

GOOD PRACTICES, REPLICATION
STEPS AND WAY FORWARD



Promoting entrepreneurs to create Green Jobs



Canada



While climate change and environmental degradation pose significant challenges to economic growth and employment, the transformation to a greener economy could generate **15 to 60** million additional jobs globally over the next two decades and lift tens of millions of workers out of poverty, according to an ILO report. Green Jobs are an added dimension to decent jobs that produce goods, provide services or make production processes more energy and resource efficient as well as less polluting. Green Jobs exist and can be created in traditional sectors, such as manufacturing, construction, agro-food and recycling or in new sectors, such as renewable energy and energy efficiency. The primary objective of promoting Green Jobs is to create linkages between employment and environment policies and to bring them closer to sustainable development. Green Jobs reduce the environmental impact of enterprises and economic sectors, ultimately to levels that are sustainable, while also meeting the standards required for 'Decent Work'.

Bangladesh ranks **173** out of **180** countries in the Environmental Performance Index (EPI) and it is also one of the most environmentally vulnerable countries in the world due to climate change. This makes Green Jobs a strategic fit to complement national government's commitment to the 'Green Economy' and climate change adaptation.

In Bangladesh, ILO launched a series of studies in 2008 to assess potential Green Jobs and future trends in four sectors, the key stakeholders, and the policy environment. The sectors were construction, renewable energy, waste management, agriculture and forestry. Furthermore, ILO also undertook a series of advocacy workshops with ILO constituents to engage in dialogue and awareness. These initiatives have helped explore the links between the environment, economy and employment. In 2017, ILO again looked at Green Jobs potential in Bangladesh through a study to measure progress in the last ten years and the steps needed to promote a just transition to a Green Economy.

This publication looks at the steps taken so far by ILO's Canadian-funded Bangladesh Skills for Employment and Productivity (B-SEP) project to support the development of Green Jobs in Bangladesh, how these initiatives can be scaled up as well as steps that still need to be taken to ensure sustainability.



What has been done by B-SEP?

The ILO B-SEP project has worked with three local partners (Practical Action, Shushilan and Access Bangladesh) to support micro-entrepreneurs in creating Green Jobs through skills and enterprise development training, capital seed money and market linkages. Special emphasis has been placed on disadvantaged groups such as people with disabilities, and the poor. The project supported altogether **580** Green Entrepreneurs in six occupations – **waste collection and segregation, inorganic waste trading, organic fertilizer production, organic food production, mushroom production and eco-tourism.**

The project encouraged the development of cooperative or group enterprises, formalization of informal occupations and value chain development. Based on the project's experience, project partners supported the Bangladesh Technical Education Board (BTEB) in developing competency standards for five green occupations in consultation with key stakeholders, including industries and other environmental NGOs. TVET institutes have been encouraged to introduce these competency standards to promote Green Jobs. The project partners have also promoted demands for such occupations through a series of workshops and by creating partnerships. For example links were forged between municipalities' corporations to carry out waste management; agro-food industries and retail shops to increase the demand for mushrooms and safe food; and in the tourism and hospitality sector to promote eco-tourism.

To formalize the informal occupations of entrepreneurs, the project guided the partners to help register cooperatives, obtain trade licences, open bank accounts for cooperatives as well as develop cooperatives' formal partnerships with relevant government institutions etc.

As a part of ILO's Global Initiative to update its Global Report on Skills for Green Jobs, 2011, the project commissioned a study to examine the policies, institutions and scope for Green Jobs in Bangladesh.

B-SEP project piloted Green Enterprises and institutionalized Green Skills to promote Green Jobs in the following occupations:

Occupations	No of entrepreneurs			Cooperatives
	Male	Female	Total	
Waste collection and recycling (organic fertilizer and scrap shops)	170	130	300	16
Mushroom production	70	180	250	10
Eco tourism	27	3	30	2

The B-SEP project demonstrated an inclusive approach to greening value chains of food production. The project helped disadvantaged members of society to strengthen waste collection and waste recycling processes also in order to produce organic fertilizer as a by-product and recycle the solid waste. This helped them gain employment by recycling solid waste. The organic fertilizer produced by the waste collectors is being sold to groups producing safe food and seeds. In all 300 entrepreneurs are involved in these occupations related with waste management through 16 cooperatives.

The project has also demonstrated pathways to enable learners to gain green entrepreneurial skills as well as link them to business support agencies and relevant government programmes. The project-supported Start and Improve Your Business (SIYB) Forum has been technically equipped with the ILO's green modules on starting and improving businesses and has been linked with ILO partners promoting Green Jobs to help the expansion and sustainability of the initiative. These initiatives, particularly the development of competency standards and business services provide an opportunity to institutionalize project experiences and lessons to benefit new market entrants long after the project has ended.

How can this approach be replicated?

The ILO's Green Jobs initiative in Bangladesh has demonstrated that skills development, entrepreneurship and job creation in certain sectors can help protect the environment. The steps by which government, private sector and entrepreneurs can replicate this model include the following:



Identify green occupations for skills and enterprise development in the value chains of sectors such as forestry, agriculture and agro-food, waste management, renewable energy, water resources, construction and environmental health. Prioritize them based on competitive advantages and local market potential through ILO's 'Know Your Business' module;



Provide related skills and enterprise development (Start Your Business) training.



Identify financial institutions and business development support services to link the trained beneficiaries.



Assess the potential of creating a group enterprise or forming cooperatives of micro-entrepreneurs and help strengthen its structure and governance.



Brand the products and create market linkages with higher value chains.



Skills training on green occupations needs to be introduced in TVET institutes or by the partners. If needed, competency standards can be developed for new green occupations.



Dissemination of existing or successful project models to municipalities or local government should take place by the relevant government agency for example, the B-SEP project's waste management programme can be replicated in other districts.



Create market linkages or a business model for entrepreneurs to introduce green occupations.




Support small entrepreneurs to gain trade licenses to produce and sell their products or do business.



Explore the possibility of setting up a Green Entrepreneurs network.

What needs to be done?

While the green occupations approach offers excellent potential to expand Green Jobs and forge links between skills systems and enterprises, a number of challenges still need to be addressed if the model is to be scaled up. These are as follows:

 <p>An enabling policy and institutional environment to promote green enterprises by Micro, Small and Medium Enterprise (MSME) needs to be created.</p>	 <p>Access to relevant technology and expertise to implement green projects is required.</p>	 <p>Corresponding cost considerations (i.e. low-cost/no cost interventions) in light of capital investments that need to be made.</p>
 <p>There is a need to demonstrate the business case on how green technology can make businesses more competitive, attract customers, and be profitable for the private sector.</p>	 <p>Technical assistance should be made available to MSMEs in the form of capacity building and training to address skills gaps.</p>	 <p>Greater awareness of impacts of climate change and the role and potential of Green Jobs in climate change adaptation needs to be created at community level.</p>
 <p>Low or insufficient investment demand, lack of skills in assessing financial implications of environmental risks need to be considered.</p>	 <p>The high risk in funding new green technologies and other untested green ventures should be addressed.</p>	 <p>High transactions costs in disbursing green loans to small scale entrepreneurs with no or poor prior credit records should be reduced.</p>



Inorganic waste recycling creates “Green Jobs”

The scrap business is an age-old business and the people involved in this, the “vangariwalas” were never recognized as entrepreneurs. The ILO B-SEP project has worked to improve waste management, recycling of waste and safe food intervention. The project has guided its implementing partners to help register cooperatives, obtain trade licenses, and open bank accounts for the “vangariwalas” and others involved in this value chain.

These informal workers used their traditional skills and didn’t have access to technology, finance and other business development support services. They also lacked recognition for their business, even from the local authorities, and were harassed by neighbours and law enforcing agencies.

The Vangari Khuddro baboshai Somobay Somity Ltd. of Kanaipur, Faridpur formed a cooperative, received capacity building training on improving business and start-up support for weighing the goods. Their income has increased and they have secured 60,000 taka from their regular savings. The cooperative members are now planning to buy a mini truck to carry larger goods from different places. Inorganic waste management is now organized and safe.

The vangariwalas are now respected for safely managing inorganic waste in their locality. They also offer higher price for selling scraps to waste segregators and rag-pickers. They lead a dignified life now.

Inorganic waste recycling, particularly plastic and packaging business is rapidly growing, involving a huge number of workers, small and medium entrepreneurs (vangariwalas) in the collection, gradation, compaction, storage, transport, cleaning, processing and production of finished products.

ILO Country Office for Bangladesh
Block-F, Plot 17/B&C, Sher-E-Bangla Nagar
Administrative Zone, Agargaon, Dhaka-1207, Bangladesh

Tel: + 880 2 55045009
IP Phone: 880 9678777457
Fax: + 880 2 55045010

Web: ilo.org/bangladesh
Facebook: @ilobangladesh
Twitter: @ilobangladesh