

Human Resource Aspects of Green Jobs

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HR Aspects of Green Jobs

- The Sri Lankan human resources in perspective

HR-Green Nexus (in a broad sense)

Human resource
organizations based on

- Brain based competencies
- Body based competencies

Natural systems
and
laws

Can one size fit all?

Rationality
Efficiency through competition

Trust
Quality and productivity through teams

**Emotions/
spirituality**



THE WORLD

WORLD MAP PROJECTION
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=> HR-Green Nexus (in a broad sense)

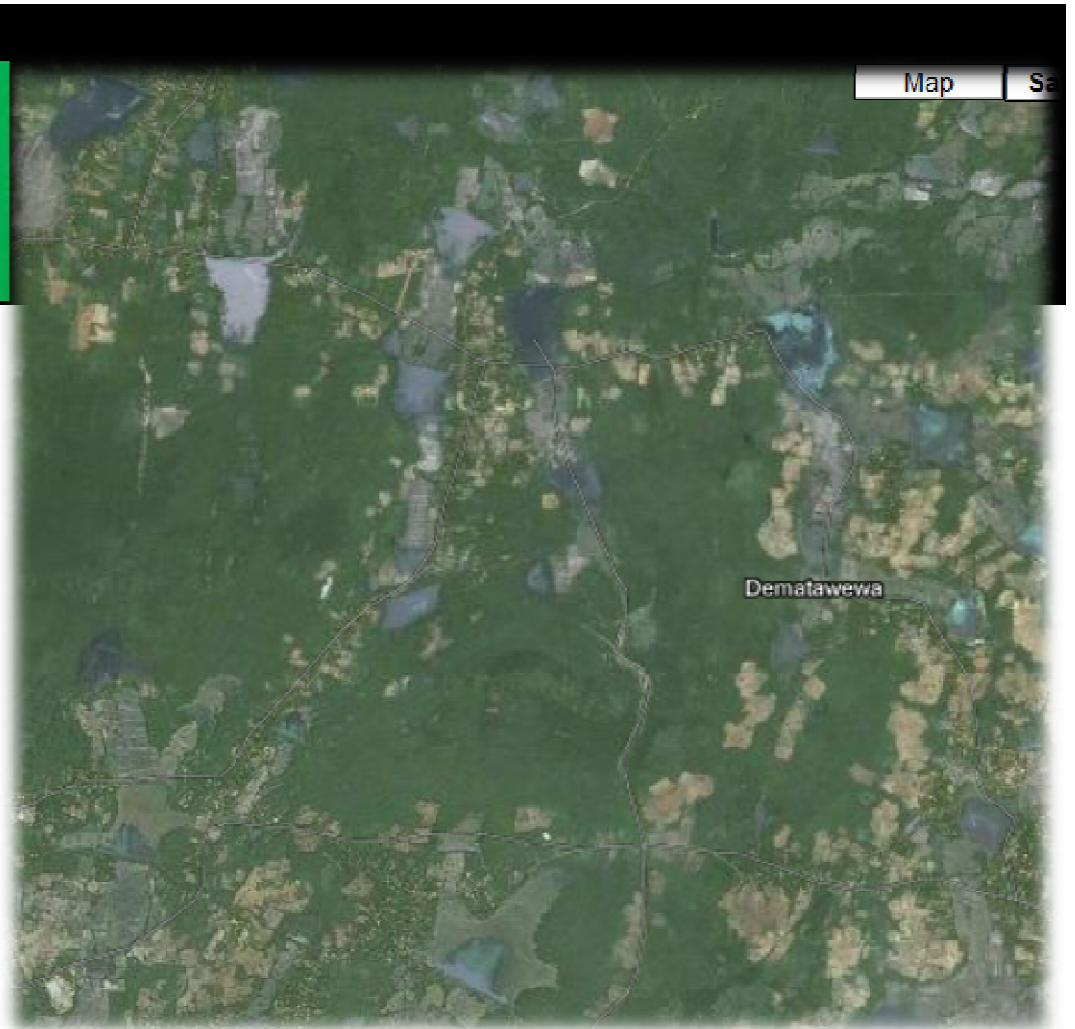
Human resources

- Brain
- Body
- Emotions
- Spirituality (universal and timeless principles)

Natural systems
and
laws

HR Aspects of Green Jobs in Perspective

- Sri Lankan population and workforce was the same in its tradition.
- "Government jobs" and "Company jobs" were created with dawn of the 19th century
- Socio - economic activities were anyway green
- Western notion of private property did not exist



What is the “human resource” in Sri Lanka?

HR Aspects of Green Jobs in Perspective



There are some positives for the region, Sri Lanka ranks second in the world for volunteering time with just over half of the population, 52%, having done so and appears at number eight on the World Giving Index.

	World Giving Index	% giving money	% volunteering time	% helping a stranger
Sri Lanka	8	58%	52%	50%
Nepal	100	22%	21%	36%
India	134	14%	12%	30%
Pakistan	142	20%	8%	20%
Bangladesh	146	12%	5%	29%

World Giving Index – top 10

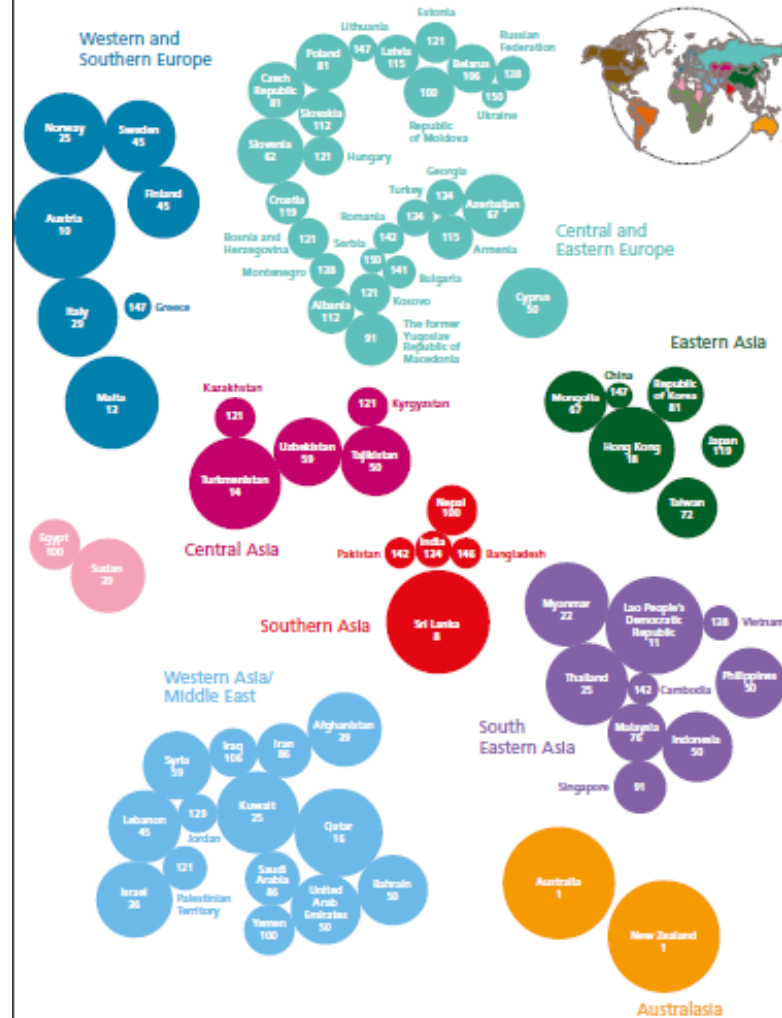
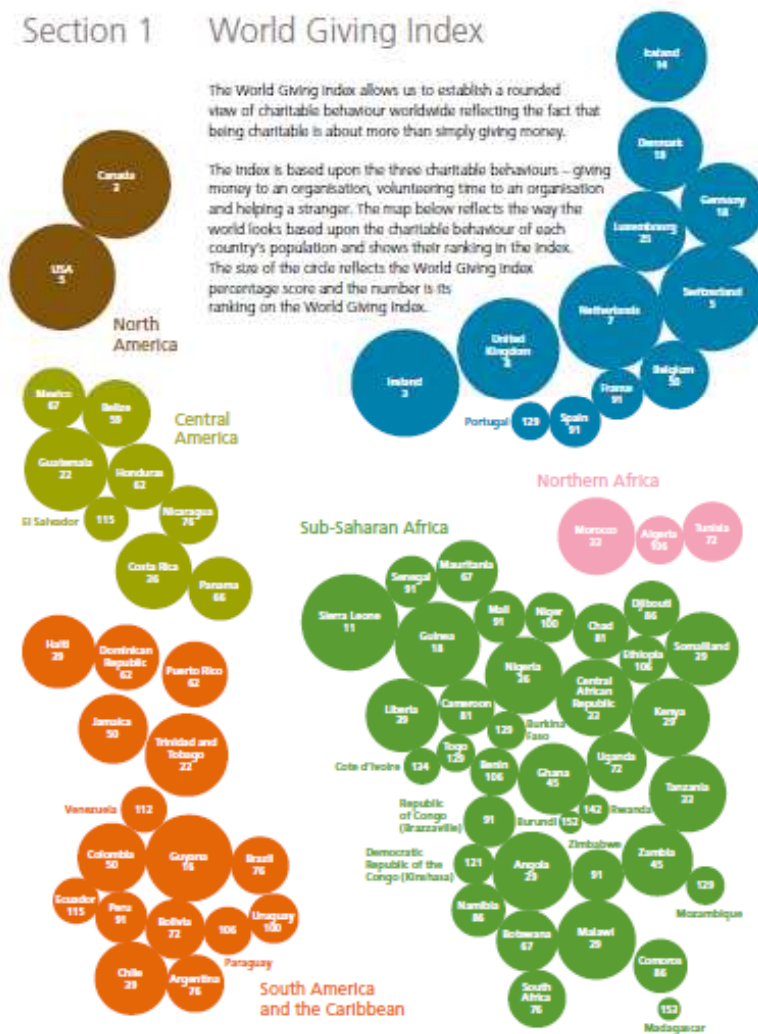
	World Giving Index	World Giving Index % score	% giving money	% giving time	% helping a stranger	wellbeing score out of 10
Australia	1	57%	70%	38%	64%	7.3
New Zealand	1	57%	68%	41%	63%	7.4
Canada	3	56%	64%	35%	68%	7.5
Ireland	3	56%	72%	35%	60%	7.0
Switzerland	5	55%	71%	34%	60%	7.5
USA	5	55%	60%	39%	65%	7.2
Netherlands	7	54%	77%	39%	46%	7.6
United Kingdom	8	53%	73%	29%	58%	5.6
Sri Lanka	8	53%	58%	52%	50%	4.2
Austria	10	52%	69%	30%	58%	7.2

- Gallup asks people which of the following three charitable acts they have undertaken in the past month:
 - donated money to an organisation?
 - volunteered time to an organisation?
 - helped a stranger, or someone they didn't know who needed help?
- Gallup's WorldView also measures how people feel about their lives by asking the following:
 - *"Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time, assuming that the higher the step the better you feel about your life, and the lower the step the worse you feel about it? Which step comes closest to the way you feel?"*

Section 1 World Giving Index

The World Giving Index allows us to establish a rounded view of charitable behaviour worldwide reflecting the fact that being charitable is about more than simply giving money.

The index is based upon the three charitable behaviours – giving money to an organisation, volunteering time to an organisation and helping a stranger. The map below reflects the way the world looks based upon the charitable behaviour of each country's population and shows their ranking in the index. The size of the circle reflects the World Giving Index percentage score and the number is its ranking on the World Giving Index.





Sri Lanka is therefore
unique

- 
- “Green jobs” can be defined as work in agriculture, industry, services and administration that contributes to preserving or restoring the quality of the environment

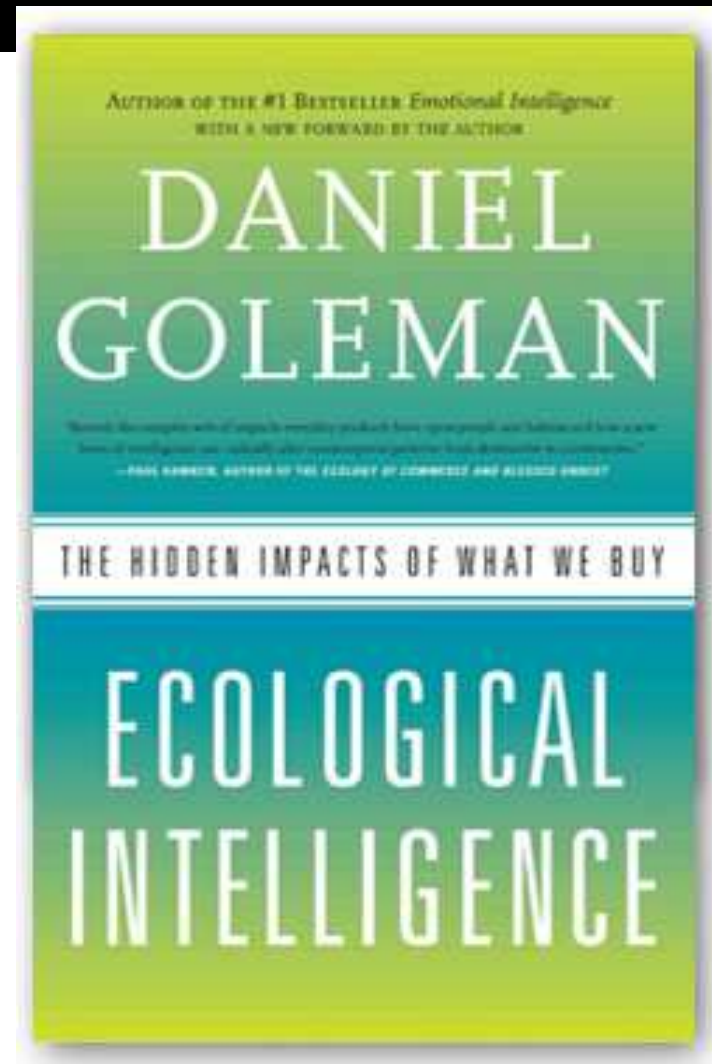
- *Green Jobs: Towards decent work in a sustainable, low-carbon world, Policy messages and main findings for decision makers, Report produced by World Watch in Sep 2008 under UNEP, ILO, IOE, ITUC Green Jobs Initiative*

Are there pre-conditions for green jobs to be successful from an HR perspective?

PRE CONDITIONS

- We need individuals to be green
 - A change is needed in the internal and external environment of the individual
 - Do we have the internal behavior?
 - Do we have the external factors?
 - Is he ecologically intelligent?
- *Daniel Golman defines Ecological Intelligence as "the capacity to reason in ecological terms: (i) To perceive the interrelationships between living systems as a sustainably functioning whole; (ii) To understand our place within that whole and show this in our thinking and behaviour". What is an ecologically intelligent person like? Firstly, they might prefer organic forms and patterns, whether this is in the way they decorate their houses, the products they use, or the places they find beautiful. They show patterns of sustainability in all their relationships – taking care of themselves as well as others, being altruistic and having a sense of community. They may be involved in activism e.g., anti-authoritarian groups. More generally, they experience feelings of interconnection, either spiritually or just in everyday life. They have a curiosity about how things fit together, whether as a scientist or simply wanting to know where their food comes from. These things might come together in a specific activity, such as gardening, non-intensive farming, or conservation work.*

- *"Ecological intelligence allows us to comprehend systems in all their complexity, as well as the interplay between the natural and man-made worlds. But that understanding demands a vast store of knowledge, one so huge that no single brain can store it all. Each one of us needs the help of others to navigate the complexities of ecological intelligence. We need to collaborate." — Daniel Goleman*



Competency development needs... of ecologically intelligent workers...

- Green catalysts
- Green trainers
- Green experts/consultants
- Green researchers
- Green auditors
- Green certifiers
- Green leaders
- From cleaners and maintenance staff to facilities and logistics managers
- from electricians to IT experts
- from bricklayers to architects
- from credit clerks to investment managers

However.....

- When it comes to the creation and coordination of green job opportunities within organisations, the HR function has to date, worked in a reactive fashion, responding to the requirements of particular job functions or general management
 - Eg.
 1. How has “green” been dealt with your organization structures
 2. Has government issued any administrative circular with “green” guidelines?

GREEN LANKA

MAHINDA CHINTANA: VISION FOR THE FUTURE

protect our water resources and catchment areas

protect the ocean and aquatic resources

Prevent of air pollution

soil conservation

introduce innovative methods for Agriculture

promote renewable energy sources

promote eco friendly industries

build healthy towns and housing schemes

develop an environmental friendly transport systems

implement waste management systems

prepare the country for environmental change

Promote cultural awareness and education necessary for the above

HR PERSPECTIVES

How many green jobs have already been created in the early stages of the transformation to a green economy?

How many can be expected in the future?

Where are these jobs being created and who is likely to have access to them? Will developing countries benefit as much as industrialized ones?

What kind of jobs are they? Are they decent and if not what can be done to remedy this?

Which jobs are at risk because of the transformation? Will there be more winners than losers? What actions are required to help the losers achieve a just transition?

What are the obstacles to be overcome on the road to a more sustainable future?

In the core of the discussion is

CONVENTIONAL WISDOM

For employers

- simply an item of cost, to be reduced to a minimum if it cannot be eliminated altogether, say, by automation. So have output without employees

For employees

- it is a 'disutility'; to work is to make a sacrifice of one's leisure and comfort, and wages are a kind of compensation. So have income without employment

Every method that 'reduces the work load' is a good thing.

SRI LANKAN GREEN HR PARADIGM

Create opportunities for individuals to

- utilize and develop multiple competencies
- overcome his ego-centeredness by joining with other people in a common task
- bring forth the goods and services needed for a becoming existence.

Thank you