Sri Lanka Presentation on Green Jobs **Demonstration Project** in Waste Management Sector

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Shyama Salgado, NPC, Sri Lanka

BACKGROUND

- Unsound management of waste key env. Issues.
- Rate of municipal waste generation on the increase.
- Internal migration and urbanization exacerbates situation.
- Unregulated waste disposal results in env. hazards plus reducing aesthetic value.
- Waste not optimised.
- Waste not appreciated as a resource for converting to assets or products of economic value

Background – working conditions

- Politicized sector based on favor and run on fear.
- Women marginalized and given menial tasks only.
- Social values and education amongst workers lend itself to aggressive behavior and unhealthy working conditions.
- Most of the workers operate on an informal basis and have irregular working patterns.

Background….

- No minimum wage established for the sector.
- No fixed cadre for workers…ad hoc recruitment.
- No OSH sensitivity and enabling environment.
- No facilities that support improved productivity.
- Lack of basic amenities for workers. (toilets, rest rooms, etc)
- Gender insensitive work environment.
- No systematic worker education programs to support decent work.
- Non unionized work force.

PURPOSE OF PROJECT

- Promote waste as a **valuable asset.**
- Convert waste into products of **economic value.**
- Product **more marketable** leading to…
- Realize **potential of waste** as a **source of income.**
- Western province – highest waste producer.
- Promote/support **youth entre.** and **female entre.** in solid waste business sector.

EMPLOYMENT MODEL

Green Jobs Creation Model in Municipal Solid Waste Management in Sri Lanka

	Generation	Collection	Recycling	Retail	Partners & Actors
Local Authority	Incentive schemes and regulation of source separation	Improvement of Municipal contracts, gender quota and representation Mapping and registration of informal collectors and processors Green entrepreneurship in plastic sector supply & recycling: (1) Training of Trainer; (2) Roll-out training Promotion of collection points 'Sampath Piyasa' and best practices from other provinces	Market analysis and market linkages		Household Informal Sector Private Sector Municipality
Provincial	Incentive schemes and regulation of source separation	Occupational Safety and Health in formal and informal waste management: (1) Awareness raising (2) Training of Trainer (3) Roll-out Training to 4,000 cadres in Western Province Mapping and registration of informal sector	Market analysis and market linkages		Municipality Waste Management Authority National Institute of Occupational Safety and Health
National		Contextualization of Occupational Safety and Health: (1) Manuals for formal and informal sector (2) Occupational Safety and Health Module in Tertiary and Vocational Education Commission's Curricula Increased coordination and information exchange			Ministry of Labour and Labour Relations Social Partners Ministry of Environment and Natural Resources & Ministry of Local Government

OBJECTIVES & STRATEGIES

- To transform waste recycling into green jobs/ decent work, through improved working conditions by
  - Supporting innovative partnerships,
  - Developing curricula for skills,
  - Promoting entrepreneurship,
  - Marketing, financial and business training,
  - Facilitating progressive formalization of jobs,
  - Mainstreaming OSH in the waste sector,

MAIN PARTNERS

- National Institute of Occupational Safety and Health of the Ministry of Labour & Labour Relations (NIOSH).
- Trade unions.
- Employers Federation of Ceylon (EFC).
- Waste Management Authority of the Western Province (WMA).
- Start-&-Improve-Yr-Business Assoc. (SIYB)
- Private Sector Development facilitators (PSD).
- Plantation companies .
- 48 local government authorities of the WP.

ACTIVITIES

- Waste sector value chain analysis
- TOT on OSH/Work Adjustment for Recycling and Managing Waste (WARM) for 300 waste sector peer educators
- Cascading training for 4,000 waste operators on OSH/ WARM
- Follow-up interventions in support of integrating OSH into the sector (Personal Protective Equipment, First Aid kits, brochures for awareness raising)

ACTIVITIES

- Mainstreaming OSH into training of waste sector workers.
- National Vocational Qualification (NVQ)Level 2 (operators) curriculum to include WARM as a learning tool to integrate OSH.
- NVQ Level 4 (supervisors) competency standards developed to facilitate upward mobility of waste sector workers aspiring for better jobs (in-country and outside).

ACTIVITIES

- SIYB training for 40 potential new entrepreneurs and 40 existing entrepreneurs .
- New curriculum for SIYB in waste recycling as a business adapted to local context and used as training manual and trainees' guide: now a std tool for the SIYB Association.
- Progressive registration and mapping of workers in the informal sector within the 48 local government authorities.
- Facilitation of 'associations' amongst workers on the Karadiyana (model) site creating enabling env to legitimize their activities.

ACTIVITIES

- D-base on plastic recyclers developed through LIRNEasia & updated by PSD placed on website for information of stakeholders.
- Study tour to cull good and wise practices and draw lessons learned
- Technical advice provided to design improvements to model site for composting operations by PSD.
- Market linkages facilitated between plantations and WMA for compost sales.
- D-base of public/pvt. players in composting sector being developed.

ACTIVITIES THAT HAVE COMMITMENTS TO BE CONTINUED

- **PPE's** provided to selected waste operators on the 3 demo sites (115 sets) and will be practiced by WMA per WARM guidelines.
- **OSH guidelines** for wm sector being developed for adopting through tripartite process.
- **Regional Plantation Companies/WMA market linkages** being pursued for compost supply to rubber plantations.
- SC on value chain development can be sustained through the WMA/MOLLR and tripartite initiatives.

KEY RESULTS

- Coordination mechanism set-up to continue work on demo model.
- Pilots completed to take to scale.
- Capacity built to integrate key decent work concepts into WM sector.
- TUs Introduced to informal sector hitherto neglected for formalizing & raising worker awareness on decent work issues in the sector.
- Key partnerships forged for continuation of initiative (50%....More to go to reach strategic sustainability levels).
- GJ for waste sector integrated into training at strategic points (SIYB; NIOSH; WMA; TVEC).

CHALLENGES

- WMA does not fully understand the strength of their mandate to implement changes to the sector.
- Capacity 'half' built in WMA to carry on the work…more to go.
- Informal nature of WMA sector poses constraints to systematic cascading training.

CHALLENGES

- Time too short for promotion of attitudinal change crucial to project success (though life-skills has been included as a point to be considered by warm trainers).
- Politicization of LG system does not augur well for quality assurance & sustainability.
- Household reluctance to change practices needs more consistent advocacy.
- Trade union contribution though well accepted raises reservations on part of WMA for actual implementation *(viewed as a threat to stability of workplace).*

OPPORTUNITIES

- Strong partnerships led by MOLLR (NIOSH-WMA-RPCs).
- Committed partners – NIOSH/MOLLR; trade unions (who want to scale-up both upstream and downstream work).
- Policy and legal framework in place (80%) -GJ integrated into employment policy as has youth employment and gender as cross-cutting – thus framework in place.
- Potential for mainstreaming WM in both pvt. and public sectors (through EFC membership and continuing with Phase I partners).
- Continue the work improvements recommended under the value chain analysis undertaken by PSD/ODI such as re-design of the compost plant to increase productivity (for which only technical support has been provided under this phase).
- Introduction of the taxation incentive scheme agreed upon under Phase I.

OPPORTUNITIES

- Extending WM to other sectors that have shown interest, particularly the plantation sector in the Central, Sabaragamuwa and Uva provinces.
- Strengthening the backwards and forwards market linkages for composting and plastic recycling businesses.
- Working to improving the value addition work started under Phase II for composting and plastic recycling and promote waste recycling as a employment option in marginalized and poverty stricken areas.
- Many tools for green jobs developed and can be used to promote models initiated under the project.
- Commitment from partners to take the model forward.
- Donor interest…..?? To be researched further!

WAY FORWARD

- Build on existing model and partnerships.
- Strengthen some of the downstream interventions.
- Replicate in the plantations.
- Use WM as a cross cutting issue in all emerging green sectors.
- Capacity building of GJ as a strategic move for sustainability.
- Link to Employment Policy Master Plan initiatives to gain high level commitment for sustained interest and to ensure fiscal space

DISCUSSION!

Thank You

shyama@ilo.org