



International Labour Organization

Green Jobs in Asia Regional Conference
Surabaya, Indonesia 29 – 31 August 2012

REPORT OF THE CONFERENCE



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EXECUTIVE SUMMARY

The Green Jobs in Asia Regional Conference was held from 29 to 31 August 2012 in Surabaya, Indonesia with the financial support of the Australian Government as well as of the ILO. The conference was organized as a follow up to the ILO's 15th Asia and the Pacific Regional Meeting which prioritized the transition to green jobs and identified key policy recommendations for their further promotion in the region. Approximately one hundred participants representing governments, employers, workers' organizations, specialized national institutions and practitioners from eleven countries in Asia and the Pacific attended the conference to examine existing and new ways of generating green employment opportunities.

The Green Jobs in Asia Regional Conference was an opportunity to exchange and discuss activities and achievements of various green jobs initiatives in the region, including the Green Jobs in Asia project and other projects funded by the Japan/ ILO Bilateral program, the Korea/ ILO cooperation program and under ILO's own resources. The event also provided a forum to identify ILO constituents and strategic partners' key priorities for the future to promote green jobs and stimulate dialogues on areas of common interests.

Over the three days, presentations and group discussions were organized on matters related to the needs for training and capacity building, the potential replication of tested green jobs employment models and green enterprise tools in the region, the mainstreaming of green jobs into national policies and the identification of priorities on the way forward in the promotion of green and greener jobs in Asia & the Pacific.

The first day of the conference was dedicated to seizing opportunities and assessing needs with a particular focus on training and capacity-building for constituents. After the introductory presentations on the Green Jobs Programme in Asia and the Green Jobs in Asia Project, the discussion was kicked off by a tripartite panel that set the scene for a general exchange of views on priorities for green jobs for a sustainable future. The entire afternoon session was dedicated to training and capacity building with a specific focus on constituents. Participants were asked to share in groups their feedback on past and on-going activities proposed by the ILO in the region and discuss their effectiveness and impact, while envisaging possible future developments. As a key outcome of the first day, workers', employers' and governments' representatives were able to prioritize in their respective groups their training and capacity building needs and to provide guidance for future actions the ILO can promote.

The second day of the conference was dedicated to sector analysis and the sharing of validated approaches in the promotion of green jobs, green enterprises and green entrepreneurship, with special attention given to gender mainstreaming and youth employment. The morning was organized to facilitate a structured discussion and group assessment of the Green Jobs Employment Models developed in four key sectors/countries: renewable energy (Bangladesh), sustainable tourism (Indonesia), recycling (Sri Lanka) and green construction (the Philippines). After listening to the experiences, participants were asked to highlight the key lessons learned and to consider the necessary preconditions for replication or up-scaling in their countries. The afternoon sessions were dedicated to the 'greening' of enterprises and green entrepreneurship, through the presentation of the ILO Greener Business Asia Project, the ILO Green Business Options Project, the experiences from the Green Building Council of Indonesia and the Bank of Indonesia in support of entrepreneurship.

The last day of the conference gave room to further share experiences on risk transfer mechanisms through public and private partnerships to build resilient farming communities in disaster prone areas in the Philippines. The rest of the day was dedicated to the identification of priorities for action in the near future. These discussions were organized through different settings: an initial presentation on the role of ILO constituents in mainstreaming of green jobs policies, a round table among ILO partners and key stakeholders for green jobs promotion in the region, and working groups of employers', workers' and governments' representatives to systematize the learning experience and discuss future action for green jobs promotion. As a main outcome of the third day and of the conference as a whole, through the analysis of implemented

projects and experiences, ILO constituents were given the opportunity to reflect on challenges and priorities for them to play a key role in boosting green jobs, green businesses and greener enterprises in the region.

Learning from the various experiences shared in the conference on the development and promotion of green jobs, the greening of existing enterprises and youth employment opportunities, many participants called for replication, expansion and adaptation of these programs in other countries of the region.

Daily meetings were organized for Governments, Employers and Workers groups respectively to discuss all issues of interest. As part of the conference program, working group sessions were held on the first day and the last day to review “needs, challenges and opportunities for the future and priorities for action”. Each group was then given the possibility to review priorities and identify options for the further continuation and expansion of green jobs activities.

One of the priorities identified by the Government group concerned implementing research and development of policies and guidelines on standards to promote green jobs. . The ILO was called to provide assistance in data collection and the development of information of data set. Delegates from the government group also raised the need for developing mechanisms and platforms for policy coordination and social dialogue, as well as for sharing and exchanging information and good practices on green jobs bilaterally and within the region. It was emphasized that the greening of the private sector should be paid further attention. Government can provide an enabling environment through the creation of market incentives and regulatory frameworks to facilitate the private sector in promoting green jobs. Knowledge and technology transfer were also discussed as actions for the effective implementation of policies and the establishment of a global environment technology fund was considered to support the said actions.

The Employers group focused on priorities for training and capacity building on green jobs. There is a need to continuously enhance awareness and promote social dialogues on green jobs for Employers’ groups. As such, the consolidation and sharing of good practices, showcases and documents on green jobs to promote the initiative within the constituents and beyond is required, as well as replication of best practices within suitable contexts. Demonstration projects should be further studied to extend to new sectors. Mainstreaming of green jobs in ILO activities with the constituents including skills, local economic development, social protection and social finance were proposed as priorities of the employers group in advancing the initiatives in their working agenda.

Awareness raising and capacity building on green jobs were indicated as one the key priorities of the Workers’ group to further continue and expand green jobs activities. The group noted the requirement to develop tailored materials and activities targeting all social partners, including trade union leadership, union advisers and workers. Training subjects should include the “basics” of environmental challenges and their relationship with workers’ interests. It is also important to promote the integration of informal sector workers in all activities. A number of priorities were emphasized for the demonstration projects. These included the full involvement of unions in all aspects of the projects’ development and implementation, efforts to support the formalization of workers and improving working conditions in all dimensions of the Decent Work agenda, and further focus on sectors which represent a challenge for the environment in the countries such as manufacturing, mining, etc. Regarding the priorities for policy on green jobs, the workers group agreed that green jobs initiatives should promote public policies on environmental protection which would provide potential green jobs projects and mainstream them in development planning; assess the employment and distributional impacts of environmental degradation as well as of environmental policies. Social dialogues, partnerships with communities, NGOs and academia should be further strengthened. At the international level, standards on green jobs should be developed to identify roles and responsibilities in the transition toward sustainability and define the boundaries of green jobs work.

The conference was concluded with main issues discussed over past three days. These included the requirements for reinforcing social dialogue, institutional capacity building and replication of successful projects as effective means to transfer the learning process and achieve progress and results of green jobs initiatives. There is also a need to work together on issues such as the mainstreaming of green jobs at the policy level as well as in the work place through enhanced skills, local economic development, social finance

and social protection, and to develop an integrated and multi-stakeholder approach to bring in new key partners and initiatives. Priorities identified during the working groups of employers', workers' and government's representative provided important elements in the identification of capacity building needs and policy mainstreaming priorities.

Moreover, the experiences and views shared at the conference had reconfirmed the wide recognition of green jobs promotion as an important priority for action for constituents and stakeholders. From the conference discussions, it was also clear that constituents in the region were already beyond the discussion on "why" green jobs promotion is important and desirable and that they wish to focus on "how" to achieve it, moving out from envisioning a desired future to implementing actions and mainstreaming green job policies.

The following part of this document provides full report of the three-day conference and the highlights of each specific session.

DAY 1

Introduction session

1. Mr Endro Nugroho, conference moderator, welcomed the delegates who were participating in the event. The countries represented were Bangladesh, China, Fiji, India, Indonesia, Malaysia, Nepal, New Zealand, Sri Lanka, The Philippines, and Thailand. Attendance to the conference consisted of a wide range of stakeholders, including representatives from government agencies, Workers and Employers' organizations, national business organizations, UN agencies, academia, and not for profit institutions.

Opening session

2. In his opening statement, **Mr Peter Van Rooij, Country Director of the ILO Jakarta** office, warmly welcomed to Surabaya the delegates from the 11 countries participating in the event, which he said was a testimony of the growing importance of Green Jobs within the labor agenda in the region. He thanked the Director-General of the Ministry of Manpower and Transmigration of Indonesia for his presence at the event.
3. Mr Van Rooij reminded all of the rationale for the green jobs initiative, indicating that green jobs and decent work are a central part of the transition towards a more sustainable development path, not only over the long-term but also in the short-term. He explained that going green and adapting to climate change are not optional anymore and mentioned the actions that are already being taken by governments, employers, enterprises, trade unions, and other partners in the region to move towards a socially inclusive greener, climate resilient and low-carbon economy.
4. As an illustration of the need and the urgency to address these issues, the region has firmly enshrined green jobs within its labour agenda. The Asia & Pacific region is also the first region having done so. At the 15th Asia and Pacific ILO Labour Conference (APRM), held in Kyoto, Japan from 3-7 December 2011, labour Ministers and decision makers took note of the efforts across the region to address the effects of climate change and considered that the greening of economies holds great potential for increased opportunities for decent work. In the context of the Decent Work Decade, they also highlighted the need for national policy priorities for the promotion of greener growth and green jobs, consistent with maintaining economic and social sustainability (Policy Conclusion 51) as well as the full use of social dialogue to anticipate and address labour market changes, including those that will come with the transition to low-carbon economies (Policy Conclusion 58).
5. The ILO country Director continued by saying that Green Jobs is a global initiative but also has a strong focus on the livelihoods of the local communities and individuals. It is an initiative for the people, for the environment, and for our all future. In this context, the Green jobs activities in Indonesia are fully aligned with the national development priorities: pro-growth, pro-jobs, pro-poor, and pro-environment. Moreover, at the 100th International Labour Conference in June 2011, the President of Indonesia announced the intention of the Indonesian Government to develop a green jobs skills development strategy, a youth apprenticeship program for green jobs and to promote self-employment and entrepreneurship in the green sector. The Indonesian government, ILO traditional and non-traditional partners had shown increasing interest in cooperation on green jobs.
6. Mr Van Rooij stated that the conference would be an opportunity to share and learn not only from green jobs activities in Indonesia but also the experience of other countries in the region. The conference was organized to discuss further interregional cooperation and action on green jobs, highlighting the critical role of the social partners involved in this effort and that of the ILO.
7. Mr Van Rooij raised three points as food for thoughts for this particular event:

- (i) Although considerable progress had been made since the inception of green jobs activities in Indonesia, much more would need to be done in particular in creating decent work and sustainable livelihoods especially for the poor and facilitating the transition of the labour force and enterprises;
 - (ii) The involvement of the social partners was absolutely critical and experience has demonstrated that areas of common interest exist for realistic targets in the short and medium term through collective actions such as skills for green jobs, sustainable livelihoods for the poor and productivity at work;
 - (iii) Last but not least, a robust national green jobs program in Indonesia would be of strategic value to support the current national policy framework. If the Indonesian context could be taken as a good example, Green jobs would help with the 'greening' of social and employment policies and mainstream the sustainability approach across the labour agenda by involving ILO constituents and other relevant partners;
8. The Country Director of ILO Jakarta wished all participants a fruitful conference. He took into account that the outcomes of this important and timely meeting would help feed the preparatory process for green jobs discussion that would be on the agenda of the next International Labour Conference in June 2013 in Geneva.
9. **Mr Abdul Wahab Bangkono, Director-General (DG) of the Ministry of Manpower and Transmigration (MoMT)**, opened his remarks by welcoming all delegates and thanked the representatives from governments, workers and employers organizations for the support and encouragement they have offered in pursuing green jobs initiative in his country as well as in the region.
10. The Director General referred to four main focuses of the Indonesian development strategy: pro-growth, pro-jobs, pro-poor, and pro-environment. In his view, the implementation of the green jobs initiative played as a strategic step to pursue national goals, including the expansion of employment opportunities and poverty alleviation, labour market transition and the production of low-carbon, resilient to climate change, eco-friendly and gender equality. In this regard, strengthening social dialogue and social protection is key to achieve these goals.
11. The Director General reiterated that the promotion and creation of green jobs would aim to reduce environmental impacts of the economy, protect ecosystems and biodiversity, reduce consumption of energy, materials and water, and prevent waste and pollution through inclusive strategies and would help decarbonize the economy. The two main principles of green jobs are environmental sustainability and decent work. The application of green jobs in all sectors would contribute to an environmentally friendly economic growth, sustainable welfare for the communities and environmental preservation for present and future generations.
12. In addition, the Director General also noted the importance of green jobs for all sectors in addressing environmental issues such as increases in greenhouse gases emission, natural resources degradation and depletion, water pollution, destruction of land and soil, etc. that were threatening human life. These issues will become worse due to climate change impacts which in long term are likely to cause serious damage to social and economic activities in various sectors. Green jobs implementation could therefore be considered one of major breakthroughs to address these issues. The positive implications of green jobs were expected to boost socio-economic development, improve the quality of production, consumption and employment patterns, which in turn will improve the quality of life.
13. The Director General insisted that although, two years ago at the start of the green jobs activities in Indonesia, the green jobs concept was relatively new, the understanding of green jobs had much improved over time thanks to the collaboration between the ILO and constituents as well as other stakeholders. He mentioned the work done on green jobs in the tourism sector and stressed that in the near future, expertise and experience on green jobs should be applied in other economic sectors.

The green jobs program would be able to contribute to enhancing the sustainability of enterprises through improved environmental performance and productivity at the same time.

14. In addition, in order to expedite the understanding of the green jobs concept, further capacity building of ILO constituents are required. In this regard, technical training was necessary to help improve production processes. The training of the instructors from government owned vocational training centers is essential to improve training quality standards that nowadays must include aspects of environmental sustainability and responses to climate change. He also added that green jobs would be expected to encourage "decent work" standards such as minimum wage, employment age and other aspects of decent work. With that in mind, he urged all participants for continuous support in the implementation of green jobs.
15. On behalf of the Government of Indonesia, the Director General hoped the conference would lead to fruitful discussions and results to further promote green jobs within the region and globally. On behalf of MoMT, he officially inaugurated the conference. Together with the ILO Indonesia Country Director, the conference was opened with the traditional gong ceremony.

Introduction to Green Jobs in Asia & the Pacific

16. **Ms Alice Vozza, the conference moderator from ITC-ILO**, introduced the main objectives of the event. She said the conference should share achievements and lessons learnt from the Green Jobs in Asia project in the five targeted countries (Bangladesh, Indonesia, Nepal, the Philippines and Sri Lanka). The conference she indicated was also an event to learn from green jobs initiatives in other countries in the region namely China, India, and Thailand. The event was expected to identify key priorities for the ILO constituents and strategic partners, and stimulate social dialogue on areas of common interest.
17. Ms Vozza briefed participants on the flow of the conference. Participants were requested to anonymously express their expectations from the conference. These were collected and summarized by the moderators to reflect in the conference working sessions to meet participants' expectations at most.
18. **Mr Vincent Jugault, Senior Specialist on Environment and Decent Work, ILO (ROAP)**, introduced the ILO Green Jobs programme in the region. His presentation reflected an overall picture on the development of green jobs programmes and activities in the region in the last three years. Mr Jugault explained that in Asia and the Pacific (A&P) region, Green Jobs activities were initiated in Bangladesh, China and India in 2008 and 2009. The programme expanded to ten countries during the following biennium (2010-2011) with new projects funded under the Australian Government – ILO Partnership agreement (Green Jobs in Asia project), the Japan/ILO Bilateral Programme (Greener Business Asia project), the Korea/ILO Cooperation programme (India, Indonesia) and other ILO resources (India, China).
19. Mr Jugault listed the key focus areas of the green jobs activities in Asia and the Pacific, namely: (i) enhance the capacity of ILO constituents to take part in dialogue on green jobs at local, national and regional levels; (ii) influence national policies and contribute to an inclusive growth model that is job-centered, environmentally sustainable and promotes decent work; and (iii) promote gender sensitive opportunities for green jobs by supporting demonstration activities and the greening of existing national programmes. During this time, the programme in Asia & the Pacific with support from headquarters and of a large number of ILO departments and units initiated the development of a green jobs product line with a view to mainstreaming green jobs in country programs through research, information sharing, development of national roadmaps as appropriate, the greening of Decent Work Country Programmes and demonstration activities.
20. The past efforts culminated with the adoption of the conclusions of the ILO 15th Asia Pacific Regional Meeting (APRM) held in Japan in December 2011 which prioritized Green Jobs as one of

the important components of the labour agenda for the region. Five main conclusions of the 15th APRM are related to green jobs and sustainable growth with a particular importance given to social dialogue to ensure a just transition towards a low carbon and climate resilient development with decent work, and the importance of promoting sustainable enterprises, greener growth and green jobs.

21. Mr Jugault also noted the timeliness of the organization of the Surabaya conference, a few months after the United Nations Conference on Sustainable Development (Rio+20 Summit) and a few months before the Governing Body that is going to discuss the main outcomes of the Rio+20 Summit held in June 2012 (GB, November 2012). In this context, Mr Jugault indicated that, although the Surabaya Conference was not to be considered a preparatory meeting for ILC 2013 where Green Jobs is on the agenda, the report on the discussions to come out from the meeting could prove to be useful to the policy and technical discussions that will take place in June 2013 in Geneva.
22. Mr Jugault gave a short background on the role played by the ILO (Geneva and other offices) in the preparation of the Rio+20 Summit (CSD) as well as what was felt by the Office as being the most relevant outcomes of this important meeting. In this regard, the ILO representative noted the importance acknowledged in Rio to Decent Work as a fundamental principle for promoting sustainable development and poverty eradication. He also mentioned that the role of the social partners had been duly recognized but noted the absence of reference to social dialogue by the conference. In conclusion, the sentiment emanating from the CSD is that of a stronger role to be played by the social pillar for promoting a green economy and sustainable development than what had been seen in previous similar international meetings.
23. In the view of the ILO regional office for Asia and the Pacific, a number of lessons could be drawn already from the few years of development of green jobs activities with ILO constituents. Some of these lessons were shared as follows:
 - a. Green jobs is a new topic, which requires time for ILO constituents to become fully familiar with as well as specific training tailored to the particular needs of constituents and the mainstreaming of green jobs into national agendas and action plans to the benefit of their own members.
 - b. The experience gained by the program from the ground activities seemed to indicate that green jobs could be a good vector of tripartite collaboration when several areas can be addressed together, e.g. improvement of working conditions with occupational health and safety, productivity, skills at work, environmental protection and resource efficiency.
 - c. Adaptation to climate change for enterprises as well as vulnerable populations exposed to disasters is a priority in the Asia & Pacific region and should be addressed accordingly;
 - d. At the same time that the number of requests for collaboration on green jobs increases, ILO sees the need and the potential for accessing new funding sources to the benefits of ILO constituents such as those related to environment related international and national programs (e.g. GEF, Climate Change Special Fund, Green Fund, REDD+, etc.).
24. **Mr Matthew Hengesbaugh, Regional Project Coordinator of the Green Jobs in Asia (GJA) project**, delivered a presentation on GJA project implementation over the past two years. Supported by the Australian Government – ILO Partnership Agreement (2010-2015), the GJA project has been active in five countries (Bangladesh, Indonesia, Nepal, the Philippines and Sri Lanka) with a total budget of AUD 3 million. The project focused on three main objectives which included: capacity building on green jobs for ILO constituents, including green jobs mapping studies, policy support for green jobs and demonstration project activities. In terms of the third objective, four sectors were targeted for interventions under the project: sustainable tourism in Indonesia, renewable energy in Bangladesh, waste management and recycling in Sri Lanka and sustainable construction in the Philippines. In his presentation, Mr Hengesbaugh covered topics including project structure, main achievements, challenges, lessons learnt and way forward in the five target countries.

25. In this connection, project achievements included training and capacity building activities which had raised the awareness and strengthened the capacity of ILO constituents to engage in social dialogue on green jobs, both in terms of understanding the impacts of climate policies on the labour market and the potential for gender responsive green jobs creation/ maintenance. For instance, national conferences and foundation trainings on green jobs for ILO constituents and partners had been conducted in all five countries. Capacity building activities for social partners included a survey report on green jobs by the Employers Federation of Ceylon, Sri Lanka; position papers on green jobs prepared by social partners of Bangladesh, Nepal and Philippines; and documentation of best practices on green jobs by Nepali social partners. In addition, green jobs studies had been undertaken in Indonesia, Nepal, Philippines and Sri Lanka and would be completed by the end of the project.
26. Mainstreaming green jobs in national policies and programmes was also highlighted in the presentation. Green jobs had been integrated in the Decent Work Country Programme (DWCP) development for new cycle in Bangladesh, Indonesia to promote employment for inclusive and sustainable growth. In Indonesia, the development of Strategic Plan for Sustainable Tourism and Green Jobs had been finalized and would be officially launched in September 2012. Provisions on Green jobs had been introduced in the recently formulated Human Resource and Employment Policy of Sri Lanka, currently under review for endorsement by the Sri Lankan government. In Philippines, the Green Call to Action – an output of the national conference on Green jobs in 2011 – presented commitments of government partners to address the impact of climate change in the world of work. A policy brief on green construction for social housing has also been finalized. Further, the Philippine's National Climate Change Action Plan (2011-2028) and the Labour and Employment Plan (2011-2016) both refer to the development of green jobs as priority actions.
27. The standards-based approaches operationalized by the employment models for green jobs were also discussed. In this regard a number of activities had been carried out to promote green and decent work in selected sectors.
28. For example, skills, competency and entrepreneurship trainings as well as decent work and Occupational Safety Health (OSH) were delivered to project beneficiaries. Examples were provided illustrating the ways training materials developed under the project have been institutionalized in vocational training systems, including the development of competency and industrial standards in the tourism sector in Indonesia and the integration of curricula on waste handling in the national vocational qualification framework of Sri Lanka.
29. Mr Hengesbaugh also noted on the lessons learnt of GJA project over the last two years. For instance, with regard to capacity building, whilst training activities have been well received by constituents, further training, advocacy, information and knowledge sharing are still required. The policy integration in some countries could serve as models, but different contexts would warrant different approaches. In terms of the demonstration projects, which were evolving and raising interest among new partners, ultimately the most successful models will take priority for expansion and replication. He concluded the presentation by indicating that despite the overarching challenge of delivering under strict time constraints, the way forward includes continuing to provide support for sustaining efforts based on programmes developed, partnerships established and priorities identified thus far. This will involve focusing on tailored, country level approaches for promoting green jobs, where further resource mobilization will take place.
30. Ms Voza briefed participants on the conference agenda, which was then adopted. An exercise was led by the facilitators to get a view of the participants' composition and followed by division into four groups: employers, workers, government agencies and others. A short video on the demonstration project in sustainable tourism in Indonesia was introduced setting the scene for the conference.

Tripartite panel discussion on green jobs for a sustainable future

31. Mr Jugault, the moderator, introduced the panelists, namely: Ms Penny Nelson, Executive Director, Sustainable Business Council, Bureau for Employers' Activities, Ms Anabella Rosemberg, Policy Officer on Sustainable Development, International Trade Union Confederation (ITUC), and Mr Farhan Helmy, Secretary of the Mitigation Working Group, National Climate Change Council (NCCC). Mr Helmy joined the discussion via skype.
32. The tripartite panel discussion was organized in the morning of the first day to promote dialogue and facilitate an open exchange of views on the opportunities and challenges linked to the transformation towards new patterns of growth that are economically, socially and environmentally sustainable. Panelists were invited to focus in particular on the opportunities from job-rich green economy policies that also create decent work, the need for a socially just transition towards a green economy in the context of sustainable development and poverty eradication, and consider green jobs for young men and women and skills gaps.
33. Mr Helmy who was representing the government side highlighted the need for policy makers to better understand the employment and social dimensions of low carbon policies and other environment related policies that are developed by governments. He highlighted three priorities for consolidating a more coherent approach in promoting a socially inclusive low-carbon, environmentally friendly development path. These priorities are the need for a robust diagnosis capacity that incorporates employment and distributional dimensions, stimulating social dialogue as a mechanism to improve policy coherence and efficiencies across line ministries and with the social partners, and the close monitoring on the ground of the implementation of these policies.
34. Representing the Employers' perspective, Ms Nelson stated that the key challenge is the 'greening' of industries across the economy as much as this is possible. She referred to the fact that a large number of employers had the view that green jobs is about job "creation" rather than about the "greening process" of existing jobs for which skills development was crucial. As such, she noted three important challenges to Employers, namely (i) fully understand the concept of green jobs and what are green jobs, (ii) define the enabling economic framework to facilitate green jobs promotion and employers' activities, and (iii) identify ways to scale up good practices, with a focus in technical training and green skills with competent national institutions. She also stated that improving the working environment and promoting information sharing in all sectors would provide opportunities for green jobs activities.
35. Ms Rosemberg expressed the workers' perspectives on challenges and opportunities for green jobs. The Trade Union has included environmental protection in their work programme. Workers are well aware that environmental regulations and changes have impacts on them, their work and the labour market in general. Ms Rosemberg mentioned the example of the floods in Thailand in late 2011 that slowed down the production process affecting jobs and livelihoods of workers and surrounding populations. Some of the challenges associated with green jobs included the needs for skill development, to find ways to ensure that both workers and companies are duly involved in the design and implementation of the transition process, and promoting social dialogue.
36. In response to the moderator's question on the concrete steps to be taken to include green jobs in national agenda, Mr Helmy said that there had been actions at both national and international levels. At the international level, the NCCC has a role to participate in global negotiations on climate change. It was crucial how to influence the process and include green jobs in all negotiations. Within the national context, green jobs and constituents had been included in the national low carbon development agenda. The challenges were how to increase the level of will and ambition in a systematic way at both national and sub-national levels, as well as how to raise the knowledge base on climate change and other related issues.

37. In answer to the general questions by the moderator on how to match the gaps and shortages in skills for green jobs, the ITUC representative stressed that skills development was much needed for the transition. More particularly access to skills development was a priority as the ability to benefit from reach vocational training opportunities at the local level and for a wide range of occupations where they are needed remains low. She also highlighted the potential for expanding training opportunities at the work place, which requires that workers must be part of the consultation process.
38. Ms Nelson pointed out the need for expertise in science and technology, and the requirement to involve young people with good knowledge in enterprises/ industries. Close cooperation between businesses, private sector, and local and government organizations required to be strengthened and on-going dialogues between relevant partners should be promoted. Sharing of existing knowledge and capacity development were also indicated as one of the measures to promote the transition.
39. After a round of interventions by panelists, the floor was open for questions from the audience. The representative from the Employers' Association of Indonesia (APINDO) highlighted the need for green jobs interventions that can also create new green jobs. She mentioned that in Indonesia or in Bangladesh the green jobs projects were about job creation and entrepreneurship development. Also in this context, she mentioned that in Indonesia, 70% of jobs in sustainable tourism were in the informal sector. Thus, informal sector should be taken into consideration when addressing the green employment issues.

Training and capacity building activities on green jobs

40. **Mr Ian Barnes, ILO ROAP** delivered a presentation of the training and capacity building approaches promoted by social partners (Employers' and trade union organisations) through the Green Jobs Asia Project. The presentation included examples of the capacity building activities conducted in each of the five target countries with key highlights, summary of results achieved and lessons learned and ideas for scaling up in the future.
41. Key highlights included the national conferences held on green jobs, the foundation training on green jobs developed by the ILO, green jobs mapping studies, position papers on green jobs developed by employers and workers' organisations and best practice studies on green jobs.
42. **Mrs Thamali Senanayake from the Employers' Federation of Ceylon (EFC), Sri Lanka** made her presentation on the various interventions delivered within the GJA project capacity building programme for Employers in Sri Lanka. A symposium on green jobs entitled "Green light to sustainability" was organized in June 2011 for Employers. The symposium covered different issues including cleaner production and its benefits for industries, going green in technologies, saving energy, green building, pollution control and renewable energy options for industries, as well as the laws impacting on green jobs.
43. An EFC survey on green jobs was undertaken to (i) ascertain the view of companies in relation to the green jobs concept, (ii) focus specifically on existing initiatives and practices adopted by the companies, and (iii) ascertain training needs of the companies to promote green jobs in their enterprises. The surveys were sent out to 525 organizations and received 50 responses. Questions covered in the survey were general questions about the organization, technical aspects (on environment), managerial aspects, green jobs initiatives/ training, and industrial policies.
44. Based on the survey results, the publication of "From green to greener: Good practices and training needs for green jobs in Sri Lanka" was produced to disseminate the findings of green jobs survey amongst Employers. The publication reflected important issues synthesized from the survey: general data analysis, managerial and policy measures at enterprise level, green jobs deficits analysis and training needs for effective green. The case studies of good practices in green jobs also formed a main chapter of this publication.

45. Mrs. Senanayake indicated that in the context of the implementation of this activity, the EFC established a permanent Green Jobs team which received strong support from the Director General of EFC. A number of other forms of awareness raising on green jobs had been carried out amongst employers' organizations such as inclusion of green jobs issues in the Employers' website (www.employers.lk) and different resources on green jobs.
46. **Mr Arturo Basea, Trade Union Congress of the Philippines (TUCP)** made his presentation on the collaboration between TUCP and ILO as well as other national partners in different green jobs activities at both national and demonstration level. The TUCP had participated in the development and delivery of a capacity building programme for workers representatives on green jobs orientation and collective bargaining techniques for green jobs. The TUCP also actively participated in the drafting of the Green Call to Action and the green guide for socialized housing developed under the GJA project. The TUCP has now included green jobs in their action plans for the next five years.
47. A representative from Indonesia APINDO requested that the survey report be widely shared and it was of interest to her. A representative from India requested a clarification on whether the EFC survey was in compliance with the environmental law in Sri Lanka. The EFC representative responded that the survey process aligned with the national law of rules. One issue was in fact that many of the employers were not familiar with the term/ concept of "green jobs" and that had slowed down the survey progress.

Working groups on Training & Capacity building

48. Participants were divided into four working groups: Employers, Workers, Indonesian government delegates including local authorities and others, and the government delegates from the other 9 countries. The working groups discussed the questions prepared in advance on training and capacity building activities related to each respective group. The objective was to assess current training and capacity building needs, reflecting on what works (based on their own experience and on what presented in the previous session) while envisioning options for the future in the short and medium-term. Questions for the working groups were:
 - a. What worked/ works well in terms of training and capacity building experiences?
 - b. In order to strengthen the organizational/ institutional strategic role in the promotion of green jobs:
 - i. What are present training needs?
 - ii. What future actions could be taken?
 - iii. New products to be developed?
 - iv. How could the ILO assist in this process?
49. The Rapporteurs of the working groups presented afterwards the results of the discussion in the plenary (Summary of the working groups can be found in Annex 1).

Discussion outcomes

50. The Training and Capacity Building session was an opportunity for the four groups (employers, workers, governments' representatives and Indonesian government) to discuss their own priorities in relation to training and capacity building, and provide guidance for future actions that the ILO could promote.
51. Employers group: Training and capacity building activities provided opportunities for employers' organizations to be better informed about green jobs as well as to identify specific needs related to employment and skills development strategies. It was found that training programmes should be tailored to the need of each target group and more systematic capacity building activities will be necessary to ensure the target groups are able to translate expressions of interest into effective actions. There was a high interest amongst the group to further explore green initiatives and decent

work practices highlighted by the reviews available on best practices. It was also noted that further success in promoting green jobs would depend on the good coordination between institutional actors and reinforced social dialogue.

52. Workers group: the group stressed the need to develop materials and activities on awareness raising and capacity building targeting all social partners, including trade union leadership, union advisers and workers at the shop floor, and rely on local experts. The materials should incorporate 'the basics' of environmental challenges and their relationship with workers' interests. The integration of workers in all activities should be promoted in order to ensure social justice in the transformation.
53. Governments group: Through training and capacity building activities under the GJA project, government officials were introduced to the green jobs concept and potential strategies for green jobs development at country level. As the concept of green jobs is new, the definition of green jobs and linkages between green jobs and decent work require further clarification. Further interventions to strengthen the institutional capacity are needed, particularly in developing mechanisms on sharing/ exchanging knowledge and good practices on green jobs bilaterally and regionally, as well as developing green jobs research, studies, guidelines & standards, and improving monitoring and implementation. Greater advocacy, information and knowledge sharing on green jobs are also required for this purpose.
54. Indonesian government group: The group raised a number of training needs required to promote green jobs at local level namely strengthening the capacity of tour operators to enable them to get involved in the production of sustainable products, promoting apprenticeships for eco-tour guides, awareness raising on the importance of eco-tourism for local government and the communities. Training for government officials in drafting regulations/ legal documents to promote green jobs is also indicated as a requirement for intervention. Local governments and communities welcomed the ILO training materials on sustainable tourism that has enriched existing training curricula by focusing on sustainable practices.

DAY 2

Green Jobs Employment Models in specific sectors

Renewable energy

55. The session was moderated by Mr Jugault, ILO ROAP, and aimed to discuss green jobs employment models in renewable energy in Bangladesh and India. The session started with a short video on green jobs in Bangladesh.
56. **Mr Nabin Khan, ILO Bangladesh**, gave an introduction on green jobs for solar home systems in the country. The presentation focused on the renewable energy (RE) employment model in Bangladesh that was developed in the context of the Green Jobs Asia project. As introduced by Mr Khan, while new jobs in the RE sector are on the rise in the country, efforts must be made to ensure the jobs provided pathways to sustainable employment through productive and decent work. The employment model for green jobs in RE is promoted through an innovative partnership involving the national Employment Bureau, a major service provider (Grameen Shakti) and the ILO. It is based on the three pillars of skills development, access to finance and entrepreneurship and the development of viable business plan for women solar entrepreneurs.
57. In collaboration with project partners, skills training courses have been delivered to 1,509 beneficiaries in 10 rural district areas of the country. The training curriculum was developed with the integration of an Occupational Safety and Health (OSH) module and was institutionalized into the

National Technical and Vocational Qualification Framework. The project also facilitated job placement for trainees after skills training and the development of technical partnerships with new service providers. Mr Khan also pointed out some challenges encountered during the project implementation, for instance the low participation of women trainees due to social norms and economic conditions, motivation for trainees in taking the jobs, and the time constraints of the project. However, there are also opportunities to scale up and collaborate with other new partners. Mr Khan emphasized the lessons learnt from the project included the needs for employers' will to invest in training, participation of employers at all stages of the training activities to enhance their credibility and a close M&E plan as well as post training support.

58. **Dr Sirajul Islam, Ministry of Labour and Employment (MOLE) Bangladesh** mainly described the participation of MOLE in the Project Advisory Committee (PAC) to facilitate the project implementation at the country level in particular as regards the scoping studies and the selection and endorsement of the sector for the demonstration project – RE.
59. Mr Islam presented on the involvement of the Bureau of Manpower Employment and Training (BMET), in the GJA project. Within the context of a private-public partnership framework, BMET coordinated the involvement of 10 Technical Training Centers (TTC) and the duties of the trainers for the TOTs, developed criteria for trainee selection and the conduct of 40 batches of skills and competency trainings to 1,509 rural youth. As part of the follow up, BMET proposes to keep up the training in its TTCs, strengthen collaboration with the service providers which participated in the program and maintain a database on trainees to follow up on post-training support.
60. **Ms Farida Shahnaz, the National Project Coordinator of the GJA in Bangladesh**, made additional points further to Mr Khan's presentation. Ms. Shahnaz said that it was initially assessed by the project that linking trainees with potential employers and service providers would be main challenge. However, with the collaboration between the ILO and service providers, it turned out to be easier than expected. Nevertheless, new challenges have emerged during the implementation. Trainees have hesitated to take employment since the work turned out to be more labour intensive and for a lower pay than expected. In this context, the "enterprise/ entrepreneurship module" developed by the project needs to be upgraded and adapted to local situations in order to be able to contribute more to the issue of low employment, also taking into account the challenges linked to capital investments.
61. An Employers representative from India asked the question about the costs involved, subsidies level and income generated for the trainees who work on the installation of solar home system in the rural area.

Response: The cost for the installation of solar home systems is in the range of Taka 20,000. The activity is subsidized through cooperation with the World Bank, ADB and Government of Bangladesh. Each trainee now earns around \$100/ month. In addition, there is a decision to be made by new trainees on whether to opt for a salaried job, and to be employed by one of the service providers on the market, or to become an entrepreneurs. It was confirmed that the demand for skilled technicians is expanding in line with the demand for the installation of new solar home systems in rural areas.

62. Mr Indra Sirvastav, representative of India, expressed concern about the sustainability of such activities in absence of subsidies.

Response: It was confirmed that in absence of subsidies or in the context of decreasing subsidies the cost for the installing and maintenance of solar home systems would certainly increase. Further, these targeted subsidies for solar home systems are aim at promoting a national market for installation and maintenance of SHS and it should be expected that they will decrease in the future when such market becomes mature.

63. Mr Mathi Yugarajah, a Worker representative from Sri Lanka, enquired about the life span of the solar panel.

Response: The life span of solar panels is roughly 20 years. The problem though lies with the life span of the (lead-acid) battery which operates for 3 years only. It was also indicated that subsidies existed for the battery as well. In this regard, the government had announced that subsidies would be removed, pushing the price up, according to Ms Shahnaz. The pricing issue remains very acute and real in particular in rural areas where communities dependent on SHS for energy and in many instances can not afford the costs involved. The role of NGOs in working with local communities and trying to help sustain the costs of these systems was mentioned in the discussion.

64. Mr Manish, representative from Nepal FNCCI, was of the view that the use of SHS should be supported but raised the problem of the hazardousness of the (lead-acid) batteries that are used to store energy generated by the SHS. His concern was the lack of system for battery disposal and whether the service providers are collecting batteries.

The answer was given by the representative of the Dept. of Environment of Bangladesh who indicated that under the national 3 Rs strategy in the country and the national Solid Waste Policy such a scheme was available in the country. These related to battery collection, transport and recycling. It was also indicated that a take-back scheme for batteries has been put in place by some of the service providers.

65. Mr Jugault further pointed out that the process might be better called “greener” rather than green as it was not fully environmentally friendly due for instance to issues linked to the sound management of used lead acid batteries and the dismantling of the SHS. It was important to understand that the efforts in Bangladesh to promote alternative sources of energy are justified in the light of the challenges that the country will face to increase its production capacity at a time when gas resources are depleting. The government has set important targets at the 2020 horizon for increasing the share of renewable energy in the national energy mix. It is in this context that the on-going subsidies for solar energy must be understood as they help create the domestic market for solar home systems manufacturing, installation and maintenance which will create jobs and green jobs. Mr Jugault also noted that oil and gas in Bangladesh are heavily subsidized which also puts non-fossil fuel sources of energy at a disadvantage.

66. **Mr Hideki Kagohasi, ILO India**, introduced a paper written by an ILO expert (Mr. Marek Harsdorff, ILO Green Jobs, Geneva) with support from the ILO Delhi team and entitled “the economics of cow dung”. In his presentation, Mr. Kagohasi described the value chain in the dairy sector in India which he said had huge green jobs potential. He said the study had found that the dung economy supported presently approximately 1.5 million jobs. However, many of those jobs were not decent. Potentially the dung economy could support the creation of additional 2 million green (and decent) jobs, should the right policy choices be made and the transformation be managed with care. To create these two million new jobs a commercialized dung value chain was required which he described in detail as well as the calculations on the present employment and the employment impact of full productive use of dung. He also emphasized the link between energy policy and employment policy in this case. As a way forward, he emphasized the need, and the potential, for exploring policy and implementation linkages between renewable energy, energy and the dairy sector policies in India.

67. Mr Yugarajah, Workers representative from Sri Lanka, shared his experiences and had some adjustments in cattle sheds (distance of biogas tank of 50 meters). He also cited a number of problems relating to:

- a. the difficulty linked to the commercialization, and management, of excess output. Once the production exceeds demand, it seems there is no way to capture/store excess production which has a direct impact on emissions which are then not captured. There is a need to work

- on the demand side and seek other possible avenues for the local commercialization of excess output;
- b. the need to solve the question of the management of odors

Mr Kagohasi responded that if the production was beyond household usage level, commercialization was still a possible opportunity and should be studied further.

68. Mr Bhagirathi Dhal, Employers' representative of India, expressed doubts about the 2 million (jobs created) as the work was on part time basis. He also pointed out the need for mechanization in the collection of dung in big dairy farms, which might limit the job opportunity.

Mr Kagohasi clarified that the scenario is for urban area, not within rural context, thus it was commercialized and on contractual basis. He also wondered about "mechanization"- but had no answer on this issue yet. According to him, discussion ought to take place on whether to incentivize mechanization or rather resource based approaches.

69. Ms Shamanil Alam from the Department of Environment of Bangladesh was concerned about how green this process was if the cow dung emitted CO₂ to the environment. Responding to this question, Mr Kagohasi said that there was no perfect greening/ green process, but only "greener". He would be happy to consider any better way.

Discussion outcomes:

70. The discussion on the employment model for green jobs in the renewable energy sector (SHS) in Bangladesh covered issues related to the formation of private-public partnership, competency based training courses for the installation and maintenance of solar home systems with a particular focus on unemployed women and men in 10 rural districts in the country. These efforts are taking place in support of national policy to provide pathways to sustainable employment through productive and decent work in the renewable energy sector.
71. The employment model in renewable energy drew interests amongst participants from different countries. The following messages emerged from the discussions, which might be taken into account for replication:
1. Though the upfront cost for SHS installation is currently subsidized by the government and donor agencies, the sector has created a green employment market for rural poor (as SHS technicians or entrepreneurs). The trainees can earn income and demand for skilled people in this sector is increasing.
 2. The affordability of access to SHS once the subsidy is abolished or reduced was mentioned of particular concern. Within the specific context of Bangladesh, the subsidy is a means to create a domestic market for alternative sources of energy in support of the government targets for renewable energy, which can also create jobs for the poor in rural areas;
 3. Issues related to the management of the lead acid batteries used for the solar home systems should be taken into account. Efforts must be made to fully apply the existing legal framework to address the issue (e.g. the Solid Waste Policy in Bangladesh).
72. A commercialized value chain with important green jobs potential can be developed further in the dairy sector in India. Discussions on this topic pointed out the possibility of commercialization of excess gas from the cow dung once the community's need has been met. It was also emphasized that a better integration of policies for renewable energy and dairy products was required to rip the benefits for energy generation, sound management of the cow dung being generated and employment creation.

Recycling

73. The session was moderated by Ms Vozza and aimed at discussing the Green Jobs Employment Model applied to recycling in Sri Lanka.
74. The session started by introducing the background to the green jobs intervention in the recycling sector in Sri Lanka, by **Ms Shyama Salgado, National Project Coordinator, GJA project in Sri Lanka**. Ms Salgado stressed that the ILO intervention in Sri Lanka was different from those of other UN agencies. While there were many green, eco-friendly programmes and projects initiated by UN agencies, the working condition of workers in waste management (specifically at household level) was missing. The ILO addressed this issue through green value chain development tools. The project promoted waste as a valuable asset and a source of economic value. It also supported youth and female entrepreneurs in the solid waste business sector while creating the conditions for a progressive transformation of the informal activities to the formal sector.
75. Ms Salgado explained the employment model to promote green jobs in the recycling sector, transforming waste recycling into green jobs/ decent work and improving working conditions for workers. In collaborating with national partners, the demonstration project had promoted sound management of municipal waste with enhanced occupational health and safety conditions for workers at the work place. Awareness raising and training on OSH were carried out by the Provincial Waste Management Authority (WMA) and the National Institute of OSH (NIOSH) and targeted 4,000 workers across the Western province. The training manual (Work Adjustment for Recycling and Managing Waste – WARM+) was developed and institutionalized in the National Vocational Qualification system and its wide dissemination encouraged to the people concerned. Ms Salgado also highlighted some of the challenges and opportunities related to the project. There was a need to open collaboration to traditional as well as non-traditional ILO partners to promote a just transition towards a green economy. Also, the capacity of trade union members and other stakeholders' can vary a lot and tools need to be adapted to suit a larger target audience.
76. A short video on the GJA project in Sri Lanka was shown to provide the overview of the project in the country.
77. **The presentation of the representatives from NIOSH and TVEC Sri Lanka** focused on decent work and skills for green jobs in the recycling sector. The focus was put on the challenge in transforming brown jobs into green jobs. Ms Amarasinghe introduced the strategy that was followed for project implementation in the country. The process (situation analysis – need identification – strategies developed and adopted) involved close coordination between NIOSH and WMA with assistance from the ILO. Green teams were formed in NIOSH and WMA. The process of developing and validating the WARM/ WARM+ manual was introduced by the TVEC representative. The manual was used by NIOSH and WMA Green teams for the training on OSH and WARM of 4,000 beneficiaries, including waste handlers, truck drivers, waste sorters/ collectors and local communities. Ms Amarasinghe shared some of the key indicators for project outcomes such as 48% worker absenteeism reduced within 2 months, 30% of the occupational accidents reduced, knowledge on PPE increased and workers use PPE more frequently. These were highlighted as examples of the linkages between productivity and improved working conditions. She concluded the presentation with a discussion on the possible way forward for green jobs in Sri Lanka: from brown jobs – green jobs – greener jobs.
78. After the two presentations, the floor was opened for group discussions to facilitate in-depth understanding of the experience and its key factors for success, in view of the potential for replication in other countries.

79. A government representative from Indonesia asked whether workers were aware of diseases in the recycling sector and what were maternity benefits/ first aids that workers could enjoy. He also enquired about the availability of on site health clinics/ facilities provided by employers.

As responded by the NIOSH representative, there were health issues for the workers in the recycling sector such as diarrhea or accidents at work. The program tried to address these concerns through regular awareness raising interventions, training and delivery of protective equipment. As a result, workers and managers were made more aware of the impacts on health linked to unsound and unsafe management of the waste. It could also be observed that workers were more inclined to use more frequently personal protective equipment at work or follow health protective methods (e.g. sanitary facilities). The health facilities were not available in all sites at the beginning. However, with project intervention and regular discussion with employers, they were aware of the fact that it was better for both employers and workers to have health facilities provided on sites. The employers were also instructed on location and how to organize the facilities.

Ms Salgado made an additional point that Sri Lanka had free medical access to pregnant mothers (e.g. providing medical offices, facilities in all districts, free vaccination, vitamins and supplements). As such, maternity benefits were not an issue for Sri Lankan female workers.

80. A representative from Indonesia shared the information that Indonesia also was faced with similar challenges in the solid waste management sector. He referred to the presentation that stated most of the workers in this sector were informal workers and raised the question on how to move from informal to formal activities smoothly as this transfer would cost more for employers (e.g. more expense in equipment or social security for workers).
81. A government representative from the Philippines said to be very interested in this experience and asked about the investment and would like to know how much should be spent on that type of intervention and in developing enabling policies.

Ms Salgado shared the cost of demonstration project intervention in Sri Lanka of around USD 70,000. She also emphasized that it was feasible to run the project at this low cost as Sri Lanka had an existing supporting framework such as: free health benefit mechanism (both preventive and treatment health) which was important for informal sector workers. Furthermore, the country also had free education system that could facilitate green jobs introduction in educational system. The supporting legal basis could help to reduce and minimize the cost for project implementation. Ms Salgado and NIOSH representative reaffirmed the importance of a national supporting legal framework. However, for broader intervention and larger scale, a cost and benefit analysis were required for strategic policy development and that might increase the cost.

82. An employer representative enquired about NIOSH's views on the question of unionization at the work place.

NIOSH informed that not all sectors were supportive in promoting unionization and this had obviously a political dimension too. In this regard, the question was how to influence local authority's perception on how to involve trade unions. She gave the example of the Waste Management Authority which over the time of the project, decided allow the intervention of Trade Union to provide training for the 4,000 workers on bargaining and collective issues, which did not happen before.

In order to make this happen, it is required to develop different timeline targets. The short-term target might be creating a core group of people to lead the formalization (e.g. within 2 years to have 10% of them). It should then move to medium and long term plans. The process also depended on the level of Trade Union support and commitment.

83. ITUC representative had a question on how garbage was collected and how the segregation was taking place. She noted that prior to project intervention, the local authorities (in this case employers) did not have to pay anything for waste management services, and asked whether the local authority would be willing to pay now that there would be additional costs to pay for the services of waste collection .

According to NIOSH, waste collection and segregation could be conducted in different ways. The local government had systems to encourage waste collection and segregation practices through garbage tax, rebate on garbage that created win-win situations. In the Western province, a color-coding waste collection scheme had been applied. However, it was estimated that this practice should be revisited from time to time. However, as a matter of principle, the community should be always identified as a project stakeholder.

84. Also raised by the ITUC representative was the question about the hazardous component that is found in waste (whether municipal or industrial) and how to address this issue.

The project intervention included the development of a WARM manual, in which, hazardous waste collection and segregation were addressed. Also in Sri Lanka, the Holcim company (cement) was in charge of collecting hazardous wastes from various origins, and the country also benefitted from a regulated framework on this issue (taxation, penalty for non-compliance). As an outcome of the project, an OSH Act was included in the national legal framework with coverage of waste recyclers. While the OSH law was applied to factories, the OSH Act was expanded to the work places and workers involved in waste management. Training for workers on OSH and raising awareness of the impacts of hazardous substance on their health and the environment had been also implemented.

85. The ITUC representative also enquired about the capacity of employers to absorb formalized workers (number of workers if possible).

Answering the question, Ms Salgado pointed out that the absorption required a lobbying process and sometimes interventions in the recruitment process. In this regard, the Trade Union involvement to assure the quality of appropriate recruitment was also necessary.

86. A final comment from a government representative of Thailand was made on the importance of awareness raising both in the formal and informal sector, in which, awareness at household level should be improved and played an important role in the entire process. Although the example given was on water management it applied also to waste management.

Discussion outcomes

87. The employment model for green jobs in the recycling sector introduced some of the challenges linked to the transformation of jobs in waste recycling into green jobs/ decent work through improving working conditions for workers, collaboration and partnerships with national constituents, awareness-raising for various target groups, and institutionalization of training curriculum to ensure the sustainability for project intervention.
88. The group discussions that followed the presentations facilitated an in-depth understanding of the experiences shared and the key factors for project success with the view of potential replication in other countries. The following messages emerged from the discussion:

1. National policy framework plays an important role as it provides a legal foundation and promotes (green) employment creation. Sri Lankan health and educational policies provide basic benefits and welfare for people, which are essential for informal workers. The National OSH Act included in the national framework regulates issues on hazardous substances. Institutionalization of training materials enhances sustainability of competency training.

2. Training and capacity building, awareness raising and advocacy are imperative:
 - i. Given the nature of the jobs in the recycling sector, there are clearly identified threats to workers health. To address these issues, advocacy and awareness raising to both worker and employer groups are required. Workers should be aware of the threats they are exposed to and should take prevention measures, while employers must pay attention to safety protection at work for the mutual benefits of both employers and workers.
 - ii. Hazardous substances are also of concern to people involved in this sector and risks must be reduced including through awareness-raising, coupled with training and the use of protective equipment.
 - iii. At the ground level, to advocate and raise awareness of households (informal sector) is important to support the entire process for the sound and safe waste management, in particular waste segregation and collection.
3. The collaboration with and involvement of ILO constituents need to be strengthened to facilitate the formalization processes, as for all project activities.
4. Further attention to gender issues would be required to better under the challenges faced and ways to address them at the work place.
5. Incentives for increased source separation have proved valuable practices (including introducing point systems, cash reward incentives or in-kind payment, waste tax etc.) and creates win-win situations for both buyers and producers. The mechanism helps convince local authority to pay (more) for waste management services.

Construction

89. The session was moderated by Matthew Hengesbaugh, Green Jobs Asia Project coordinator, and had the objective of discussing the Green Jobs Employment Model applied to social housing and construction in The Philippines.
90. **Mr Lawrence Jeff Johnson, Country Director, ILO Philippines** introduced the activities on green jobs in the context of social housing in the Philippines. Mr Johnson highlighted that the Philippines is highly vulnerable to natural disasters and to the impacts of climate change, which was a defining factor for GJA project interventions. The main features of the green/greener job employment model were introduced, including the project' linkages with existing policies, specialized national institutions, the green=product based approach and the selection of environmentally-friendly construction materials for interventions (modified concrete hollow blocks made from recyclable materials and coco-coir nets used for erosion control), and the conduct of green skills trainings focusing on low-skill workers as well as professional levels.
91. Mr Johnson provided details about the demonstration project activities, such as on the trainings for the production and use of green building materials, the green masonry taking place in designated social housing sites, as well as the training on environmentally-friendly construction target both the public and the private sector. The project engaged both traditional and non-traditional partners of the ILO; including tripartite constituents, other partners include the National Housing Authority, and representatives from the private sector, such as HOLCIM Ltd., among others. Mr Johnson emphasized that in line with the ILO's definition of green jobs, Decent Work is duly emphasized in the implementation of project activities, including association building and OSH. Challenges faced by the project included delays in implementation, due to issues associated with project coordination and the production of green building materials. At the same time, Mr Johnson acknowledged opportunities for integrating green approaches as part of medium term reconstruction efforts and sustaining livelihood recovery in other disaster-prone areas across the country. To this end, Mr Johnson emphasized the need for (i) mainstreaming the green approaches and methods in related

ILO projects and activities in the Philippines, and (ii) continuously working with constituents and partners to further develop project concepts which focus on replicating said approaches in the context of local economic development strategies.

92. A representative of the Indonesian Employers Association raised a question about the low participation rate of women in the production of the concrete blocks. In addition, as the payment for coconet materials was based on a set production rate, further information on how project activities ensure minimum income (wage) was requested.

Mr Johnson responded by explaining that although women involved in the demonstration project have not shown significant interest in the modified concrete block making activities due to certain gender expectations, they may be more interested in administrative tasks such as taking orders, shipments, book-keeping, etc. in the future. With regard to coconet materials production, although the pay was not high the activity is taking place as part of an apprenticeship aimed at supplementing livelihoods. In this sense the “job” should be considered as a livelihood diversification activity, which in the future could be combined with other local income-generating activities to enhance the sustainability of the intervention. This may have been not immediately clear at the beginning of the project as it faced certain time constraints in delivery.

93. A representative from Trade Union Congress of the Philippines shared information that three municipalities in Philippines have constructed roads using labour-intensive, local resource based approaches advocated by ILO in line with standards of decent work, illustrating that each project model must be understood in the local context.
94. **Ms Pebbles Sanchez, National Climate Change Commission of the Philippines**, introduced the eco-town initiative currently being advanced in the Philippines. This initiative aligns with the National Climate Change Action Plan 2011-2028 and is implemented at the local level to build the adaptive capacities of communities and improve the resilience of ecosystems. The eco-town has various components including natural resource valuation, vulnerability assessments, adaptation measures, climate change adaptation support services, and finance schemes, including payment for environmental services (PES) aimed at enhancing the resilience of local areas. Selected intervention plans are currently being reviewed for improvement. Ms Sanchez emphasized that combining local planning and climate change support services such as risk sharing mechanisms through public-private partnerships, and technical assistance to ensure community livelihoods are not adversely affected by climate change are of the utmost importance.
95. A representative from Indonesia asked about PES and how it related to the eco-town model.

Ms Sanchez explained the mechanism vis-a-vis mangrove forest protection within the eco-town model. Local people tended to cut mangroves, however, if it was well protected, it would be important for crab fattening, flood prevention and soil erosion etc. Financial support for PES initially came from government budget but over time, it is planned for the public and private sectors to further engage in the process and contribute to funding. It is also envisaged that in the future, tourists who visit selected target sites in the future will also be required to pay fees that contribute to the national PES budget. She also added that the awareness of local people on ecosystem protection, climate change issues and its impacts in the Philippines was relatively high (approx. 60%). Given such high level of awareness, the Commission does not deem it difficult to promote the initiative within local communities.

96. A representative from Indonesia inquired how green construction is integrated in the eco-town project.

Responding to his question, Ms Sanchez reflected on the eco-town interventions, which covered many issues such as food security, energy efficiency, as well as climate change adaptation and mitigation. Accordingly, green construction might be placed under the umbrella of climate change

adaptation and mitigation and/or energy efficiency, perhaps in the context of the Commission's Climate Adaptation Support Services component of the eco-town initiative.

97. The Green Building Council of Indonesia shared with participants a similar initiative, namely the Green City initiative. This initiative involves a plan to transform selected cities through sustainable urban design, covering different sectors such as water management, renewable energy development, green products development which together offer entry points for green jobs promotion.

Discussion outcomes

98. There is a need for the development of an overarching framework on green jobs in the Philippines with agreed long-term direction and support. Accordingly, focusing on the construction sector presents an opportunity for promoting green public procurement through more concerted supply and demand side initiatives, which can further drive the development of environmentally-friendly goods and services in the country. For example, efforts to employ the project strategy in areas affected by natural disasters including Cagayan de Oro and Iligan - has shown promise, as reconstruction and recovery plans open options to generate sustainable livelihoods through the production of environmentally-friendly construction materials for the local market.
99. The project has shown a livelihood diversification approach, which in the future could be combined with other local income-generating activities to enhance the sustainability of the intervention. There are opportunities for the green jobs approach to integrate green approaches as part of reconstruction efforts and sustaining livelihoods recovery in other disaster prone areas across the country. Various national initiatives such as the Philippines eco-town initiative, Green City initiative of the Green Building Council of Indonesia also offer entry points for green jobs promotion in the construction/building sector. It would require mainstreaming green approaches and methods in related ILO projects and activities in the Philippines, and the development of new initiatives focusing on replicating the approach in the context of local economic development strategy.

Sustainable tourism

100. This session was moderated by Endro Nugroho and had the objective of discussing the Green Jobs Employment Model applied to sustainable tourism in Indonesia.
101. **Mr Henky Hermantoro of the Ministry of Tourism and Creative Economy (MoTCE)** made a presentation emphasizing the need for a transition from mass tourism to sustainable tourism. He underlined the diversity of Indonesia and its link to tourism development with a spirit for "thinking out of the box". The main challenges of the Indonesian tourism sector were presented stressing that environmental issues were an area, which still had to be addressed fully. By presenting statistics on the Indonesian tourism economy, he pointed out the important potential for job creation and in particular green job creation in Indonesia. The vision of the MoTCE was laid down as "To achieve a world class and competitive tourism destination and tourism industry based on community and sustainability, and stimulating local tourism development" supporting Indonesia's pro growth - pro poor, pro jobs and pro environment - development paradigm.
102. Mr Hertmantoro pointed to the fruitful cooperation between the Ministry and the ILO and mentioned the remarkable outcomes of this policy support in the form of the Strategic Plan for Sustainable Tourism and Green Jobs for Indonesia, capacity building with the development of industrial and competency standards as well as the ILO Employment Model supporting the Government's Destination Management Organizations (DMO) in skills training, access to finance and entrepreneurship. The presentation was concluded with a request by the Ministry to the ILO to continue its support of the DMOs through the implementation of the Strategic Plan and an expansion into new subsectors, further standards development and enhancement, the development of green training modules including for green enterprises, entrepreneurs, and ecopreneurs.

103. **Mr Muce Mochtar, National Project Coordinator of the GJA project, ILO Jakarta**, introduced the Employment Model in the tourism sector in Indonesia. The speaker's main messages outlined the strategic framework of green jobs interventions in Indonesia, which was composed of intervention at the policy level and development of a Strategic Plan for Sustainable Tourism and Green Jobs, capacity building through the preparation of industry standards and competency based training as well as the employment model applied on the ground based on access to finance, green entrepreneurship, and green skills development. Mr Mochtar presented the data on beneficiaries of the interventions and gave an outlook on the way forward and the opportunities for a continued cooperation with the constituents and stakeholder in support of the DMOs, through green standards, certification of products (and destinations) and training activities.
104. The Employers Confederation of Philippines' representative requested elaboration on the link between green products and green job creation, in particular how through the promotion of green products the green jobs could be created.
105. A participant from Sri Lanka pointed out that the country was facing a lack of (tourism) infrastructure and standardization, which hindered tourism development at the desired scale at the moment. At the same time capacity building on tourism development was also needed. It was said that tourism had not seen much development since the end of the civil war; however, there were initiatives which mainly were coming from the private sector. Affected people and communities are becoming proactive in developing feasible and viable alternatives as can be seen from an increase in the number of tourists coming to the country.

The representative of the MoTCE Mr. Henky Hermantoro responded saying that a certain lack of infrastructure such as roads, big hotels, entertainment facilities etc. could be bypassed by promoting certain kinds of tourism which more relied on community involvement with creative thinking and natural infrastructure. He gave the example of Borobudur in Central Java, where local and traditional vehicles, such as horse carriages and bicycles are used. Regarding the capacity, Mr. Hermantoro agreed that in a diverse country with strong local government interest, standardization was difficult. In Indonesia, standards are built at the national level before they are adopted by local governments for implementation. He also mentioned the Ministry's efforts to develop a Green Hotel Certification scheme and on Green Homestays Standardization in cooperation with its counterpart in Malaysia. Mr Mochtar also elaborated further on the concept of green homestays and how by using existing infrastructure e.g. family homes could reduce the needs for new construction of infrastructure.

A participant raised the question of whether related sectors were also taken into account when developing green products in one sector, e.g. green homestays in tourism. Another participant asked about the percentage of workers who had received eco-tour guide trainings and if they were unionized.

Answering this question, Mr Mochtar informed that most eco-tour guides were engaged in the informal economy and therefore were not unionized. However, the ILO still provided decent work trainings and promoted the association building for eco-tour guides.

Participants to the session discussed how to replicate/adopt the employment model in other countries/sectors.

106. A participant from Thailand pointed out that there was a potential for using the employment model to be adopted in water and waste recycling in the country.
107. A participant from India stressed the importance of the tourism industry for the country in terms of its contribution to the GDP. India is in the process of developing international, national and local tourism including community-based tourism and religious tourism. A significant share of the GDP is allocated for the consolidation and development of the tourism sector in his country he said.

108. Another participant from India claimed that tourism was one of the largest income earners and that there was big interest in implementing an adopted version of the employment model in India. It was suggested to use the experience and the best practices from Indonesia to guide the implementation of similar activities in India.
109. The representative from the Green Building Council Indonesia shared her experience in the greening of hotels and public toilets and mentioned the good cooperation with the MoTCE, which is establishing national standards for green hotels based on the ASEAN Tourism Standards. She mentioned the potential for creating green jobs in this area and testified of jobs that had already been created. In her opinion, linking the government with the industry and the community was essential and she stressed the need for knowledge and capacity building on green practices.
110. The representative of the MoTCE reaffirmed that the Ministry in following this “Whole of Government Approach” tried to cooperate with other ministries/stakeholders to also improve their capacity and knowledge on green/sustainable tourism as well as integrate cross cutting policy development.
111. A representative of the Department of Labour of the Philippines underlined the importance of a “Whole of Government Approach” allowing for enhanced collaboration across ministries and other stakeholders as well as the public and the private sector. The questions were raised how the Indonesian Ministry of Tourism and Creative Economy (MoTCE) would implement such a whole government approach and secondly, if the MoTCE had a model for cultural heritage.

In replying to this question, the representative of the MoTCE explained that the Ministry was following ASEAN standards on cultural tourism. He also stressed their effort to promote not only cultural heritage as sole tourism product, but to link it with the local economy and local culture by selling local products, offering visits to the villages, providing local food specialties etc.

Discussion outcomes

112. The presentation on sustainable tourism in Indonesia in general and employment model to promote green jobs in sustainable tourism sector raised a lot of interest for the possible replication/ adoption of the Indonesian model in different countries/ sector. It was noted that the Indonesian employment model could be adopted and replicated in the tourism sector in India and water and the waste management sector in Thailand. Particularly the tourism sector in India could use experiences and best practices from Indonesia to support and guide the implementation in the Indian context.
113. In addition, the following main messages emerged from the session:
1. Collaboration across the ministries, stakeholders, industry and community is essential for the development of national industry standards (e.g. green hotels, eco-tourism and green homestay) based on the ASEAN tourism standards;
 2. Knowledge and capacity building on green practices, green/ sustainable tourism as well as crosscutting policy development is required to extend the potential of creating green jobs in other sub-sectors.
 3. A long-term orientation of the green jobs activity and a long-term vision for green job creation with decent work based on creativity and quality of services is essential;
 4. Local economic development and the preservation of natural and cultural heritage should be further promoted to create green(er) employment opportunities at the local level.

Greening of Enterprises

114. **Ms Camilla Roman, Project Coordinator of the Greener Business Asia (GBA) project, ILO ROAP** introduced her project. She noted the increasing importance of the sustainability agenda in enterprises across the globe, and underlined the main factors behind such trend.
115. She went on by giving her perspective on the greening of enterprises that entailed both a shift towards greener processes and/or products as well as improvements in workplace conditions and relations. The presentation moved on to provide an overview of the Greener Business Asia project in more details. The project, supported by the ILO-Japan program, is working in Thailand and the Philippines, with a focus on the hotel sector and automotive industry respectively. The project aims at building capacity to achieve greener workplaces and sustainable enterprises. It has focused on the development of tools and training resources, and their pilot testing with enterprises, institutional collaborations, and knowledge sharing.
116. The project organized tripartite trainings on green jobs and greener businesses in Thailand and the Philippines, and follow-up knowledge-sharing workshops that will go into greater depth on different aspects of enterprise sustainability and greening. The importance of effective ways to disseminate good practices and other knowledge was underlined, and in this respect, the collaboration with the Employers' Confederation of the Philippines (ECOP) and the Employers' Confederation of Thailand (ECOT) for the development of web-based green information services were highlighted.
117. Ms Roman went on to describe the main principles and features of the GBA approach to enterprise greening, including: the establishment of worker-employer cooperation mechanisms and values, an integrated approach to different areas of improvement (covering environmental issues, but also workplace relations, occupational health and safety and overall competitiveness), and the focus on win-win solutions that bring economic/social/environmental benefits to enterprises and workers. The outcomes of the pilot exercises in the hotel sector and the automotive industry respectively show positive results, particularly in terms of energy savings, waste management practices, occupational health and safety and worker-management cooperation. In terms of future outlook, the project will aim at widening outreach by assisting constituents and partner institutions to integrate the GBA methodology and tools in their own programmes and initiatives for enterprises and workers and disseminate good practices through their networks.
118. A representative from Indonesia Employers Association raised a question on green procurement and how cost-effective it was.
- In the response it was noted that green procurement was intended as the incorporation of environmentally-friendly principles in purchasing and sourcing practices, therefore it could take different forms, from collaborations with suppliers to reduce packaging, to the purchasing of energy efficient equipment (e.g. for lighting). Such options were therefore not necessarily more expensive than conventional choices,
119. The representative from Employers in Sri Lanka requested how to replicate this approach in Sri Lanka. In this regard, Ms Roman said it could be further discussed and she also expressed the interest to expand the initiative to new countries and replicate it in Sri Lanka including if possible.
120. The ITUC representative asked about the relation between a reduction of environmental impacts on the day-to-day operations of enterprises vs. the overall impact of prevailing models of production / industry growth, and she provided the example of mass tourism.

Responding to these concerns, Ms Roman mentioned that the project had been focusing on a model to achieve concrete enterprise-level changes, but she acknowledged the importance of looking at the broader picture, and she noted that in the coming stages the project will consider how the enterprise

program can contribute to broader sectoral policy efforts to move towards sustainability. She also remarked that the promotion of sustainable consumption had emerged in several forums as an important issue to address to move towards greener economies and societies.

121. A representative from Bangladesh indicated that the employers were not convinced to start greening initiatives unless it made business sense. He believed it was a good model but it required the assessment of its economic benefits, such as a possible increase in the number of guests among hotels that became greener.

Ms Roman emphasized that there were clear economic benefits in many of the improvements made by the hotels, especially in the form of cost savings related to a reduction in energy consumption. However she noted that many factors went into determining the number of guests hotels had, so it was not possible to claim it was because of the greening initiatives in themselves.

Green Entrepreneurship and Youth Employment

122. **Mr Satoshi Sasaki, ILO China** introduced the Greener Business Option (GBO) project in China. In his presentation, he reflected that GBO was a training programme aimed to enable potential entrepreneurs, particularly youth, to develop sustainable business ideas and micro and small-scale start ups, highlighting the green business opportunities engaged from defining solutions to unprecedented environmental challenges such as climate change. The GBO pilot projects in China demonstrate how the targeted employment sensitive group has benefited from this unique training programme.
123. Mr Sasaki highlighted the main achievements of the GBO project in China between 2010 and 2011. The project had also made efforts to complete a set of training materials with the Training Manual, Trainer's Manual and 6 Resources Books providing sector-specific business know-how in China (in sectors of energy efficiency, recycling and waste management, eco-tourism, eco-forestry and forest products, energy efficiency and, renewable energy). A national GBO trainers' network, and a core team of GBO trainers at national level were also established. The GBO training materials were integrated as part of the national entrepreneurship programme by the MOHRSS. He shared some lessons learnt such as the importance of high quality GBO training for potential entrepreneurs, and of follow-up services and linkages with other supporting mechanisms. In concluding the presentation, he mentioned the planned future actions under the GBO program including the expansion of the programme at the national level, support to replication in other countries in the region, and the development of a similar product for Existing Entrepreneurs (GBO4EE).
124. A representative from Nepal asked about the difference between GBO and greening businesses. Responding to this, Mr Sasaki pointed out that GBO also created new businesses but not just greening existing enterprises.
125. A government representative of The Philippines raised the question on what kind of support GBO project had received, and from which government agencies. He also asked about the factors required for replication to other countries.

Mr Sasaki replied that the GBO received support from Spanish government to develop training materials. The ILO SIYB training and trainers provided support for expansion. The Chinese Labour Ministry planned to enshrine green jobs into the future labour promotion law while new GBO training workshops were funded by local governments. For replication, though training materials are currently available in English, they need to be translated and new case studies need to be developed for other countries.

126. A representative from The Philippines asked about the number of trained people (out of a total 200 trained) are doing business currently and how they got funded.

Mr Sasaki stated that the business start-up rate was at around 20%. The Ministry of Labour and Social Security provided funding for new businesses through an employment promotion fund at local level giving loans to start ups through the banks.

127. **Mr Y. Wibowo Santoso, Central Bank of Indonesia** presented the Green Entrepreneurship programme supported by the Bank in Indonesia and provided the rationale for this programme in a country with the unemployment rate in 2010 of 8.59 million people. The entrepreneurship programme was initiated based on the National Entrepreneurship Movement launched in 2011, with the involvement of thirteen Ministries, State-owned enterprises and private sectors. The programme aimed at promoting and supporting new entrepreneurs through different interventions in training and mentoring. The programme played an important role in the development of entrepreneurship in Indonesia that could ultimately create jobs and reduce unemployment in the country.
128. Following the Bank's entrepreneurship programme, the Green Entrepreneurship had been recently launched as part of the national efforts to address global warming issues. The initiative supported the "Green Banking 2012" programme as well as research on the "Green Small and Medium Enterprises 2012". In order to be eligible to apply for participation in the programme, Indonesian entrepreneurs have to meet a number of selection criteria (UNEP) which include (i) the integration of environmental, economic and social aspects within the business, (ii) innovative solutions for goods and services production and consumption, (iii) scale-up of business model to contribute to the economic growth, (iv) working towards a low carbon, efficient resources and socially inclusive growth. The programme will provide training, mentoring and support for green entrepreneurs to run their business. He also introduced some of the green businesses that have been supported thus far under the Bank's programme, for instance production of wooden sunglasses frame, waste paper recycling, production of environmentally friendly textile, garments etc.
129. Mr. Tauvik Muhammad from ILO Jakarta asked whether there were other loan policies for green businesses. Responding to this question, Mr Santoso agreed that the bank would need to set up some policies. However, they would do a pilot project for new entrepreneurs. He also pointed out that some banks were giving loans to start-ups as part of CSR but not regular loans.
130. A representative of ILO Philippines requested clearer information on how the money was given to young entrepreneurs and if it was direct or through intermediaries. In this regard, Mr Santoso said, the CSR fund was used to provide between USD1,500-3,000 to young entrepreneurs through intermediaries.
131. A representative from Malaysia asked if there was a microcredit scheme for unemployed people. The bank representative responded that they had a PULL microcredit scheme of 13%-21% and could not provide to start-ups. The requirement to receive loan was subject to a minimum of 2-year operation.
132. **Ms Vania Santoso, from AV Peduli, Indonesia** made her presentation on Ecopreneurship Empowerment. She introduced the reasons for the development of the ecopreneurship movement, which came from a degrading environment, the concern on waste production, and the need for jobs. She identified that the natural compost and the artistic recycling of products would be options to start up ecopreneurship. The difference of this initiative was the engagement of youth through campaigns (with unique media), workshops and motivation building. Sharing information and advocacy for eco-products also contributed to the feasibility of the initiative. The interventions also included building creativity (on varieties of products), finding alternative financial resources (from prizes, partnership), and empower more people (through setting up standards and on-site training). The presenter insisted on the need to consider "Youth as Agent of Change" and concluded that "ecopreneurship would provide multi benefits for multi aspects".

133. A representative of ILO Bangladesh shared his own experience and explained that he found that many young people preferred to find wage employment rather than being an entrepreneur. Responding to this question, Ms Santoso pointed out that some people preferred salary jobs because entrepreneurship could be risky. However, the benefits of being an entrepreneur should be promoted e.g. you would have more freedom, flexibility and be your own boss.
134. An employers' representative from India shared the experience of his country in promoting entrepreneurship at school level through eco-clubs. He asked if schools in Indonesia were actively involved in promoting green entrepreneurship or not. According to Ms Santoso, it depended on the schools and she had tried to promote their projects to interested schools. However, some schools were not aware of environmental issues therefore they needed more information about the curricula. Also support from local authorities in this regard was required.

DAY 3

Support to farmers in disaster prone areas

135. **Ms Lorraine Villacorta, ILO** presented the experiences, results and lessons learnt from the Climate Change Adaptation Project (CCAP) in the Philippines on building climate resilient farming communities through innovative risk transfer mechanisms. The CCAP was implemented as a demonstration project under a UN Joint Programme from 2009 to 2011 in Agusan del Norte, a province in Southern Philippines with high vulnerability to climate related disasters, and with farmers who are particularly weather-dependent for their survival and livelihood. She presented the CCAP approach, an Integrated Financial Package (IFP), applied in three models of local financing schemes bundled to which critical financial services (credit, savings and insurance) as well as non-financial services, (training technology support and market assistance) including the Weather Index Based Insurance (WIBI) to farmers in disaster prone areas of the Southern Philippines.
136. She emphasized that the project helped beneficiaries build and enhance their adaptive capacity to climate change risks through more productive, sustainable and diversified livelihoods, which translated into improved economic conditions and the sharing and transferring of risks, both facilitated by their access to the integrated financial package. Immediate benefits derived from the access to the mechanisms include increased net income resulting from lower interest payments, lower cost of production and even pay-out from the WIBI. Furthermore, various features/ elements of the IFP served to further build resilience among the communities. These included the savings components which provided readily available funds for farmers to use during emergencies. These also included the technology training and support which enabled farmers to use climate smart/ adapted technologies and prevented further losses from extreme weather events and disasters.
137. CCAP further worked to build resilience among the communities by raising preparedness to disasters for example by helping the communities establish their own early warning systems. The ownership of the adaptation and risk reduction mechanisms which rested on the communities and the local stakeholders including the partner financial service providers helps ensure further future investments to help farming communities escape from the poverty trap. The lessons learnt from the CCAP implementation now provide the basis for the designing of the scaling up in the Philippines (with support from the Global Environment Facility) and the possible replication in selected countries in the Asia-Pacific region.

Mainstreaming of green jobs policies

138. **Mr Ian Barnes, ILO ROAP** presented the overview of efforts made across the region to mainstream green jobs in to national policy frameworks. The presentation highlighted the

importance of integrating economic, social and environment policies to promote green jobs; greening existing social and economic policies and strengthening the social pillar of climate change and other environment prone policies; the role of social partners and social dialogue as well as efforts to green ILO existing programs and the UNDAF agendas. Case studies were presented from across the region to highlight efforts made to mainstream green jobs at the national level. Examples included inter alia; the inclusion of green jobs in the *Philippine Development Plan 2011-2016* and *Philippine Labour and Employment Plan (2011-2016): Inclusive Growth through Decent and Productive Work*¹ developed by the Department of Labour and Employment (DOLE), the *National Human Resource and Employment Policy*² (NHREP) of Sri Lanka and the development of the *Strategic Plan for Sustainable Tourism and Green Jobs* in Indonesia.

139. **Ms Pebbles Sanchez, National Climate Change Commission of the Philippines** made a presentation on green jobs and climate change adaptation. She pointed out that green jobs were integrated into the National Climate Action Plan 2011-2018, in which, the second focus of the Action Plan was green jobs creation. The plan linked employment and economic development plans with environmental sustainability by including the promotion of sustainable livelihoods and jobs created from climate-smart industries and services as one of its strategies. The Action Plan also effectively links gender issues with environmental strategies by “enhancing women’s participation in climate change adaptation, actions on food security, green jobs, and integrated ecosystem-based management should be able to strengthen women’s participation, ensure poor women’s access to livelihood opportunities, and ensure women’s access to assets”. Ms Sanchez referred to some other recent green jobs and climate change initiatives in the countries including the 2011 Green Call to Action, 2012 Victory Against Climate Change Campaign, and the Legazpi Declaration of the First Philippine Tourism Conference on Climate Change Adaptation 2012.
140. An Indian employers’ representative asked if green jobs movements could address climate change targets. In replying to his question, Mr Barnes stated that more institutional mechanisms will be required to discuss green jobs policies amongst various government agencies (e.g. with different ministries who have different goals). Climate resilience is the goal and green jobs can support social dialogue to ensure that green jobs are integrated in a green economy.
141. The representative of Sri Lankan employers asked about the challenges that the National Climate Change Commission foresees in developing eco-towns. According to Ms Sanchez, an initial vulnerability assessment had been done to identify appropriate and required adaptation measures and supporting services. The challenges were how to ensure political support as well as support of the local government and community, and the cooperation between the private sector and NGO. She also mentioned the challenge in transferring the eco-concept into long-term implementation that would influence behavioral changes and whatever needed to ensure long-term support from different stakeholders for sustainability.
142. A representative of Employers from India had a question on the framework for this concept. He was concerned about the sustainability of the project beyond ILO support, and if there was any preparation for the transformation. Responding to his concern, Ms Sanchez informed that the local climate action plan was in existence and did not stand alone, but building on existing action plans of other aspects of the Climate Change Action Plan. She also noted that the approach would be scaled up. In addition, parallel initiatives such as housing and land use plans would help mainstreaming climate change action plan activities to ensure the sustainability.

¹ Philippine Department of Labour and Employment (DOLE), *Labour and Employment Plan (2011-2016): inclusive*

² Secretariat for Senior Ministers, National Human Resources and Employment Policy, 2012, <http://www.nhrep.gov.lk/>

Round table with partners

143. **Mr Van Rooij, Country Director ILO Jakarta**, moderator of the round table discussion, introduced and welcomed seven guest speakers: Mr Heru Prasetyo, representative of the REDD+ Task Force in Indonesia; Ms Pebbles Sanchez, National Climate Change Commission of the Philippines; Mr Henky Hermantoro, representative of the MoTCE Indonesia; Ms Nora Ekaliana, Director of Productivity of MoMT Indonesia; Mr Mathi Yugarajah Doraiswamy, representative of Workers (Sri Lanka); Mr Jose Roland A. Moya, representative of the Employers' Confederation of Philippines; and Mr Jeff Johnson, Country Director of the ILO Philippines.
144. The roundtable started with **Mr Heru Prasetyo**, REDD+ Task Force representative. He recalled the Stockholm summit in 1972 during which flags were raised about the planet destruction. However after 40 years, nothing seemed to have changed. The national/ global growth still struggled to be sustainable and this issue needed to be addressed. He covered the core messages of the Indonesian President at the Rio+20: Sustainable growth with equity. He pointed out that employment was important, particularly for human security and happiness. "Job" was placed at the intersection of the government policies and people's need. When the poverty issue was discussed, it would refer to the reason of this "poor" situation, among which, "lacking of job" was an issue. The government of Indonesia had pursued the approach to balance between national growth and environment preservation illustrated by a target of 7% GDP growth and a reduction of 26% of green-house gases emissions or a reduction of 41% in case of international support . "Green jobs" is imperative so sustain the strategy he added.
145. Mr Prasetyo noted the fact that over 50 percent of jobs were informal, and it related also to land-based operations. A number of indicators were referred to as benchmarks to assess "poverty" status of people (eg. health, education, access to social conditions and assets, etc.). National policies should address this and facilitate transforming the jobs less exploitative and improving peoples' lives. The economic cooperation for land use should be also a matter of attention. Responses to these challenges could come from a combined approach between job creation and land use.
146. He referred to the REDD+ initiative in Kalimantan where jobs would be connected with challenges of climate change. The initiative would involve youth and skills development on the ground. Through this program, it was expected to reduce emissions from land use change.
147. **Ms Sanchez of the National Climate Change Commission of the Philippines** shared the view that climate change was of the most concerned challenges in Philippines. The country has been facing high risks due to its frequent exposure to natural disasters. At the same time, sensitivity was linked with poor infrastructure and lacking social assistance. Increasing adaptive capacity through reducing poverty via an enabling environment should be a first step. Collaboration between business, private and public sectors to create (green) jobs, providing livelihoods for local people should be also further strengthened.
148. Ms Sanchez informed that the Climate Change Commission had made many efforts to address climate change impacts, promote green jobs and increase initiatives to create more opportunities in green and greener jobs. The Commission also defined green jobs along side with sustainable development. The challenges were how to ensure decent work in environment protection, and how to put it in social protection framework for workers.
149. She also shared her personal perspective on green jobs from the view of the youth. She stated that green jobs could provide opportunities for the new generation to be more aware of their roles in preserving the planet, to change development patterns in the future, and develop new capabilities in emerging sectors. It was also remarked that the projection of 2020-2050 had showed that youth,

women and disabled people would be highly affected. As such, green jobs are opportunity for them to move forward and advocate for sustainable development.

150. **Ms Nora Ekaliana, Director of Productivity of MoMT Indonesia** shared the view that green jobs were a concern of all stakeholders and it was an on-going process. The sustainable tourism sector is a pilot project of green jobs and involves multi-stakeholders; however, not all of them had been aware of the subject and common understanding still remained absent. Therefore, it is required to improve the understanding and sensitization of the concept and the setting of standards for green jobs. She also emphasized that the integration of labour standards in sector innovation and development should be further jointly promoted. This would require collaboration between bilateral agencies.
151. **Mr Henky Hermantoro, representative of the MoTCE Indonesia**, focused his intervention on the sustainable tourism sector in his country. He pointed out that sustainable tourism development covered both environment and people. He shared statistics that tourism could create more than 7 million jobs. This showed a great potential for green jobs in the sector. The question was if all these people enabled to work with green jobs. There were different standards available and it still required for specific industry standards at the national level (e.g. for ecotourism, etc. He also mentioned the importance of other “green dimensions” that would be promoted other than green jobs such as green visitors, green communities and green investors. Mr Hermantoro reaffirmed that the collaboration with ILO could help the Ministry in developing standards to support the development of the sustainable tourism sector of the country.
152. **Mr Mathi Y. Doraiswamy, Ceylon Workers Congress, Sri Lanka**, shared some fruitful learning experiences from the last two days of the conference and reaffirmed that green jobs was part of the world of work. He stressed the need to control the exploitation of environment and the importance of preserving the planet. With regard to the transition toward sustainable development, he emphasized that the more social justice was ensured the higher the rate of transition was. The transition should be better linked to public policies to transcribe the potential for real jobs into concrete effects . Capacity building and skill development must be part of the follow-up. Efforts to develop social protection systems are crucial which can contribute to social progress such as peace and harmony. The involvement of communities and academia should be further enhanced. He concluded that environmental, employment and social policies should be promoted at national level, and green jobs programme should continue to work on policies.
153. On behalf of the Employers group at the conference, Mr. Jose Roland A. Moya, Employers Confederation of the Philippines (ECOP) shared some lessons learnt and said that a number of conditions were necessary for the further development of green jobs policies and measures including:
 - (i) Employers’ organizations must recognize and understand the advert impacts of climate change.
 - (ii) Special assistance would be needed for Small and Medium Enterprises (SME) to further involve the informal sector, and young entrepreneurs;
 - (iii) Employers’ organizations must adhere to the concept of a “just transition” to transform the country to low carbon economy ensuring social justice and benefit to all stakeholders;
 - (iv) Green jobs and decent work should be promoted along with sustainable practices of production. This requires the active involvement of tripartite constituents (workers, employers, public and private sectors);
 - (v) Resource allocation is needed for green jobs creation and proper support and training for workers to assist the vulnerable sectors of the economy including SMEs;
 - (vi) Employers should support multi-sectoral and trans-national engagement, linking efforts of the private sector with government, civil society and international efforts to promote green development.

154. **Mr Johnson, Country Director ILO Philippines**, shared the ILO work experiences with crisis. He referred to the MDGs and its target 1(b) on decent work and productive employment. According to research on green jobs and decent work, it appeared that there was more work in greening jobs than actual creation of green jobs. Thus the “homework” for ILO was how to address the concept of green jobs (e.g. what green jobs are and what jobs are green). It requires to work with partners (in this room) to advance our work and do a proper mapping. He additionally referred to the decent work concept that took many years to get clarity on. Therefore it is essential for advocacy work in this regard.

155. A Workers representative from Indonesia raised his concerns on the working process of REDD+ Task Force and requested for the Trade Unions to be further involved and supported by the Task Force (eg. through regular meetings and sharing information) in Indonesia. He also had some questions on REDD+ funding and its mechanisms.

Responding to these questions, Mr Prasetyo explained about the payment method to the Indonesian REDD+ Task Force. As such the payment would be made at posteriori upon demonstration of the national performance on achieving the target of 26%/41% GHG emission by 2020. The USD 1 billion fund available from one bilateral donor is also allocated for infrastructure development. The REDD+ Task Force is aware of the need to involve stakeholders in its work program as reflected in the 5th pillar. Multi-stakeholder participation including indigenous people and the private sector should be promoted to create new and green(er) jobs and make REDD+ possible. The Task Force also realizes the importance of the collaboration between the social partners (employers and workers) in the process to ensure that green jobs could address the right and dignity of workers and local communities, provide win-win benefit, be fair and be just to the people concerned.

156. A representative from APINDO Indonesia was concerned on how the Employers could be involved in the reduction of 26%/ 41% GHG emissions.

157. A representative from Philippines raised a question on the linkages between technology development and green jobs, climate change adaptation and mitigation. To clarify, Mr Prasetyo said that the linkage between green jobs and land ownership (land-base) as well as a technical base is an easy concept but not for implementation. He demonstrated the application of technology in palm oil production. Technology in this case referred to organics, pesticides, or other technical support to increase productivity. However, the issue of technology could be expensive and cost more for production while he said international assistance was required for developing countries to acquire low emission technology at a fair price.

Green Jobs for the future

158. The afternoon session of Day 3 was entirely dedicated to discussing the way forward for the promotion of green jobs in Asia and the Pacific region. Participants were divided into three working groups: Workers, Employers and Governments representatives. Building on the group discussions held during the previous days and putting into perspective the lessons learned through the analysis of projects and experiences, each group discussed the challenges and opportunities for the future. Priorities for action were discussed on how organizations/ institutions can play a crucial role in the promotion of green jobs in sustainable development framework and decent work agenda at national and regional level. Guided questions for working groups were:

- (i) Share feedback on the round table discussion.
- (ii) Develop/ consolidate a list of priorities (top 5) for actions to be endorsed by the group as conclusion of the conference.
- (iii) If possible identify common areas of interests with other groups.

159. In view of the preparatory process towards the ILC 2013 General Discussion on Sustainable Development, Decent Work and Green Jobs, the report of the three working groups represented one

of the major outcomes of the conference and provided valuable guidance to the ILO on the way forward in building the capacity of the constituents.

160. Details of working groups' results are in Annex 2.

Green Jobs Community of Practice

161. The Green Jobs Community of Practice (COP) was introduced to participants on the last day of the conference. Participants were briefed on the main purposes of the COP, how to join the community to share and leverage technical and practical knowledge and resources, as well as how to extend the network with committed professionals and practitioners on green jobs. Participants were encouraged to register as member to join discussions on various related topics for better understanding and to promote decent work and green jobs.

Daily meetings for the social partners and governments

162. The Workers and Employers organizations convened group meetings on the second and third days of the conference, before the morning plenary session. This was an opportunity for both groups to discuss further on different related issues in each respective group.

Closing of the conference

163. Before the formal closing took place, participants were requested to provide feedback for an evaluation of the conference which was collected by the facilitator for M&E.

164. Mr Peter Van Rooij, ILO Jakarta wrapped up the conference and highlighted the main issues discussed over the past three days. He thanked the representatives from governments, employers' and workers' organizations as well as other delegates for their active participation into the conference, and sharing experiences and lessons learnt on green jobs. He also highlighted the need to work together on such issues as the mainstreaming of green jobs at the policy level as well as in the work place through enhanced skills, local economic development, social finance and social protection.

165. In his closing remarks, Mr Van Rooij said that green jobs promotion was fully recognized as being part of the labour agenda in the region. Experiences and views shared at the conference had reconfirmed the wide recognition of green jobs promotion as an important priority for action for constituents and stakeholders. In this regard, social dialogue had to be reinforced as the most desired and effective way to achieve progress and results while addressing the environmental and employment challenges in a sustainable way.

166. From the conference discussions, it was clear that constituents in the region were already beyond the discussion on "why" green jobs promotion is important and desirable and that they wish to focus on "how" to achieve it, moving out from envisioning a desired future to implementing actions and mainstreaming green job policies.

167. For strategies and action to be successful and sustainable, an integrated and multi-stakeholder approach is needed to bring in new key partners, such as REDD+, the Climate Change Commissions at national level, and other specialized national institutions.

168. Institutional capacity building remains a key priority and replication of successful projects and validated good practices a suggested means to transfer the learning process across countries and communities.

169. Finally, the Country Director welcomed the possibility that the valuable outcomes of this conference be considered inputs to the preparatory process towards the ILC 2013 General Discussion during which “Sustainable Development, Decent Work and Green Jobs” are to be presented as a core topic for ILO constituents. Priorities identified during the working groups of employers’, workers’ and government’s representatives provide important elements in the identification of capacity building needs and policy mainstreaming priorities.

Annex 1: Summary of the Green Jobs Regional Conference in Surabaya

(Prepared jointly by ILO Constituents)

The Green Jobs regional Conference was held in Surabaya from 29 to 31 August 2012. The conference was attended by a hundred participants representing Governments, trade unions, employers' organizations, specialized national institutions and practitioners from eleven countries in Asia & the Pacific. Countries represented in the conference included Bangladesh, China, Fiji, India, Indonesia, Malaysia, Nepal, New Zealand, The Philippines, Sri Lanka, and Thailand. The conference was viewed as an opportunity to take stock of existing and on-going activities relating to green jobs and as a follow up to the 15th Regional Labour Conference organized in Kyoto, 03-7 December 2011 which has highlighted green jobs within the labour agenda of the Asia & Pacific region.

Participants were able to share their own experience in developing and promoting green jobs initiatives as well as to learn from others. Activities related to the implementation of the Green Jobs Asia project (funded under the Government of Australia-ILO Partnership Agreement) as well other ILO project activities, including those funded under the Japan/ILO Bilateral program and the Korea/ILO Program, were presented to the meeting and discussed.

Group discussions were organized on matters related to needs for training and capacity building, the mainstreaming of green jobs into national policies and the identification of priorities on the way forward on Green Jobs in Asia & the Pacific.

Participants welcomed the opportunity given to network, exchange information and review the challenges and opportunities related to the mainstreaming of green jobs activities across the economy and in specific sectors. Some delegations have declared their intention to learn more from some of the projects presented with a view to adapting or replicating them in collaboration with their own constituents at the national level.

The conference held, at its end, workers', employers', and government's working group sessions on "challenges and opportunities for the future and priorities for action" and came up with the following sets of recommendations of each group:

Government group

1. Research, and Policy Development, Implementation and Monitoring
2. Mechanisms for policy coordination and dialogue
3. Platforms for social dialogue
4. Mechanisms on sharing/ exchanging knowledge and good practices bilaterally and regionally
5. Guidelines on standard development

Employers group

1. Continued awareness raising and social dialogue
2. Mainstreaming green jobs into policy
3. Build the knowledge infrastructure (research, definitions, metrics, diagnostic, statistics, ISO/ILO working on standards).
4. Document, showcase and replicate best practices. Extend demonstration projects to more sectors. Highlight the business – benefits employers will accrue.
5. Capacity building and training

Workers group

On awareness raising and capacity building:

1. Develop tailored materials and activities targeting all social partners, including trade union leadership, union advisers and workers at the shop floor, and rely on local experts.

2. Ensure materials incorporate ‘the basics’ of environmental challenges and their relationship with workers’ interests.
3. Promote integration of informal sector workers in all activities.

When it comes to demonstration projects, it is key that in the future:

1. There is a consultation with all the three constituents at the country level on the sectors and location of the projects.
2. There is real involvement of unions in all aspects of the project’s implementation, including evaluation and ILO constituents are beneficiaries of the project.
3. Projects support efforts towards formalization of workers and improving working conditions in all the dimensions of the DW agenda.
4. Focus on sectors which represent a challenge for the environment in the countries, such as manufacturing, mining, etc.
5. There is continuous support for projects until they reach self-sustainability, and there is an ‘exit’ strategy for the ILO. The evaluation should be made public.

Finally, on policy, the Green Jobs Initiative should

1. Promote public policies on environmental protection which would make real the job potential of green jobs projects and mainstream them in development planning.
2. Assess the employment and distributional impacts of environmental degradation as well as of environmental policies.
3. Support the development and strengthen social protection systems, in order to secure incomes of those whose jobs and livelihoods might be at risk as a consequence of environmental changes or environmental policies.
4. Bring environmental issues to social dialogue structures, and develop partnerships with communities, NGO and academia.
5. Support local strategies to create alternative sources of jobs and livelihoods for regions that might suffer from the transition towards sustainability.
6. At the international level, it should develop a standard on green jobs which would identify roles and responsibilities in the transition towards sustainability and define the boundaries of green jobs work.

Summary of the conference prepared jointly by Constituents (cont.).

In the final wrap-up session at the plenary, the following points were also highlighted.

- Policy discussions around the concept and boundaries of green jobs in order to strengthen the awareness of constituents and the general public and further guide actions.
- Mapping of green jobs at national level and identification of the potential for the greening of jobs and creation of new jobs³.
- Reinforced social dialogue as a way to promote green jobs.
- Consolidation of examples of good practices and the business case for the promotion of green jobs from governments, trade unions and employers organizations in the region (and beyond).
- Training and capacity building targeting ILO constituents
- The mainstreaming of green jobs into ILO led activities with constituents, as necessary, i.e. skills, local economic development, social protection and social finance.

³ Constituents referred here to the mapping methodology developed by ILO”.

Annex 2: Working groups on Training and Capacity Building activities (Day 1)

The group sessions followed and built on session 4 on Training and Capacity Building allowing time and space for participants to split into dedicated working groups (workers, employers, governments and Indonesian authorities) to discuss existing training and capacity building needs, future actions to be taken and entry points for mainstreaming of green jobs in each constituent's mandate/ field of work. While reflecting on lessons learned from the GJA project, these working groups paved the way for constituents to discuss and plan the way forward in sessions 17, 18 and 19 on third day of the conference.

Questions were proposed as inputs to the discussion.

1. What worked/works well in terms of training and capacity building experiences?
 - Please reflect in terms of needs that have been addressed, products that have been developed and experiences that can be replicated/up-scaled
2. In order to strengthen the organizational / institutional strategic role in the promotion of green jobs:
 - What are present training needs?
 - What future actions could be taken?
 - New products to be developed?
 - How could the ILO assist?

The consolidated answers submitted by each group are listed here-below:

GOVERNMENT GROUP (government representatives from the nine foreign countries)

2. *What worked well in terms of training and capacity building?*
 - Partnership with/ Support from ILO
 - Green Jobs not a “new” concept
 - “Trained” communities
 - Governance framework/ mapping/ models for existing and emerging markets
 - Started “green” NOSH (National Occupational Safety and Health) standards
 - Occupational Area Analysis to identify necessary green jobs and level of jobs
 - Training projects created employment
 - 3Rs (Reduce, Reuse, Recycle) Policy
 - Green industry standards
3. *Capacity Building needs within Government*
 - Institutional capacity assessment of national government agencies
 - International trainings supported by ILO
 - Political and institutional support to green job initiatives
 - Building on existing government initiatives eg. Conferences on Employment + Green Jobs
 - Training Products Produced
 - Eco-Tourism Guidelines
 - Planning Documents
 - Definitional clarification
 - Confuse in Green jobs concept in some countries.
 - o “Green” Jobs vs. Non-Green Jobs/ Brown Jobs
 - o Economic instruments need to be in place as well
 - Lack of policy on green jobs but on green growth
 - Lack of training for stakeholders
 - Focus on Green Investments/ Initiatives as well
 - Technology transfer linked with economic objectives

- ILO as facilitator in the transfer of technology between countries
- Training of more trainers

EMPLOYERS GROUP

1. *What worked well in terms of training and capacity building?*
 - Awareness raising on green jobs (what are green jobs). Employers are more aware of the fact that green jobs do not add costs but are eco-friendly and promote inclusive growth
 - Survey, compilation of best practices
 - ILO support system
 - Multi-stakeholder involvement/ platform
 - Separate customized programmes
2. *Initiatives for reinforcement*
 - Building a national green jobs compendium
 - Government support system is required:
 - o Public private partnership
 - o Access to skills, finance, technology, data/ information mechanism
 - o Recognition system
3. *Experiences/ success stories to be replicated*
 - ILO expertise to be leveraged
 - International sharing interfaces
 - Working out the guidelines
 - Mechanisms towards just transition (eg. designing models/ mechanism towards just transition)
4. *New products to be developed:*
 - Pilot projects
 - Review, monitoring systems
 - Green jobs linked with reducing carbon emissions
 - Continue to disseminate/ share success stories and good practices/ access to information, skills, technology and financial mechanisms
5. *ILO funding arrangement*
 - Learning – sharing – institutionalization
 - ILO and ISO cooperation for standard practices and system

WORKERS GROUP

1. *What worked well in terms of training and capacity building?*
 - TUs were provided technical assistance & funding for orientation sessions on green jobs
 - ToT programs, allowed TU to choose their own resource people (not ILO experts)
 - Used local resource persons
 - Explained basics, relevant environment changes they can see in their work.
 - Explained links between production and environment degradation
 - Partnerships with expert organisations, NGOs and employers
 - Assessment of sectors potential
 - When there was follow up activities
 - Activities that addressed priority sectors

- Activities that made outreach to informal sector
- Toolkits-content related to workers needs
- Those which focused on collective bargaining

2. *What are present training needs?*

- Assessment of potential that could create green jobs. Ask workers to identify priority sectors.
- Awareness raising.
- Targeting social partners, TU leadership, workers and grass roots, informal sector, TU experts
- Need for union experts and funding for training& organizing
- Need campaigning on green jobs
- Education of ministries

3. *What future actions could be taken?*

- ToT programs
- Grassroot level meetings
- Strategies for formal and informal sectors
- Establish green job committees in the work place
- Alliances between NGOs, TUs and employers, local governments

4. *New products to be developed?*

- Trainers' guide
- Toolkits on basic environment issues
- Awareness raising materials
- Best practices
- Surveys of tripartite constituents
- Survey of sectors
- Research on impacts

5. *How could the ILO and other organisations assist?*

- Bring green job issue to global agenda
- Provide resources (technical & financial) for capacity building
- Provide a space to discuss this issue globally.
- Enlist support from donor countries for continuation. Ensure follow up funding.
- Long term cooperation
- Develop ILO recommendations on green jobs
- Monitoring of projects
- Publish periodicals/newsletters and best practices on updates of what's going on

6. *Side issues:*

- There are other activities under the environment umbrella and now named green jobs
- What is the cost of GJ for businesses?
- Define criteria for green jobs which include wages, collective bargaining, social protection, OHS
- Work on a nationally-based definition of GJ
- Capacity building not enough - need standards, social protection, etc
- Reproductive rights

INDONESIAN GOVERNMENT GROUP

1. *What worked well in terms of training and capacity building?*

- From the tour guide training, the participants are now have Standard Operating Procedures for their activities, from starting up the jeep to providing trashcans.
- The participants could now set good examples for other stakeholders/ working partners, such as jeep drivers, street vendors, etc.
- The participants of the training are also more confident in reminding others in sustainable practices, even take action on violations.
- For the government, the ILO training material is actually enriching their current training curricula, focusing more on sustainable practices.
- Service excellence is adapted to local cultural value.
- Good practices from green building council, working with professionals and government agencies to preserve energy, water, purchasing local products, etc.

2. *What are present training needs?*

- Strengthening the capacity of tour operators for them to be involved in the production of sustainable products.
- Apprenticeships for eco-tour guides.
- Awareness raising on the importance of eco-tourism to community and government.
- Building performance training through Greenship Associates and Greenship Professionals (programs of Green Building Council).

3. *What future actions could be taken?*

- Goodwill from the government
- Inter-ministerial blue print (for various government agencies to work together), under the supervision of UKP4 (special task force under the purview of the President)

4. *New products to be developed?*

- To promote products that are based on local available resources/ local wisdom
- To promote products that are lighter, with less carbon footprint (emissions)

5. *How could the ILO and other organisations assist?*

- Changing the mindset/ transform the market, for the market to use more green products (both supply and demand)
- Incentives provided for producing sustainable products or practicing environmentally friendly activities
- Training for government officials in drafting regulations/ laws regarding the issues, transforming the normative laws into something formal.

Annex 3: Working groups on Green Jobs for the Future (Day 3)

As a wrap-up and concluding exercise, the afternoon session of third day of the conference was entirely dedicated to group discussions that allowed the systematization of lessons learned throughout the conference and the identification of key priorities for the promotion of Green Jobs in the future. Three constituent groups (workers', employers' and governments) were asked to respond to the following questions:

- (i) Share feedback on the round table discussion held during the morning session
- (ii) Develop and agree on a list of priorities (top 5) for actions to be endorsed by the group as conclusion of the conference
- (iii) If possible identify common areas of interests with other groups.

Below is consolidated answers submitted by each interest group.

GOVERNMENTS GROUP

Governments' Shared Priorities

- Research, and Policy Development, Implementation and Monitoring
- Mechanisms for policy coordination and dialogue
- Platforms for social dialogue
- Mechanisms on sharing/ exchanging knowledge and good practices bilaterally and regionally
- Guidelines on standard development

EMPLOYERS GROUP

Top common priorities for Employers

1. Continued awareness raising and social dialogue
2. Mainstreaming green jobs into policy
3. Build the knowledge infrastructure (research, definitions, metrics, diagnostic, statistics, ISO/ILO working on standards).
4. Document, showcase and replicate best practice. Extend demonstration projects to more sectors. Highlight the business – benefits employers will accrue.
5. Capacity building and training

If possible, identify common areas of work with other groups

- Policy discussions around the concept and boundaries of green jobs in order to strengthen the awareness of constituents and the general public and further guide actions
- Reinforced social dialogue as a way to promote green jobs
- Consolidation of examples of good practices for the promotion of green jobs from governments, trade unions and employers associations in the region (and beyond)
- Training and capacity building targeting ILO constituents
- Mapping of green jobs at national level and identification of the potential for the greening of jobs and creation of new jobs
- The mainstreaming of green jobs into ILO activities with constituents, including skills, local economic development, social protection and social finance.

Feedback on the round table discussion

- Role of government emphasized because of the importance of that.
- Didn't bring out importance to employers of implementation and supporting SME's

- Important to keep a balance between economic development and green jobs. Just because we want to go green doesn't mean we should rush into some drastic measures which would adversely affect business operations.
- Agree with comments that Inter- ministerial lack of coordination needs to be addressed
- Absence of main social partners – Minister of Labour

WORKERS GROUP

Workers' messages

Green Jobs are part of the response of the World of Work to environmental degradation and climate change and the need for full employment and decent work. This can only be achieved if we protect the environment and fight climate change. We urgently need to act.

We welcome the development of green jobs/decent work initiatives in the Asia Pacific region.

However, as workers' representatives from the Asian and the Pacific region, we believe much more needs still to be done to truly modify current patterns of production, which are socially and environmentally unsustainable.

The transition towards sustainability constitutes a far-reaching transformation, bigger than any other faced before. Unless we can ensure social justice in the transformation, it will be impossible to achieve the highest environmental standards. This is the reason why the Green Jobs initiative needs to contribute to a Just Transition. In the future, the Green Jobs initiative in the region should aim at:

On awareness raising and capacity building:

- Develop tailored materials and activities targeting all social partners, including trade union leadership, union advisers and workers at the shop floor, and rely on local experts.
- Ensure materials incorporate 'the basics' of environmental challenges and their relationship with workers' interests
- Promote integration of informal sector workers in all activities

When it comes to demonstration projects, it is key that in the future:

- There is a consultation with all the three constituents at the country level on the sectors and location of the projects
- There is real involvement of unions in all aspects of the project's implementation, including evaluation and ILO constituents are beneficiaries of the project
- Projects support efforts towards formalization of workers and improving working conditions in all the dimensions of the DW agenda
- Focus on sectors which represent a challenge for environment in the countries, such as manufacturing, mining, etc.
- There is continuous support for projects until they reach self-sustainability, and there is an 'exit' strategy for the ILO. The evaluation should be made public.

Finally, on policy, the Green Jobs Initiative should

- Promote public policies on environmental protection which would make real the job potential of green jobs projects and mainstream them in development planning
- Assess the employment and distributional impacts of environmental degradation as well as of environmental policies.
- Support the development and strengthen social protection systems, in order to secure incomes of those whose jobs and livelihoods might be at risk as a consequence of environmental changes or environmental policies.

- Bring environmental issues to social dialogue structures, and develop partnerships with communities, NGO and academia.
- Support local strategies to create alternative sources of jobs and livelihoods for regions that might suffer from the transition towards sustainability.
- At the international level, it should develop a standard on green jobs which would identify roles and responsibilities in the transition towards sustainability and define the boundaries of green jobs work.

Annex 4: List of participants

No.	Name/Title	Organization
Bangladesh		
1.	Dr Serajul Islam Siraj Deputy Secretary	Ministry of Labour and Employment
2.	Mr Md. Shamsul Alam Executive Magistrate	Department of Environment Ministry of Environment and Forests
3.	Mr Moksud Belal Siddiqui Economist	Research Cell, Bangladesh Employers' Federation
4.	Mr Mohammad Shafiul Islam Joint General Secretary, Central Executive Committee	Bangladesh Jatiyatabadi Sramik Dal
China		
5.	Ms Tong Meng Senior Research Fellow	Institute of International Labor and Social Security, MOHRSS
6.	Mr Gang Liu Division Chief of Enterprise Management Modernization Office	China Enterprise Confederation
7.	Mr Jie Shuai Officer in Research Department	All China Federation of Trade Unions
Fiji		
8.	Ms Ruby Anne Marr Manager of National Employment Centre	Ministry of Environment, Science and Technology
9.	Mr Etueni Qiolele CauCau	Fiji Commerce & Employers Federation
10.	Mr Agni Deo Singh National Treasurer	Fiji Trades Union Congress
India		
11.	Mr Indra Kumar Srivastav Joint Director of Employment Exchanges	Ministry of Labour & Employment & Training
12.	Mr Bhagirathi Dhal Executive Director, Steel Authority of India Limited	Council of Indian Employers
13.	Mr Philip Oommen Divisional Secretary	West Central Railway Employees Union – Bhopal Division
Indonesia		
14.	Mr Novrizal Tahar Head of Division for Green Economy Planning	Ministry of Environment
15.	Mr M. Farhan Helmy Secretary of Mitigation Working group	National Climate Change Council
16.	Mr Edi Iriawadi Secretary General	KSPI
17.	Mr Kustandi	KSPSI
18.	Mr Syafril Arsyad Deputy of Secretary Chairman of Board	KSPSI
19.	Mr Andy William Sinaga Coordinator Program Planning, Monitoring Evaluation	KSBSI
20.	Mr Henky Hermantoro Secretary Directorate General of Tourism Destination Development	Ministry of Tourism
21.	Mr Rathoyo Rasdan Assistant Deputy for Youth Entrepreneurship	Ministry of Youth and Sports

No.	Name/Title	Organization
	(Resource Person)	
22.	Ms Nora Ekaliana	Ministry of Manpower and Transmigration
23.	Mr Abdul Wahab Bangkona	Ministry of Manpower and Transmigration
24.	Mr Darwanto	Ministry of Manpower and Transmigration
25.	Ms. Iftida Yasar	APINDO
26.	Mr Muhammad Fatah	APINDO
27.	Mr Ishak Muin	APINDO
28.	Mr Dikdick Sodikin	APINDO
29.	Ms Emiari	
30.	Ms Danesta	Ministry of Tourism and Creative Economy
31.	Ms Anita Sonya	HPI
32.	Ms Dita Putri	
33.	Ms Anita Sonya	
34.	Mr Mohammad Iqbal Abbas	Bappanas
35.	Ms Yoni Astuti	
36.	Ms Rumik Mahayuni	Tourism Official
37.	Ms Rosmiati	
38.	Mr Mokhawad Ansori	BPPD
39.	Mr Heri Mujiono	BPPD
40.	Mr I. Mardjono	
41.	Mr Sumali	Tourism and Population
	Malaysia	
42.	Mr Omar Jusoh Director of National Occupational Skills Standard	Department of Skills Development Ministry of Human Resources
43.	Mr Anis Fahmy Bin Pauzi Consultant – Occupational Safety, Health & Environment	Malaysian Employers Federation
44.	Mr W.M Naim Shukri Bin Mohamad Vice Present	Malaysian Trades Union Congress
45.	Rasidah Binti Sulaiman	Ministry of Energy, Green Technology and Water
46.	Kaljeet Singh	Ministry of Energy, Green Technology and Water
	Nepal	
47.	Mr Nabin Kumar Pokharel Under-Secretary/Senior Factory Inspector	Ministry of Labour and Transport Management
48.	Mr Bhairaja Manandhar Senior Divisional Engineer	Ministry of Environment
49.	Mr Manish Kumar Agrawal Co-Chairperson	Employer's Council
50.	Mr Suresh Acharya Bagmati Zone Committee Member	General Federation of Nepalese Trade Unions
	Philippines	
51.	Ms Cynthia Cruz Executive Director, Institute of Labor Studies	Department of Labour and Employment
52.	Ms Pebbles Sanchez Planning Officer II	Climate Change Commission
53.	Mr Jose Roland A. Moya Deputy-Director General ECOP-Secretariat	Employers Confederation of the Philippines
54.	Mr Arturo Basea, Member of Executive Board	Trade Union Congress of the Philippines

No.	Name/Title	Organization
Sri Lanka		
55.	Ms Nirmalie Champika Wijayamuni Director General	National Institute of Occupational and Health, Ministry of Labour and Labour Relations
56.	Mr Pahalage Chandana Priyantha Jayathilake Director – Planning & Research	Tertiary and Vocational Education Commission
57.	Ms Thamali Senanayake Senior Industrial Relations Advisor	The Employers’ Federation of Ceylon
58.	Mr Mathi Yugarajah Doraiswamy Vice president – Director International Affairs	Ceylon Workers Congress
Thailand		
59.	Ms Somporn Sritoop Director of Samut Sakhon Center for Skill Development	Department of Skill Development Ministry of Labour
60.	Mr Kornchai Kaewmahawong Executive Director	The Employers’ Confederation of Thailand
61.	Mr Thawatchai Pholcharoen Director of Coordinator	National Congress of Private Industrial of Employees
ILO Officials		
62.	Mr Peter Van Rooij Director	ILO - Jakarta
63.	Mr Muce Mochtar National Project Coordinator Green Jobs in Asia Project	ILO - Jakarta
64.	Mr Tauvik Muhamad Programme Officer	ILO - Jakarta
65.	Ms Gita Fiatri Lingga Media Relations/Communication	ILO - Jakarta
66.	Mr Tendy Gunnawan Programme Officer	ILO - Jakarta
67.	Ms Natalia Christina Adminstrative Assistant Green Jobs in Asia Project	ILO - Jakarta
68.	Mr Lawrence Jeff Johnson Director	ILO - Manila
69.	Ms Georginia Pascual National Project Coordinator Greener Business Asia Project	ILO - Manila
70.	Mr Vincent Jugault Senior Specialist in Environment and Decent Work	ROAP
71.	Mr Matthew Hengesbaugh Project Coordinator Green Jobs in Asia Project	ROAP
72.	Mr Shigeru Wada Senior Specialist on Workers' Activities	DWT
73.	Ms Camilla Roman Project Coordinator Greener Business Asia Project	ROAP
74.	Mr Allan Dow Communications and Advocacy Officer	ROAP
75.	Mr Chet Thaochoo Administrative Assistant, GJA project	ROAP

No.	Name/Title	Organization
76.	Ms Shayama Salgado National Project Coordinator Green Jobs in Asia Project	ILO - Colombo
77.	Ms Farida Shanaz National Project Coordinator Green Jobs in Asia Project	ILO - Dhaka
78.	Mr T.I.M Nabi Khan Programme Officer	ILO - Dhaka
79.	Mr Hideki Kagohashi Enterprise Development Specialist	DWT-New Delhi
80.	Mr Nabin Karna National Project Coordinator Green Jobs in Asia Project	ILO - Nepal
81.	Mr Satoshi Sasaki Programme Officer	ILO - Beijing
82.	Ms Alice Voza Facilitator	International Training Center of the ILO
Resource persons		
83.	Ms Anabella Rosemberg Policy Officer on Sustainable Development	International Trade Union Confederation
84.	Ms Penny Nelson Executive Director Sustainable Business Council	Bureau for Employers' Activities
85.	Ms Vania Santoso Project Director	AV Peduli
86.	Ms Lorraine Baybay Villacorta Regional Programme Consultant on Green jobs and Climate Change	
87.	Ms Naning Adiningsih Adiwoso Chairperson	Green Building Council Indonesia
88.	Mr Y.Santoso Wibowo	Bank of Indonesia
Others		
89.	Mr Ian Barnes Consultant to Green Jobs in Asia project	
90.	Ms Trang Tran Consultant to Green Jobs in Asia Project	
91.	Mr Oliver Ortis Consultant to Green Jobs in Asia Project	
92.	Mr Abdul Syukur Sialana Consultant to Green Jobs in Asia Project	
93.	Ms Janti Gunawan Consultant to Green Jobs in Asia Project	
94.	Mr Endro Catur Facilitator	
Observers		
95.	Ms Michelle J. Morales	Surabaya U.S Consulate General
96.	Mr Izhari Mawardi	Cohen Group
97.	Ms Taeko Takahashi Evaluator	
98.	Ms Lucy Mitchell Evaluator	