for constituents and partners in the context of Thailand. The training also offered a novel opportunity for constituents to interact directly with representatives from a range of institutions working on environmental issues and sustainable development.

As part of the follow-up steps by the ILO, the training resources were made available on – line to participants together with participants contact details, to assist networking. Consultations within the ILO office and with constituents will be taken up to discuss the ideas and interests that emerged in the training. In the longer term, a training event focused on sustainable enterprises and practical tools to promote enterprise sustainability is planned for 2012 as part of the Greener Business Asia activities in Thailand.



## Annex 1. Participant list

Participant	Position and organisation
<b>Ms Chuleerat Thongtip</b>	Senior Labour Specialist Office of the Permanent Secretary Ministry of Labour
<b>Ms Sureeporn Tuppasoot</b>	Senior Labour Specialist Office of the Permanent Secretary Ministry of Labour
<b>Ms Kanjana Hunchaisri</b>	Labour Specialist Labour Market Research Division Department of Employment Ministry of Labour
<b>Ms Keayoon Kanarungrueng</b>	Director of Curriculum Development Division Department of Skill Development Ministry of Labour
<b>Ms Keson Theppeang</b>	Senior Safety Specialist Occupational Safety and Health Bureau Department of Labour Protection and Welfare Ministry of Labour
<b>Mr Sompat Pochanikorn</b>	Chief of Labour Market Analysis Division Labour Market Research Division Ministry of Labour
<b>Mr Somchai Luycharoen</b>	Vice President National Congress Private Industrial of Employees
<b>Mr Thawatchai Pholcharoen</b>	Secretary General National Congress Private Industrial of Employees
<b>Mr Songkram Phisutwong</b>	Office Secretary State Enterprises Workers' Relations Confederations
<b>Mr Arkom Yimcharoen</b>	Treasurer State Enterprises Workers' Relations Confederations
<b>Mr Prajuab Phikul</b>	Secretary Thai Trade Union Congress
<b>Ms Suree Buntaochu</b>	Thai Trade Union Congress
<b>Mr Suradej Choomanee</b>	Committee Labour Congress of Thailand
<b>Mr Suphak Habsuwan</b>	Committee Labour Congress of Thailand
<b>Ms Siriwan Romchattong</b>	Secretary-General Employers' Confederation of Thailand
<b>Mr Somsak Saengpao</b>	Human Resources Development Advisor Narai Hotel Employers' Confederation of Thailand
<b>Ms Narimon Tandhanskul</b>	Occupational Health & Welfare Advisor OMS Consulting Co., Ltd.

	Employers' Confederation of Thailand
<b>Ms Rattanaporn Leenawat</b>	Company Secretary SNC Former Plc. Employers' Confederation of Thailand
<b>Ms Nangnoi Thamrongthong</b>	Senior Officer Employers' Confederation of Thailand
<b>Ms Chariya Indharatute</b>	Advisor Employers' Confederation of Business and Industry of Nation Employers' Confederation of Thailand
<b>Ms Daranee Jaikhom</b>	Assistant of Environment Management Representative Kitz (Thailand) Ltd. Employers' Confederation of Thailand
<b>Noppawan Anavil</b>	Employers' Confederation of Thailand
<b>Ms Jarintorn Wisawasukmongkol</b>	Department of Tourism Ministry of Tourism & Sports
<b>Ms Pornsri Suthanaruk</b>	Director of Environmental Quality and Laboratory Division Ministry of Resources and Environment
<b>Mr Prasit Wichaisuchart</b>	Secretary Tourism Council of Thailand



## Annex 2. Trainers and resource persons from SEI and ILO

Resource person	Organization/Agency	Role in the training
<b>Mr. Vicent Jugault</b>	ILO, senior specialist on environment and green jobs	Presenter
<b>Ms Camilla Roman</b>	ILO, Greener Business Asia Project Coordinator	Facilitator
<b>Ms. Ivanka Mamic</b>	ILO, Specialist on CSR and Green Jobs	Presenter
<b>Mr. Charles Bodwell</b>	ILO, Enterprise Specialist	Presenter
<b>Ms. Muanpong Juntopas</b>	SEI, Research Fellow	Facilitator and presenter
<b>Mr. Sopon Naruchaikusol</b>	SEI, Research Associate	Facilitator and resource person
<b>Dr. Kittichai Rattana</b>	Kasetsart University	Facilitator and resource person
<b>Mr. Nimit Somboonwit</b>	Wetland	Facilitator and resource person
<b>Dr. Sopon Pornchokchai</b>	President of Agency for Real Estate Affairs Company Limited	Presenter
<b>Mr. Kittsak Prukkanone</b>	Office of Natural Resource and Environmental Policy and Plan	Presenter
<b>Ms. Christine Nathan</b>	ILO, Specialist on Workers' Activities	Presenter
<b>Mr. Dragan Radic</b>	ILO, Specialist on Employers' Activities	Presenter

	Tuesday 28	Wednesday 29	Thursday 30
M O R N I N G	Registration <span style="float: right;">8.30 - 9.00</span>	5. Introduction to ILO Green Jobs Programme <span style="float: right;">9.00 - 9.30</span> Presentation <i>ILO - Ivanka Mamic, Specialist on CSR and Green Jobs</i>	9. National context: trends, challenges and opportunities <span style="float: right;">9.00 - 10.15</span> Presentation and discussion <i>National Economic and Social Development Board - Ms Natta Ek Dusadeeprasert - with introduction by SEI</i>
	Opening Session <span style="float: right;">9.00 - 9.30</span> <i>Jiyuan Wang, Director, ILO Country Office for Thailand, Cambodia and the Lao People's Democratic Republic</i> <i>ILO - ROAP Green Jobs team</i>	6. Approaches to sustainable production <span style="float: right;">9.30 - 10.30</span> Presentation and discussion <i>ILO - Charles Bodwell, Enterprise Specialist</i>	Coffee break <span style="float: right;">10.15 - 10.45</span>
	1. Introduction to Green Jobs <span style="float: right;">9.30 - 10.30</span> Presentation and discussion <i>ILO - Vincent Jugault, Senior Specialist on Environment and Green Jobs</i>	Coffee break <span style="float: right;">10.30 - 11.00</span>	10. National context: key elements of the national policy framework <span style="float: right;">10.45 - 12.00</span> Presentation and discussion <i>Office of Natural Resource and Environment Policy and Plan</i> <i>Ministry of Natural Resources and Environment</i>
	Coffee break <span style="float: right;">10.30 - 10.45</span>	7. Enterprises as drivers of change <span style="float: right;">11.00 - 12.30</span> Presentation <i>Dr. Sopon Pornchokchai, President, Agency for Real Estate Affairs Company Limited</i>	
	2. Climate and other changes: emerging challenges <span style="float: right;">10.45 - 12.30</span> Presentation and discussion <i>SEI - Muanpong Juntopas, Research Fellow, Stockholm Environment Institute</i>	Group discussion on case studies on cleaner production <i>Facilitated by Ivanka Mamic, Charles Bodwell, Camilla Roman and SEI team</i>	
	LUNCH <span style="float: right;">12.30 - 13.30</span>	LUNCH <span style="float: right;">12.30 - 13.30</span>	LUNCH <span style="float: right;">12.00 - 13.00</span>
	3. Economic, social and environmental policies as drivers of green jobs <span style="float: right;">13.30 - 14.30</span> Presentation and discussion <i>ILO - Vincent Jugault</i>	8. Sustainable consumption: key principles and approaches <span style="float: right;">13.30 - 15.00</span> Presentation and group exercise <i>SEI - Muanpong Juntopas</i>	11. Reflecting on the role and experience of constituents on green jobs <span style="float: right;">13.00 - 14.15</span> Short presentations and group discussion <i>ILO - Camilla Roman; Christine Nathan, Specialist on Workers' Activities; and Dragan Radic, Specialist on Employers' Activities</i>
	Coffee break <span style="float: right;">14.30 - 15.00</span>	Coffee break <span style="float: right;">15.00 - 15.30</span>	Coffee break <span style="float: right;">14.15 - 14.30</span>
	4. Understanding the link between the changing environment, livelihoods and the world of work: what is happening on the ground <span style="float: right;">15.00 - 16.15</span> Group exercise and discussion of case studies <i>ILO - Camilla Roman, Greener Business Asia Project Coordinator; SEI - Muanpong Juntopas, Sopon Naruchaikusol, Research Associate; Kasetsart University Dr Kittichai Rattana, Nimit Somboonwit</i>	Wrap up session and key learning points for the day <span style="float: right;">15.30 - 16.00</span> <i>SEI - Muanpong Juntopas</i>	12. Playing a role in achieving sustainable economies and societies <span style="float: right;">14.30 - 16.00</span> Group exercise and role play <i>SEI - Sopon, Muanpong Juntopas</i>
Key learning points for the day <span style="float: right;">16.15 - 16.30</span>		Concluding session <span style="float: right;">16.00 - 16.30</span> <i>KU - Dr Kittichai Rattana, SEI - Muanpong Juntopas; ILO - Camilla Roman</i>	

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