Bangladesh Employers’ Federation

Green Jobs

Overcoming Decent Work Deficits
Reduced Environmental Impact

Two Tasks in Promoting Green Jobs: Overcoming the Decent Work Deficits and Reducing the Environmental Impact
Green Jobs Elements

- Decent Work
- Green Jobs
- Reduced Environmental Impact
- Renewable Energy
- Energy Efficiency
- 3Rs: Less Material Use
- Increased Employment
- Safe Work
- Adequate Income
- Secured Job

The hallmarks of green jobs are: "high-employment and low-carbon economy"
-Juan Somavia, Director General, ILO

Benefits from green jobs include:

- Sustainable enterprises
- Poverty reduction
- Job-centered economic growth
- Reputation as green company

![Image of people working on a solar panel and a forest path]
Job Challenge in the Era of Environmental Degradation and Climate Change

Job creation has become more challenging because many economic activities degrade environment and increase green house gas (GHG) emissions, a key element of global warming and climate change. The task of job creation is further complicated by the fact that many jobs are not acceptable by social standards. Numerous individuals are forced to make a living from jobs that offer poor working conditions, low income and no security. Maintaining labour, social and environment standards are highly emphasized these days by the government, policy makers, employers, and national and international organizations. As a consequence, ‘Green Jobs’ concept has emerged for capturing the twin goals of decent work and reduced environmental impact.

Green Jobs Initiative

The Green Jobs Initiative was launched globally in 2007 jointly by International Labor Organization (ILO), the United Nations Environment Programme (UNEP), and the International Trade Union Confederation (ITUC). The International Organization of Employers (IOE) joined in 2008. Green Jobs initiative aims to promote creation of decent job and reduction of environmental impact in general and GHG reduction in particular. This initiative is targeted to create a synergy in the policies and programmes of governments, employers and trade unions to promote enterprises and employment which are socially, economically and environmentally sustainable.

Green Jobs Elements

Green jobs are economic activities which reduce environmental impacts, ultimately leading to socially, economically and environmentally sustainable enterprise and economies.

Jobs are green when they:

- Reduce consumption of energy and materials
- Limit emissions including GHG emissions
- Minimize waste and pollution (water, air and noise)
- Protect and restore eco-system.

Green jobs must categorically contain the elements of ‘Decent Work, i.e., safety remunerative, and job security."
Green Jobs Agenda

The promotion of green jobs requires:

- Increasing employment opportunities
- Improving working conditions
- Ensuring work rights

Decent Work Deficits
- Employment gap
- Rights gap
- Social protection gap
- Social dialogue gap

Reduced Environmental Impact
- Reducing excessive use of limited resources
- Reducing negative environmental impacts
- Reducing carbon intensiveness and
- Reducing pollutions and land degradation.

- Less material use
- 3Rs
- Energy efficiency
- Renewable energy

Bangladesh's Green Jobs Difficulties

Employment related Challenges:

- An overwhelming proportion of remunerative work in the country is in the informal sector (80%), which is characterized by low-income, unsafe working conditions and perpetual insecurity.
- 'Rights at work', and occupational safety and health (OHS) needs are not always addressed properly even in the formal sector.

Environment related Challenges:

- The combined effects of (i) shrinking upstream supply sources, and (ii) pollutions to land, surface and groundwater caused by irresponsible draining of industrial waste and effluence.
- Indiscriminate land use for unplanned and inefficient commercial, industrial and residential purposes threatens food security and natural cycles of water resources.
- Increasing vulnerability to water salinity, storms, tidal bores, cyclones and sea level rise caused by global warming and climate change.
Green Jobs Initiative in Bangladesh

First Phase (2008 - 2010)

As part of a regional programme (Green Jobs in Asia), the first phase of Green Jobs Initiative in Bangladesh took place during July 2008 to June 2010. During this period an assessment of green jobs in the construction, transport, waste management and renewable energy sectors was completed. The assessment identified policy, institutional, technical, market, economic & financial, information and human resource barriers to the expansion of green jobs in each of these four studied sectors.

This sectoral assessment showed that the labour dimension of green jobs is easier to address compared to environmental issues. For example, improving the work place and occupational safety and health (OSH) facilities are not necessarily very costly or otherwise difficult to undertake. Modest spending for such measures may rather yield significant productivity gains resulting from improved health condition of workers and increased commitment to work. But establishing an effluent treatment plant (ETP) might be quite expensive and returns may not be very lucrative.

The sectoral studies also revealed that exposure to the global stock of knowledge on new technological innovations and their adaptations to the Bangladesh setting will contribute to efficiency increase in the use of natural resources, and energy efficiency in particular.

New phase (2011 - 2012)

Following the first phase, the ILO, through its Regional Office for Asia and the Pacific, launched the next phase of the 'Green Jobs in Asia' supported by the Australian government under the Australian Government - ILO Partnership Agreement (2010 - 2015). The Bangladesh component opened in March 2011 and runs until June 2012.

The new phase aims at strengthening the understanding and commitment of the ILO constituents for the promotion of Green Jobs opportunities and just transition for workers and employers towards a low carbon, climate resilient, environmental friendly development in Bangladesh.

Key partners of the project include the Ministry of Labour and Employment and other government departments, Bangladesh Employers Federation (BEF), National Coordination Committee for Workers Education (NCCWE), Grameen Shakti, Waste Concern, Occupational Safety, Health and Environment (OSHE) Foundation, private sector and local communities.
Employers' Role

As a vigorous participant in the global open economy and free market system, Bangladesh's private sector is not only the largest segment of employers but also the largest contributor to national production and distribution system. As member of ILO's tripartite constituents, employers along with the government and workers have responded to green jobs ideas with entrepreneurial spirit and commitment for identifying the potential gains and losses associated with the green jobs agenda.

BEF strongly believes that choosing appropriate technology for a labour abundant economy like Bangladesh is a key element for successfully addressing the employment and environment related difficulties involved in green jobs agenda.

BEF is keen on assuming the role in educating and capacity building of the employers on the advantages and gains arising from the scope of ideas and technology exchange which enhances:

- Efficiency,
- Productivity,
- Long-term profit, and
- Sustainability.

Scope for Business Opportunities from Green Jobs

Instead of dwelling on the additional cost burden, the enlightened employers are learning more and more about the opportunities arising from Green Jobs Agenda. Some of them are:

- Cleaner production
- Clean Development Mechanism (CDM)
- Product-life extension
- Environmental Management System (EMS)
- Materials management
- Utilization of labour and enterprises from the informal sector
- Separation of waste at source and 3R practices
- Production of organic fertilizer and organic products

On each of these, good practices exist in Bangladesh. What remains to be done is to commercialize the good practices in large-scale profit-making ventures.
Global facts to support the business case for Green Jobs

- The global market for environmental products and services is projected to double from US$ 1,370 billion per year at present to US$ 2,740 billion by 2020. Half of this market is in energy efficiency and the balance in sustainable transport, water supply, sanitation and waste management.

- Millions of green jobs already exist in industrialized countries, emerging economies and developing countries i.e. in energy supply such as renewable sources of energy and energy efficiency – particularly in buildings and construction, transportation, basic industries and recycling, agriculture, forests.

- More than two million people have, in recent years, found new jobs in the renewable energy sector alone, and the potential for job growth is huge. By 2030, employment in wind energy production could climb to more than two million while solar power could account for more than six million jobs worldwide.

- In the United States, clean technologies are already the third largest sector for joint venture capital (after information and biotechnology) while green venture capital in China more than doubled to 19 percent of total investment in recent years.

- Renewable energy generates more jobs than employment in fossil fuels. By 2030, projected investments of US$ 630 billion world translate into at least 20 million additional jobs in the renewable energy sector. In agriculture, 12 million people could be employed in biomass for energy and related industries.

- A worldwide transition to energy-efficient buildings would create millions of jobs as well as existing employment for many of the estimated 111 million people already working in the construction sector.

- Investments in improved energy efficiency in buildings could generate an additional 2.3 million green jobs in Europe and the United States alone, with a much higher potential in developing countries.

Source: Documents of ILO and AusAid
About BEF

Bangladesh Employers’ Federation (BEF) is the national organization of employers. It represents all major industries in the country. The objective of the Federation is to promote, encourage and protect the interests of employers in industrial relations. The BEF is well known as a progressive body, having a pro-active approach towards social and environmental issues. The BEF activities cover a wide range of issues other than industrial relations. Training and skills development, and policy advocacy are major activities.

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This publication has been made with assistance from the ILO’s "Green Jobs in Asia" project funded by AusAid.