

DECENT WORK

A better world starts here.



International
Labour
Organization

Employee – Employer Cooperation for Greener, Safer & More Productive Workplaces

ILO Greener Business Asia Project



ILO/Japan
Multi-bilateral
Programme

INSIGHT Project



Enterprises are vital engines of growth and development

And they are key factors to *the kind* of path to growth and development we pursue



Drive towards greener economies

Economic
Sustainability

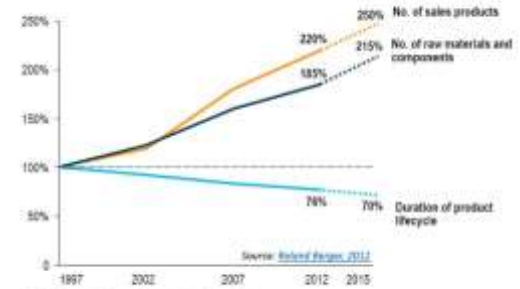
The
triple
bottom
line

Social
Sustainability

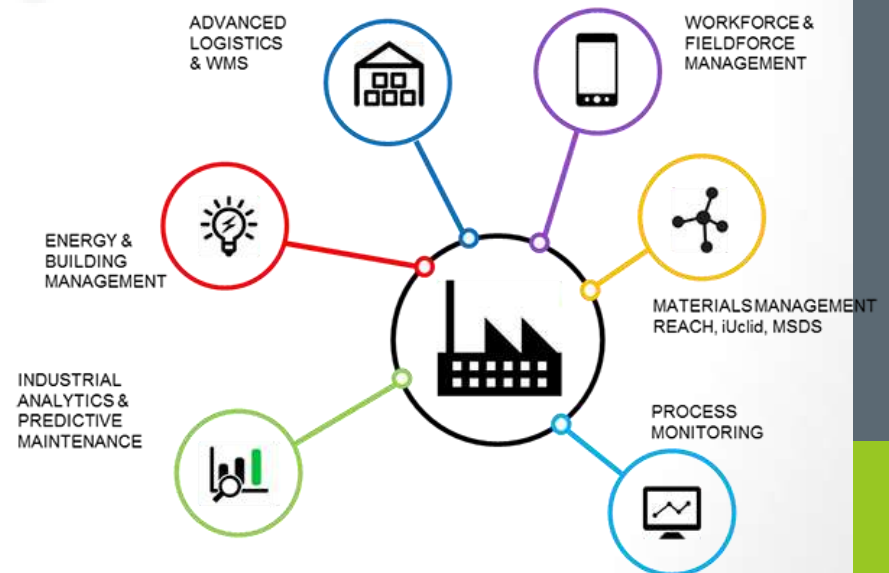
Environmental
Sustainability

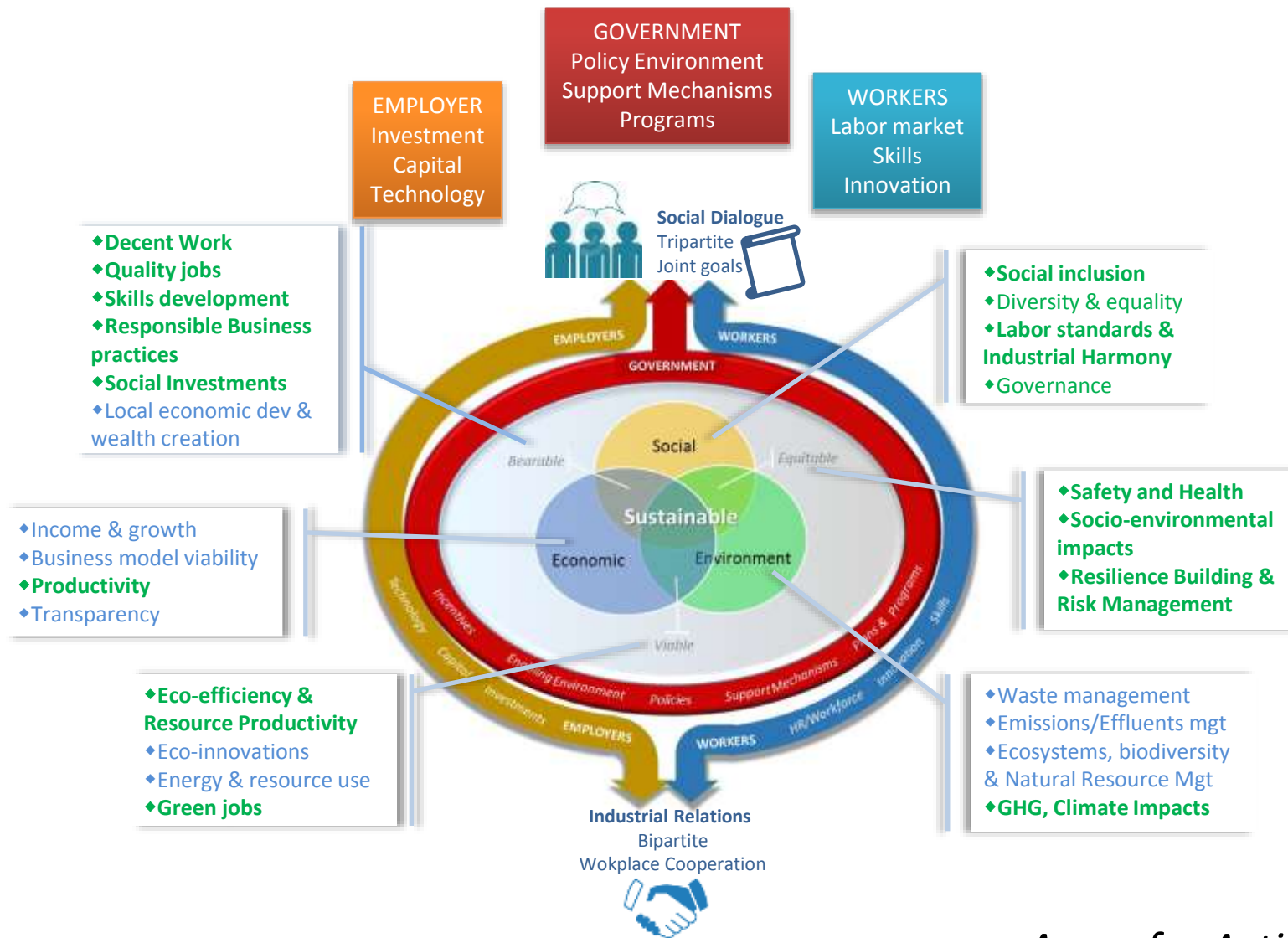


Product Variety Increases In All Industries



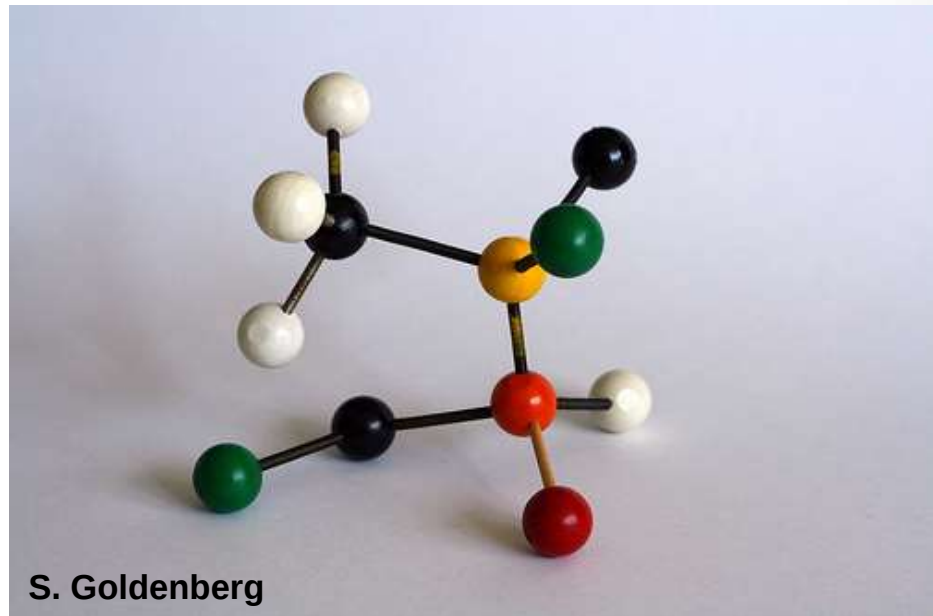
© Robotic chemicals, machinery, FMCC, pharmaceuticals





Areas for Action
Socially Responsible & Sustainable Business Practices

Good Practices are Linked



An integrated approach is often the most effective strategy for business sustainability and competitiveness



What do enterprises need to effect that transition?

- Transparent and clear policy guidance
- Workers with the right skills
- Access to new technologies and research
- Technical support
- Resources & Financing

Sustainable enterprises

A sustainable enterprise operates a business so as to be viable, grow and earn a profit.

Sustainable enterprises recognize the economic and social aspirations of people inside and outside the organization on whom the enterprise depends, as well as the impact on the natural environment

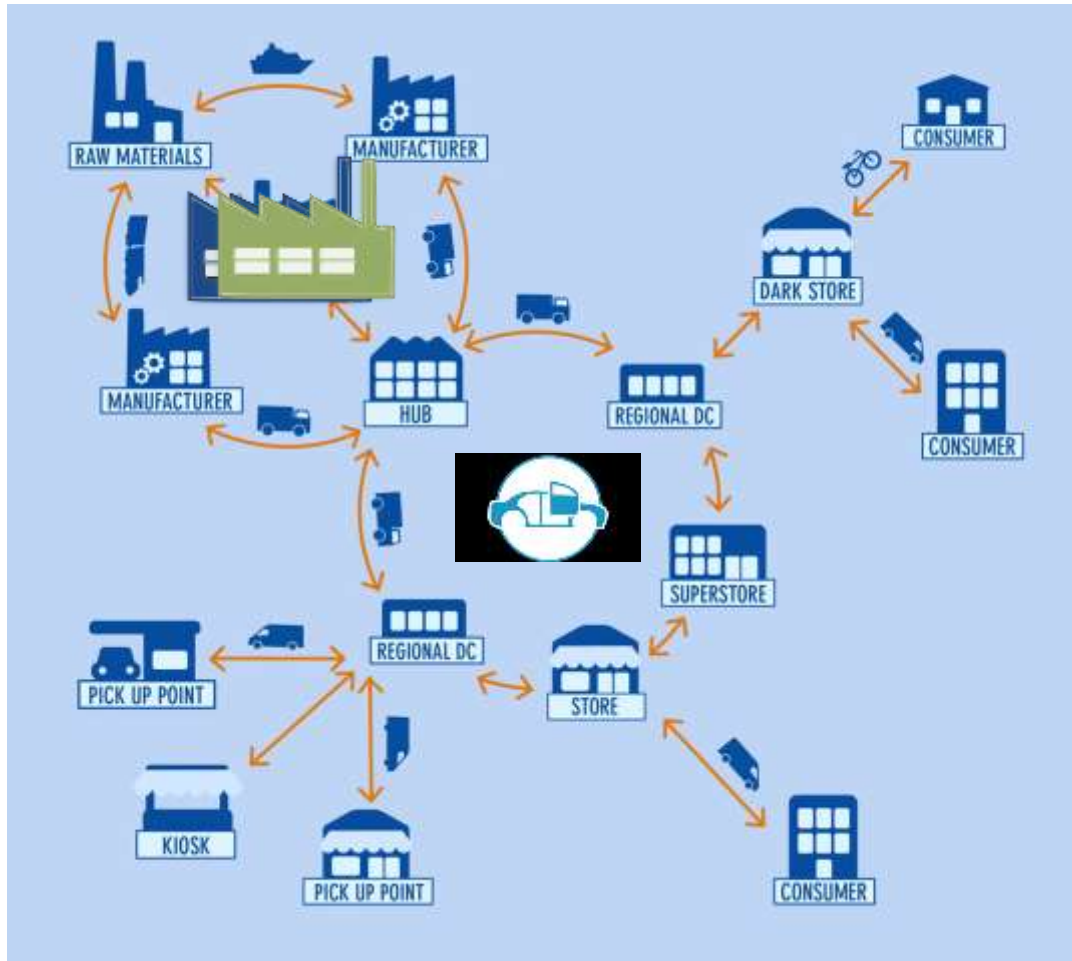
ILC 2007

GBA - Enterprise Component

- Development and pilot testing of practical tools and resources to help enterprises adopt more sustainable and responsible practices
- Main target: medium-size hotels (Thailand) + SMEs in the auto sector (Philippines)
- Pilot locations: Phuket (Thailand) + Calabarzon (Philippines)

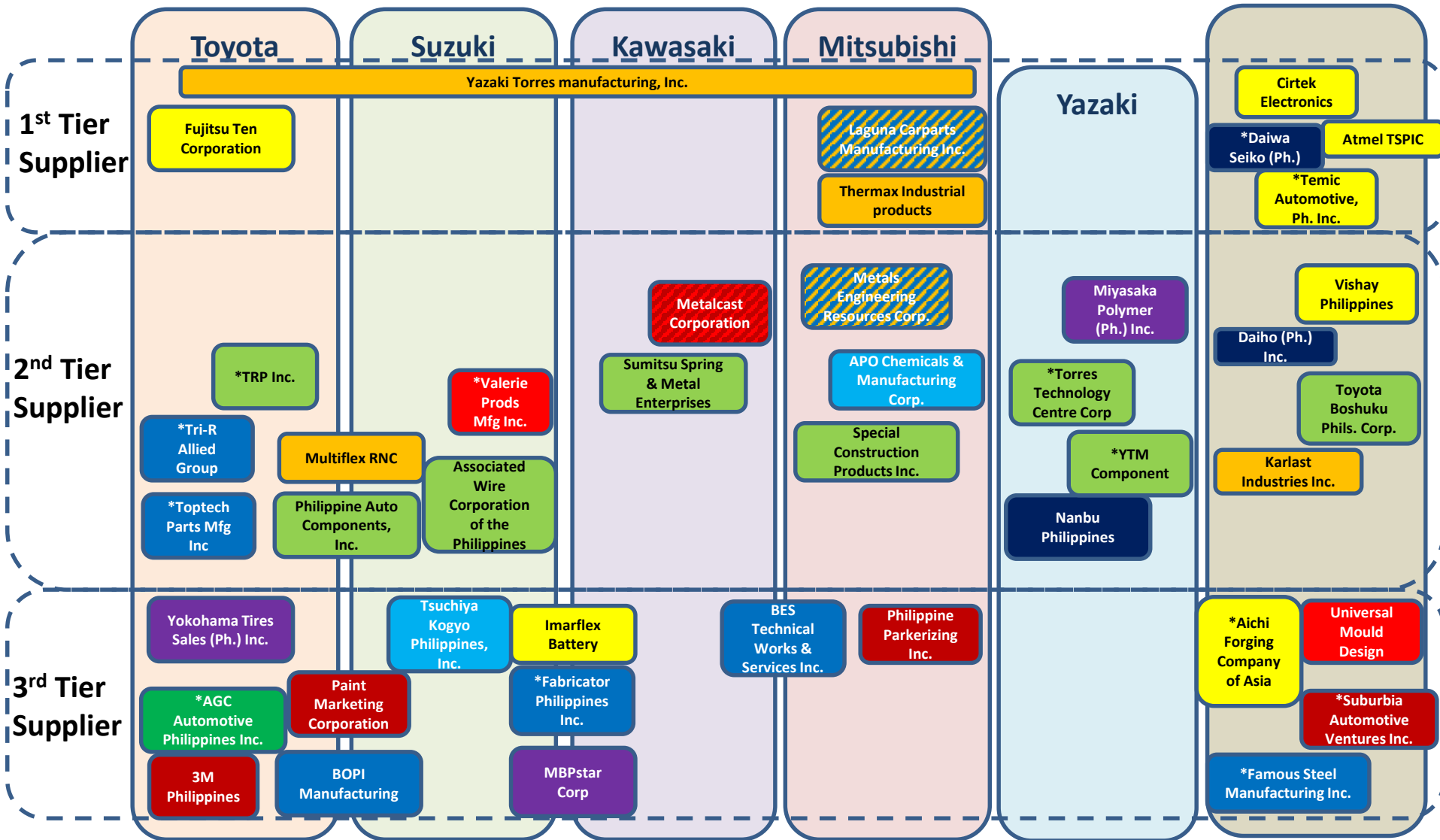


Mechanics of the Initiative



- MNE / supply chain leader – act as a champion
- Engage supply chain members towards core values and principles

Participating companies engaged by 'Champions'



GREENER BUSINESS ASIA

Building capacity to achieve greener workplaces and sustainable enterprises through a model of **worker-employer cooperation**



*Enterprise-Level Assistance
*Company Green Improvement Teams



Training Package

- CORE (Foundational) Sessions
- TECHNICAL (Deepening) Modules

On-site Expert Advisory Services

- Assessments | Baseline
- Hands-on guidance, implementation advise & action-learning

Training for enterprises



Enterprise Training and Advisory Services Program – “Greener Business | Better Workplace” *Manufacturing / Auto-parts Sector*

CORE Training Sessions

DAY 1

Key tools and techniques for productivity, continuous improvement and joint problem solving & their application for a greener, better workplace

Workplace Cooperation & Problem Solving | Eco-mapping | Identifying impacts & aspects

DAY 2

Resource efficiency : (a) Energy, (b) Water (c) Materials

Cleaner Production | Eco-Efficiency | Energy Conservation | Analyzing flow of Materials in the production process

DAY 3

Workplace issues and the environment

Occupational Safety & Health | Climate change impacts on businesses operations | Workplace Relations | Action Plans for Greening Business and Improving Working Conditions

Competencies:

- Green, Environmental Awareness, Eco-Efficiency
- Climate Change Mitigation practices
- Technical skills: energy, materials, processes, etc.
- OSH
- Problem solving, planning, cooperation, innovation
- Monitoring, Communication

Technical / Thematic Sessions

Module 1

Healthy and Climate Resilient Workplace

Module 2

Energy Management for Energy Efficiency

Module 3

Resource Eco-Efficiency & Cleaner Production

Module 4

Triple Bottomline Performance Indicators & Sustainability Reporting

Implementation by Team + Follow-up & Advisory Support

- Green Improvement Teams
- Action Plans

- Improvement Actions
- Progress Monitoring

Tools and methods

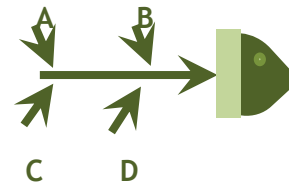
Brainstorming



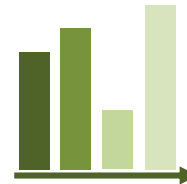
Ecomaps



Cause and effect
("Fishbone")



Diagrams



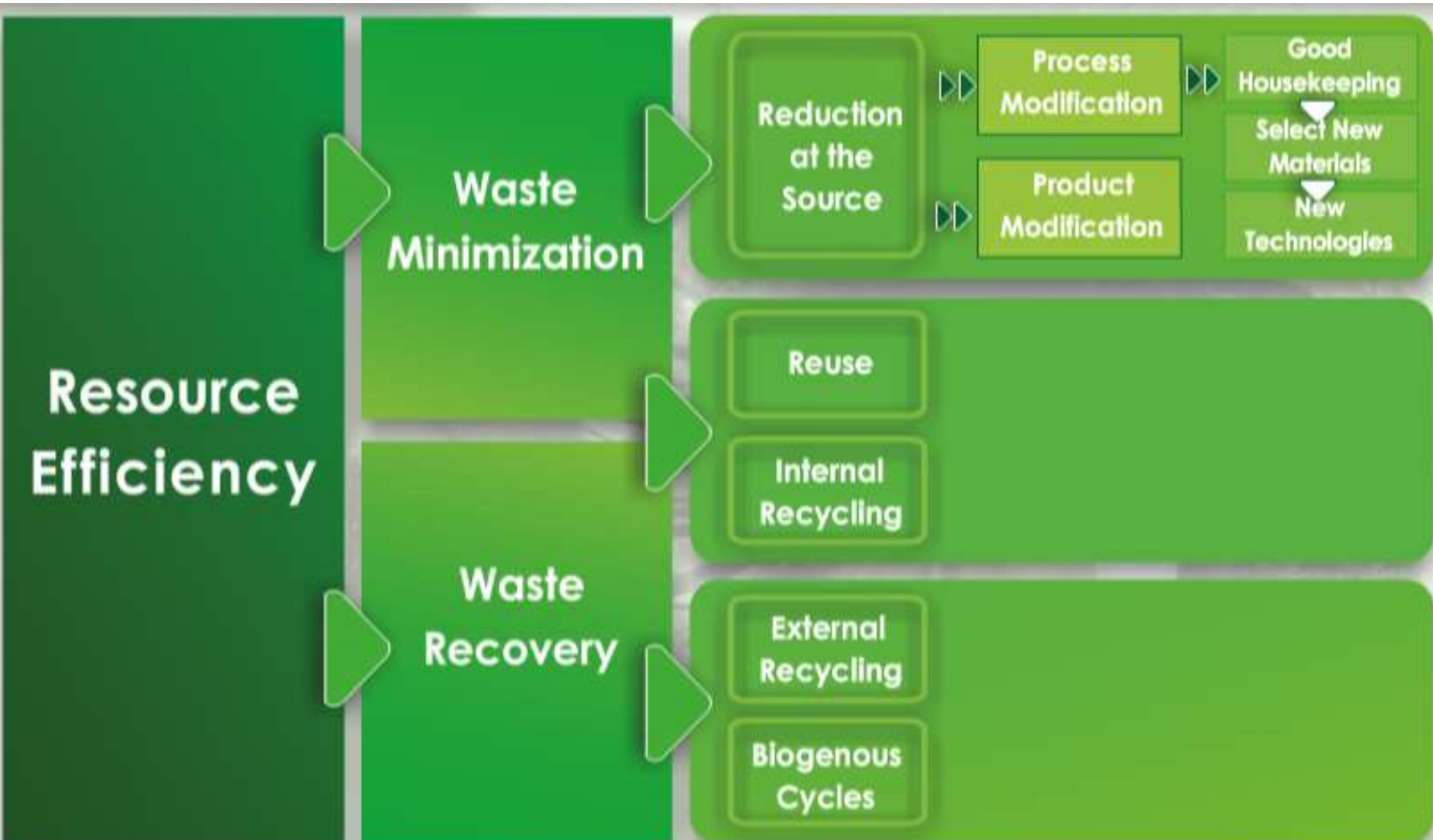
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Prioritization of Options



Series of Activities

Joint Training &
Action learning



Plans for
in-house
projects



Overall
improvement in
the workplace



Action Plans created by participating companies

AGC Automotive Phils:
*Enhance OSH Mgt System
to include climate change
hazards*

Valerie Products Mfg :
*Energy Management
Improvement : spot
welding & painting area*

**Aichi Forging Company
of Asia :**
*Sustaining EMS
Waste water sludge*

Daiwa Seiko :
*Energy Management
Workers Productivity in
Production Lines*

**Famous Secret Precision
Metals Inc:**
*Initiating EMS
Improve Layout/flow*

Toptech Parts Mfg:
Energy Management

SAVI:
*Energy Management
Improve process flow,
OSH, resource efficiency*

Tri-R Allied :
*Energy Management
Improve OSH – welding
area, 5S-GHK revival*

TEMIC:
Energy Management

Fujitsu:
*Workplace Cooperation
to sustain green
improvement programs*

TRP , Inc:
*Energy Management –
program launch for the
whole company*

YTMCI:
*Green Jobs promotion
Quantified savings from
Green options*

Torres Tech Center:
*Energy Management
Green Skills for workers*

Initiatives by Green Teams in Autoparts sector

- Introduction of chemical hazard identification, training and monitoring
- Warehouse Area Improvement for energy efficiency and safe material storage
- Remedial measures for managing heat leading to improved workplace environment and energy efficiency





Joint problem solving, better work environment



Resource Efficiency & process control



Enterprise level results

Companies	Areas Improved					
	A	B	C	D	E	F
AGC		✓	✓		✓	✓
DSPC	✓		✓	✓		
FSPMI				✓		
SAVI	✓	✓	✓	✓		✓
TRP		✓	✓	✓		✓
TPMI		✓		✓		
TTech	✓	✓	✓			✓
Tri-R	✓	✓	✓			✓
Valerie		✓				
YTMC	✓	✓	✓	✓		✓
	5	8	8	6	1	6

Legend:

A – Increased Materials Efficiency
 B – Increased Energy Efficiency
 C – Improved workplace conditions
 D – Increased workers awareness on occupational health and safety/ energy efficiency/RECP
 E – Increase Climate Resilience
 F – Increased Overall productivity

- Participating companies demonstrated improved workplace relations and conditions, plus an overall improvement in operational efficiency & productivity



Experience sharing among enterprises:

Initiatives supported by Co-Workers



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Initiatives supported by Management



GBA – Trainers of Trainers – Philippines

National Wages and Productivity Council



Batangas, May 2014

Participants from NWPC, DOLE;
Department of Tourism, Bohol
Tourism Association, Green
Choice, ProGed



Training of Trainers, October 2013, Bangkok Tourism Association

Bangkok, October
2013

High quality training according to
participant feedback (4.5 out of 5
score)

Dialogue among
representatives from
businesses, workers
organizations, government
and educ. institutions

First hand experience on tools for
continual improvement and joint
problem solving

Applied learning to
ensure relevance

Action-oriented training, with individual
action plans developed

Principles of worker-employer cooperation
integrated in all content and practical
exercises

GBA logic and its positioning vis-à-vis other enterprise 'green' programs

- Based on worker-manager cooperation
- Focus on practical tools, balanced between
 - 'non-technical' tools and knowledge
 - technical content
 - Soft skills
- Fully responsive to enterprise needs, bottom-up approach
- Environmental management embedded in wider and systematic improvement process

Key principles and approach

- Worker-employer cooperation for effective change
- Integrated approach to improvement
- Focus on concrete changes
- Emphasis on the business case



Introduction



- The project is based on and expand the work carried out under the previous phases of the ILO/Japan Greener Business Asia(GBA)project and OSH project, as well as carrying forward key components of the ASEAN-ILO/Japan Project on Industrial Relations and also OSH.
- It will combine the enhancement of platforms and capacities for **tripartite policy dialogue** and the development of shared goals, with capacity building in practical, bottom-up approaches for industry upgrading and **enterprise greening and improvement** that deliver concrete benefits to workers and employers.

Industries & Workplaces for Sustainable Inclusive Growth Through Tripartite Dialogue and Sharing of Tools, Practices and Knowledge

Thematic Scope



*Tripartite
Cooperation
Bipartite*

Green is up on the agenda of companies (and why it is there to stay)

- Resource efficiency = cost savings= increased competitiveness
- Markets forces: new opportunities
- Market forces: buyer/consumer requirements
- Need to protect finite environmental assets upon which business and society depend
- Prepare for new env./climate change regulations
- Prepare for addressing climate change impacts/mitigation
- Enterprises as part of systems & community: extended responsibility

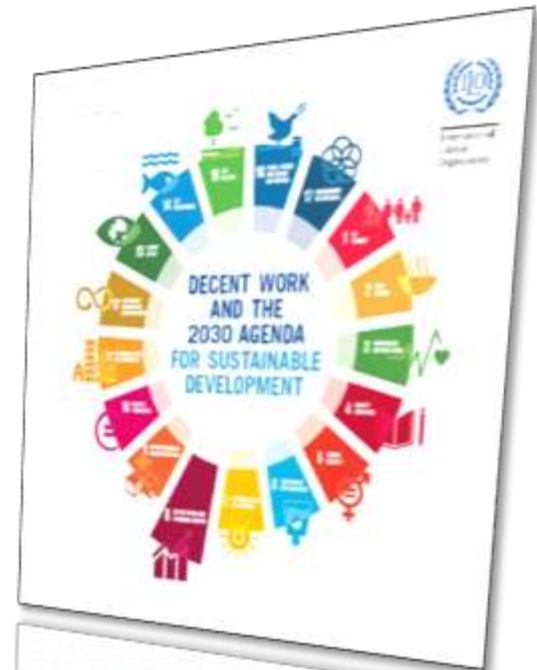


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Recent Commitments towards Global Transformation



PARIS2015
UN CLIMATE CHANGE CONFERENCE
COP21-CMP11



Greener Business Better Workplace

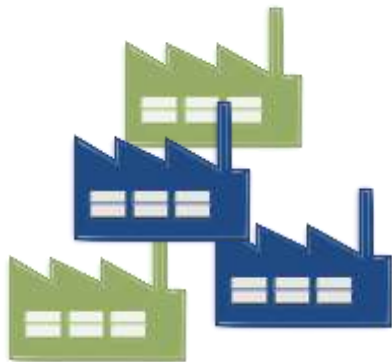
Training and Tools Package





Building capacity to achieve **greener, safer workplaces and more sustainable enterprises**

INSIGHT Project



Training Package

- CORE (Foundational) Sessions
- TECHNICAL (Deepening) Modules

Advisory Services

- Assessments | Baseline
- Hands-on guidance, implementation advise & action-learning



Company Teams





Benefits to the enterprise:

- Greener production processes
- Improved adherence to quality, environment, decent work and social standards
- Safer, more productive workplaces
- Better workplace conditions and inter-personal relations
- Sustainable & Resilient business operations
- Understand how to contribute positively to society



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GBBW Program - Hotel Sector

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Continual improvement
and greener workplaces

- ✓ Changing Enterprises in a Changing World: Continual Improvement and Joint problem-Solving for Sustainability
- ✓ Greener processes and workplaces

Workplace relations &
mechanisms of
cooperation

- ✓ Workplace cooperation, principles and practices
- ✓ The 5S
- ✓ Workplace relations, rights and equality

People & workplaces
for service excellence

- ✓ Occupational Health / Safety -Level 1
- ✓ People for continual improvement and service excellence
- ✓ Green Improvement Planning

Preparation
of Green
Improvement
Plans by
Green teams

THEMATIC
SESSIONS

Energy efficiency

Resource
Efficiency

Service Quality

Green procurement
& Local Sourcing

Occupational
Safety & Health

Improvement action implementation by teams & Follow-up &
Advisory Support

Initiatives by Green Teams in hotel sector

Resource efficiency: energy, waste, food

- Innovative strategies for guest engagement: laundry expenses reduced by 18% (*over 10,000 USD savings a year*)
- Process control measures >> 30 % energy savings
- Food audit introduced >> 42% reduction in food waste

