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Training and Capacity Building Activities on Green Jobs

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Overview of the training and capacity building approaches

- **Objective 1.** of the Green Jobs in Asia project:

“Promote the capacity of ILO constituents to engage in dialogue on green jobs through increased access to reliable sources of data and information on green jobs and training, including on the employment impacts of environment-related policies and good practices on green jobs”

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Overview of the training and capacity building approaches

- Develop training courses for constituents and national partners for the creation of green jobs and the greening of economies, enterprises and employment on a larger scale.
- Conduct sector based research and best practices studies on green jobs.

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Overview of the training and capacity building approaches

- Conduct mapping studies on environment-employment linkages and assessment of the potential for green jobs creation and decent work
- Promote access to knowledge and information through a community of practice (COP), publications, national conferences and a high-level regional conference.

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Purpose of GJA Capacity Building

- To deepen ILO constituents understanding and commitment for the promotion of gender sensitive green jobs
- To support a just transition for workers and employers towards a low-carbon, climate resilient, environmentally friendly development.
- To support social dialogue and promote tripartism

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Purpose of GJA Capacity Building

- ILO constituents need to be informed about the opportunities, and risks, of a green economy and sectoral green investment opportunities open to the labour market.
- Enhance the capacity of workers' and employers' organizations to contribute fully to the development and implementation of green jobs policies at the national level,

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Foundation Training on Green Jobs

- ILO has developed a foundation level training program on green jobs.
- To understand linkages between environment issues and impact on actors of world of work.
- Standardised approach to help constituents to contribute to discussions on climate change and green economy.
- Delivered in all 5 target countries.
- Plans to develop more country specific trainings with ITC (version 2).
- Plans to develop more sector-specific trainings in the future in partnership with constituents.

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National Conferences

- National conferences feed in to capacity building of constituents.
- Development of position papers feed in to discussions and social dialogue.

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Capacity Building Activities for Social Partners

- The activities were chosen by the employers and trade unions themselves.
- After conducting a needs assessment and consultations.
- ILO provided technical support and backstopping but primarily driven by the constituents themselves.

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Bangladesh – Summary of activities

- **Tripartite National Conference on Green Jobs** (September 2011). ILO constituents and relevant stakeholders expressed their commitment towards supporting the expansion of green jobs in Bangladesh.
- **Tripartite Foundation Training on Green Jobs** (2 days Dhaka, April 2012) for 40 participants to equip constituents with a basic knowledge about green jobs and the relationship between employment and environmental policies. RE case study Grameen Shakti
- GHK green job mapping study entitled '**estimating green jobs in Bangladesh**'.

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Green Jobs Mapping Study

- Initial results from GHK in Bangladesh identified nearly **3.5 million core environment-related jobs** in Bangladesh.
 - **800,000** of these jobs can be considered “green jobs” as they meet decent work standards.
 - Core environment-related jobs and green jobs account for nearly 7% and 2% respectively of total jobs (49.5 million) in the economy.
 - Another **4 million** jobs are indirectly supported as a result of these core environment-related and green jobs.
 - **Climate adaptation activities (62%)** and **sustainable construction (21%)** account for most of the identified environment-related jobs

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Bangladesh Employers' Activities

- Bangladesh Employers Federation (BEF) developed a capacity building program to promote green jobs in the industrial sector (Dhaka, Chittagong, May 2012) for 33 participants of managerial and supervisory rank
- **Objectives:** to promote: understanding on green jobs, environmentally friendly production, green products, impacts of climate change at the enterprise level and on policy decisions; relevant regulations and direct effects on business
- Developed two case studies (solar PV, pharmaceuticals) on experiences of green jobs in Bangladesh and a green jobs brochure.

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Bangladesh Trade Union Activities

- National Co-ordination Committee on Workers Education (NCCWE) organised 4 capacity building workshops on *Climate Change and Green Jobs* (Dhaka, Chittagong, Rajshahi and Khulna, April-May 2012) for 130 participants (32 participants per workshop, 50% women).
- **Objective:** to raise awareness among workers about climate change and its impacts on employment and development.
- To strengthen the capacity of TUs to understand the linkages between environmental protection policies, workplace conditions and fundamental labour standards for improving green jobs advocacy and outreach.
- BEF developed a position paper on green jobs and translated into English for wider knowledge sharing purposes among members.

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Indonesia – Summary of activities

- **Green Jobs National Conference** (December, 2010) for 150 participants - ILO constituents, academia, private sector and civil society representatives as well as media.
- **Tripartite Foundation Training on Green Jobs** (Jakarta, August 2011) for 40 ILO constituents.
- Conducted **a green jobs mapping study** covering 8 sectors and developing a **Green DySAM** (modelling tool) to analyse direct, indirect and induced employment effects. The studies provide key information on the sectors which promote environmentally-friendly decent work, and will provide further policy recommendations for the Government and social partners.

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Indonesian Employers activities

- Capacity building workshop *Introduction to Green Jobs for Employer's Organizations* (Bogor, July 2012) 30 participants from Indonesian Employers' Organization (APINDO) and private sector (40% women) over two days.

Objectives:

- to strengthen understanding of APINDO members on the following:
- Key concepts of climate change and environmental issues
- Linkages to employment and the world of work – core notions of green jobs and just transition
- National context and policy framework for climate change and links to employment and skills
- Potential roles and contributions APINDO in the promotion of green jobs and a just transition.

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Indonesian Trade Union Activities

- Capacity building workshop ***Introduction to Green Jobs for Worker's Organizations*** (Bogor, 2-3 July 2012) for 18 representatives from 9 Worker's Organizations
- **Objective** to strengthen understanding of Worker's on:
- Key concepts of climate change and environmental issues and green industry, impacts on Indonesia.
- Linkages to employment and the world of work – core notions of green jobs and just transition.
- Policy framework for climate change and links to employment and skills.
- Potential roles and contributions of the worker's organization in the promotion of green jobs and a just transition.
- to strengthen tripartism and social dialogue on the promotion of green jobs and just transition.

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Training program

- The training was divided into four sessions
- Combination of presentations and group discussions, case studies and exercises.
- Each session was preceded by an accelerated learning exercise to stimulate the learning process of participants and to determine the extent of participants' knowledge of the issues being discussed.
- Accelerated method= participatory, experience, reflective, provide feedback, respect for learning individuals, comfortable and safe learning environment.
- Group exercises on: How does climate change effect you and Green Jobs – Role of Trade Unions.

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Workshop Sessions

- **Session 1: Introduction of Green Jobs** - Key points included employment and social challenge; environmental challenges; green jobs; decent work; green jobs and climate change; green jobs project in Asia; green business; and climate change opportunities for businesses.
- **Session 2: What is Climate Change? How Will It Affect Your Life?** - Key points included causes of climate change; fact of global temperature increase; greenhouse gas emissions; impact of climate change; adaptation and mitigation; and Indonesian policies on mitigation.
- **Session 3: Green Economy** - Key points included the rationalization behind a Green Economy; Policy and National Development Plan; Understanding the concept of the Green Economy; (MoE)
- **Session 4: Green Industry** - Key points included concept and application of green industry; cleaner production concepts; environmental management system; corporate performance assessment program rating; improvement of human resources capacity; and case studies.

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Nepal – Summary of activities

- **First National Conference on Green Jobs** (Kathmandu, April 2011) for 70 participants from government agencies, employers and workers' organizations, NGOs, academia, private sector and development partners. Dialogue on coherent policies and effective programs leading to a green economy with green jobs and decent work
- **Tripartite Foundation Training on Green Jobs** (September 2011) to 42 ILO constituents, about the effects of climate change and appropriate policy responses in the world of work and to strengthen knowledge of the links between climate change, environment and employment issues.
- **Green jobs mapping study in Nepal** (GHK Consulting). Analysed environmental, economic and employment linkages in Nepal to establish a baseline estimate of the scale and distribution of green jobs in Nepal. Focused on 9 sectors: agriculture, forestry, tourism, energy, construction, waste and wastewater management, transport and manufacturing.

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Nepal Employers' Activities

- Federation of Nepalese Chambers of Commerce and Industry (FNCCI), conducted a green jobs best practices study of 5 industries/enterprises to identify environmentally friendly businesses that are advocating green jobs and decent work.
- Explored the agricultural, manufacturing, forestry and food sectors and highlighted areas where the adoption of environmentally sound practices and technologies can result in cost-savings, improved productivity, enhanced working conditions and quality improvements.
- Produced final best practices report on green jobs in Nepal on companies from manufacturing, non-timber forest products, medicinal plants, paper products and food industry sectors.
- Production of three video documentaries on green jobs case studies with a view to raise awareness about the role of the private sector in promoting green jobs.
- Organised 2 workshops to present study findings.

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Nepal Trade Union Activities

- General Federation of Nepalese Trade Unions (GEFONT) organised two green jobs orientation workshops (Kathmandu, Birtanmode, August 2012) for 67 participants (20% women)
- To promote greater understanding and social dialogue on climate change and to facilitate discussions on the links between the environment, workplace conditions and labour standards.
- Prepared a position paper on green jobs

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Green jobs best practices study Nepal

- GEFONT conducted research and developed 5 case studies on the Nepalese labour market where workers are engaged in environmentally efficient activities and sustainable enterprises that provide decent and productive work.
- Analysed environmental sustainability, conservation and decent work.
- expert team visited each site and conducted interviews with the owners/management, trade union executives and workers
- Chosen companies were **Tokla Tea Estate, Aashapuri Organic Pvt. Ltd., Ashok Medicinal and Aromatic Plants Centre, Jiri-Dharapni Green Road, Herbs Production and Processing Company Limited.**
- Contributed to strengthening trade union capacities for engaging in policy making and initiatives for green jobs, bipartite discussions, collective bargaining and decision-making processes.
- Resulted in a final best practices report on green jobs in Nepal.

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Philippines – Summary of Activities

- **Tripartite foundation training on green jobs** (Manila, August 2011) to 45 participants. To date, 788 representatives from government, employers, trade unions, civil society and academia (approx. 35% female representatives) have been trained on green jobs concepts under GJA in Philippines.
- **First Philippine Green Jobs Conference** (Manila, 15-16 August 2011) 300 participants
- 12 high-level representatives from government, employers' and workers' groups signed the **Green Call to Action** affirming their commitment to promote green jobs.

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Mapping study

- Green jobs mapping estimation framework from June to July 2012.
- 150 industry representatives surveyed identified green jobs in 8 sectors (agriculture/fishery/forestry, manufacturing, green building, services, renewable energy, transport, tourism, and solid and waste)







Philippines Employers Activities

- The Employers' Confederation of the Philippines (ECOP) completed a green jobs road mapping exercise for next 3 years
- Green jobs position paper published them in Annual Assembly publication
- Perception survey on green jobs based on consultations with its members (February to April 2012)
- Developed the **Regional Green Jobs Orientation Program** to raise awareness and to increase understanding about the need for green jobs. Four regional orientation seminars were organised for 45 representatives of ECOP (15 members from 3 regions). Employers' representatives from manufacturing, construction, agriculture/fisheries/forestry, transportation, tourism, solid waste management, renewable energy, and services sectors.







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Trade Union Activities

- The Trade Union Congress of the Philippines (TUCP), Federation of Free Workers (FFW), the Alliance of Progressive Labor (APL) and the national affiliates of the Building Workers International (BWin) and ILO participated in Training for Trainers (ToT) capacity building programme for 18 (10 male and 8 female) TU representatives.
- ***Green Jobs Orientation with Training Methods to Members and Negotiation Techniques.***
- Modules on how to conduct Green Jobs orientations to members.
- **Negotiation skills for green collective bargaining** to make sure worker interests are considered in a transition to a green economy.
- TUCP and FFW have developed papers on green jobs.

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Sri Lanka – Summary of Activities

- ***National Conference on Green Jobs*** (Colombo, 2011)
- ***Tripartite Foundation Training on Green Jobs*** (Colombo, 2011) 45 participants
- A policy paper on mainstreaming green jobs in to national policies in Sri Lanka was also commissioned as well as a legal review of the current legislation and how it relates to green jobs.
- Implemented ILO's *Start and Improve Your Waste Recycling Business* training course

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Sri Lanka Employers Activities

- Employers' Federation of Ceylon (EFC) formed a 'Green Team' at the EFC headquarters to scale up and sustain GJA interventions.
- Conducted a capacity building seminar for 60 of its members based on an expression of interest.
- In collaboration with University of Moratuwa conducted green jobs mapping to study the direct employment opportunities in Sri Lanka, sample of 50 employers.
- Best practices drawn from membership experiences, fed in to a position paper on green jobs and green enterprises.
- Value chain analysis to identify decent work deficits and interventions in the waste sector in the Western Province

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Sri Lanka Trade Union Activities

- (Nidahas Sevaka Sangamaya; National Trade Union Federation; National Association for Trade Union Research & Education and the National Workers' Congress developed capacity building programme on green jobs, climate change policies and decent.
- Ceylon Workers Congress (CWC), the Sri Lanka Jathika Estate Workers Union (LJEWU) and the Upcountry Workers Front (UWF) developed a workers education programme (60 union leaders) for trainers on green jobs for decent work.
- To provide workers with necessary skills for successful social dialogue and raise awareness on the link between greening of enterprises and labour standards.

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Outcomes - Bangladesh

- Request from social partners to conduct further training on green jobs with assistance from ILO.
- Tus to conduct meetings with the companies to build understanding that workers can help to improve eco-efficiency (environmental friendliness of operations).
- Need for campaigns for wide scale awareness raising
- Include green job issues in trade union charter
- Climate friendly service rules
- Campaigns through cultural activities
- More Tripartite dialogues

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Outcomes - Indonesia

- APINDO requested further capacity buildings programs, particularly on green buildings.
- As some environmental conservation ideas may originate from employees, the companies need to develop a system to provide rewards to employees.
- TUs want to conduct capacity building through ToT program with the help from ILO.

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Outcomes - Nepal

- The activities enhanced employers understanding and commitment on employment and skills strategies.
- Contributed to strengthening trade union capacities for engaging in policy making and initiatives for green jobs.

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Outcomes - Philippines

- Form a monitoring committee composed of all the TU representatives.
- Conduct meetings with TU leaders to adopt agreement on implementation of the roll out plans.
- FFW- will lead discussions on developing trainings on renewable energy

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Outcomes - Sri Lanka

- TUs to form environment and green jobs committees on plantations/estates.
- TU will discuss matters on environment, decent jobs and green jobs with colleagues to create awareness.
- To implement what was learnt in workplaces by discussing with the management.
- To start a tree planting campaign

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Bangladesh

Lessons learned and way forward

- Further capacity building for ILO constituents and social partners will be pre-requisite for developing appropriate policy frameworks for green jobs.
- ILO's traditional social partners in Bangladesh remain unfamiliar with environmental issues.
- Linkages between green jobs and decent work require further clarification for constituents, particularly in informal sector.
- Need to strengthen constituent's capacity to identify their role in the promotion of green jobs.

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Bangladesh way forward

- Discussions on the way forward focused on the need for social partners to compliment government efforts by identifying specific sectors and industries with potential for green jobs creation.
- Greater advocacy, information and knowledge sharing.
- NCCWE national position policy paper on climate change and environmental issues will feed in to the development of a set of recommendations that can be used to contribute to a National Green Job Action Plan.
- TUs requested awareness raising programs on promoting Green Jobs organised at the enterprise level.

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Indonesia

Lessons learned and way forward

- GJA project has generated a high level of interest in Indonesia reflected by the large number of requests for collaboration on green jobs coming from different parts of governments and the social partners.
- Further awareness raising and capacity building are key for green jobs to be mainstreamed into national and local policies, so continuous advocacy on green jobs will be required.
- Training tools and modules developed in other GJA countries should be made available to stakeholders in Indonesia to utilize.

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Nepal

Lessons learned and way forward

- More systematic training and capacity building at all levels will be necessary to ensure social partners are able to translate expressions of interest into effective action.
- There is interest among the trade unions and employers' representatives to further explore green initiatives and decent work practices highlighted by the best practices study.
- Good practices study will be disseminated to the social partners at the national and local levels, and transcribed into action plans for future advocacy on green jobs.

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Philippines

Lessons learned and way forward

- Need for the development of an overarching framework on green jobs in the Philippines.
- Lack of seasoned and experienced local experts in the Philippines – need more capacity building.
- Roll out sessions and ToTs program can be expanded to reach more constituents.
- The context and needs of social partners are constantly changing so revision of activities and priorities should be a fluid, on-going process.

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Sri Lanka

Lessons learned and way forward

- More needs to be done to highlight the importance of a just transition to a green economy which necessarily demands continuous capacity building for constituents and related stakeholders.
- More awareness raising for employers on triple bottom line approach.
- Time needs to be spent on adaptation of tools to suit target audience.
- Technical training such as WARM should be integrated with green jobs trainings.

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Group Discussion Questions

- What are the present training needs in regards to green jobs for your organisation?
- Discuss future actions that could be taken.
- Identify entry points to further promote green jobs in your current work.
- How could the ILO assist you to achieve these goals?

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Thank you very much

For more information, please contact

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