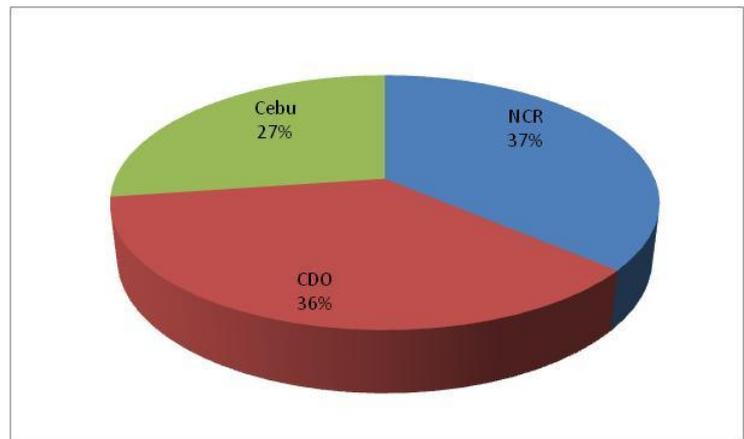


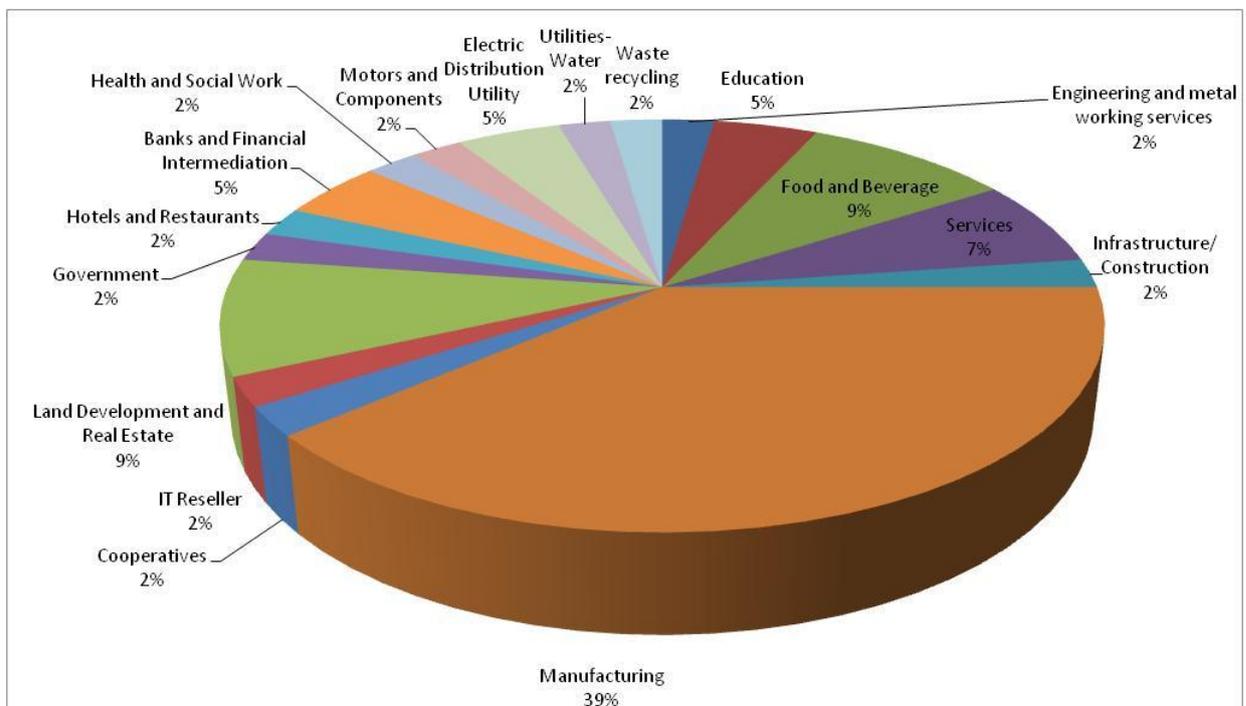
## SYNTHESIS OF SURVEY AND FOCUS GROUP DISCUSSIONS ON GREEN JOBS IN ASIA

1. The Employers Confederation of the Philippines (ECOP) and the International Labour Organization (ILO), with assistance from Australian Aid, convened representatives from the private sector in the National Capital Region (NCR), Cagayan De Oro City and Cebu City to measure their awareness on green jobs and perspectives for future implementation through surveys and focus group discussions (FGDs).
2. The objectives of the Green Jobs in Asia Project are: The objectives of the FGD were: (a) to validate challenges and opportunities to sustainable and environment friendly company practices and green jobs; (b) to create opportunities for future research initiatives in the field of green jobs and just transition of companies to low carbon practices; and (c) to form the substance of a position paper on climate change and green jobs that ECOP intends to develop.

**Figure 1: Breakdown of Participation in Three FGDs**



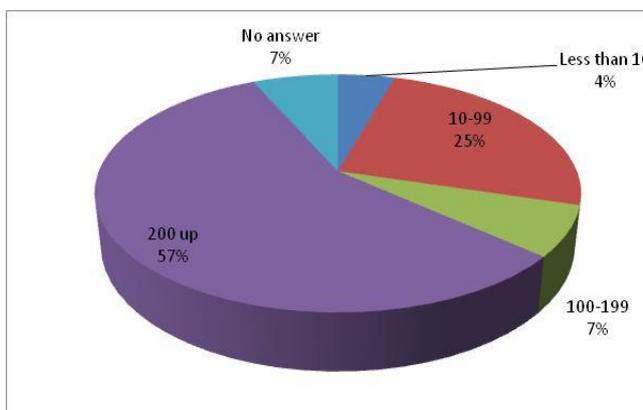
**Figure 2: Breakdown of Industry Participation**



3. The succeeding sections shall illustrate a synthesis of the survey and the discussions.
4. There were forty-four (44) participants in total from the NCR, Cagayan de Oro City and Cebu City who participated in the FGDs (See Figure 1). Most represented companies from the Manufacturing, Food and Beverage and Land Development and Real Estate

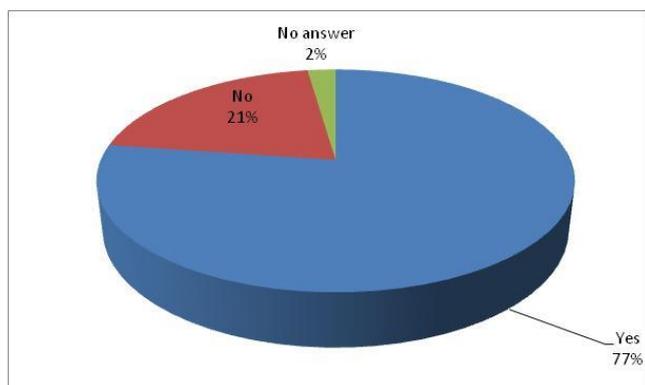
industries (See Figure 2), with a large chunk coming from the Manufacturing industry. Almost half the companies represented were small and medium enterprises (SMEs) with an employee count below two hundred (200) (See Figure 3).

**Figure 3: Size of Companies Represented in FGDs**



- Most participants exhibited an awareness of green jobs or at least the idea of green jobs (See Figure 4). The general understanding was that green jobs are linked to activities that aim to preserve or restore the environment (See Table 1). Almost all participants believe there are benefits and opportunities in green jobs (with one “no answer”), citing that the main benefits are that they are good for sustainable development, are environmentally friendly, have the potential to improve the skills and competitiveness of workers, promote decent work, and generate additional employment (See Table 2).

**Figure 4: Awareness of Green Jobs**



**Table 1: Initial Perception of Green Jobs**

Initial perception of Green Jobs	Frequency	Percentage
<b>Jobs that protect and preserve the environment, ecosystem and biodiversity</b>	32	94%
<b>Jobs that restore environmentally degraded areas</b>	25	74%
<b>Jobs that minimize the generation of all forms of waste and pollution</b>	28	82%
Jobs in the agricultural sector	11	32%
Jobs that make use of natural resources	17	50%
Jobs that do not make use of natural resources	5	15%
<b>Jobs that produce green products</b>	19	56%
<b>Any job that is not environmentally destructive</b>	18	53%
<b>Jobs that are decent</b>	21	62%
New jobs emerging from new industries	11	32%
<b>Jobs that are climate resilient</b>	18	53%
Jobs that promote international and national labor standards	16	47%
Others- Jobs that are sustainable	1	3%
<b>Total</b>	34	100%

**Table 2: Perceived Benefits and Opportunities in Green Jobs**

Benefits and opportunities?	Frequency	Percentage
<b>Good for the environment</b>	37	86%
Good for consumers	18	42%
<b>Good for sustainable development</b>	41	95%
Profitable for companies	22	51%
Good for economy in general	25	58%
<b>Generate/ Create additional employment</b>	27	63%
<b>Improve skills and competitiveness of workers</b>	30	70%
<b>Promote Decent Work</b>	29	67%

Improve health and safety	24	56%
Others-create awareness among employees of the importance of ecological/ environmental conservation	1	2%
Others- Good for company image	1	2%
Others- Health and safety of workers	1	2%
<i>Total</i>	43	100%

6. Some participants, however, did cite disadvantages to adopting green projects or creating green jobs (See Table 3), noting that they incur significant costs to implement initially, have the possibility of reducing profit or causing job loss, and may be too restrictive in terms of allowed practices, especially for small and medium enterprises (SMEs). During the discussions, participants further elaborated that, aside from the financial considerations, there is also a lack of awareness and expertise in the Philippines on climate change, environmental issues and green jobs. Additional and appropriate financial and technical support is needed to shift towards green initiatives or launch environmentally friendly practices.

**Table 3: Perceived Disadvantages of Green Jobs Creation**

Perceived Disadvantage	Frequency	Percentage
<b>Harmful to business and profit</b>	2	29%
<b>Practices and standards are too restrictive</b>	3	43%
Possibility of job loss	1	14%
Hindrance to development	0	0%
Others -some traditional businesses that have not updated their methods/ shifted may have to cease operation and need to be re-invented	1	14%
Others- costly and restrictive at the beginning for small businesses	1	14%
<i>Total</i>	7	100%

7. Some companies are also unaware of all the government laws and regulations that they need to comply with; a few participants shared that regulations sometimes vary with each local government, making it difficult for companies to standardize their practices.
8. Most perceive industries involved in agriculture and forestry, fishing and aquaculture, waste recycling, ecotourism, power and utilities distribution, manufacturing, research and development, the production of food and beverage, and extracting and utilizing natural resources, such as mining and quarrying, as potential sources of green jobs. Participants recognized

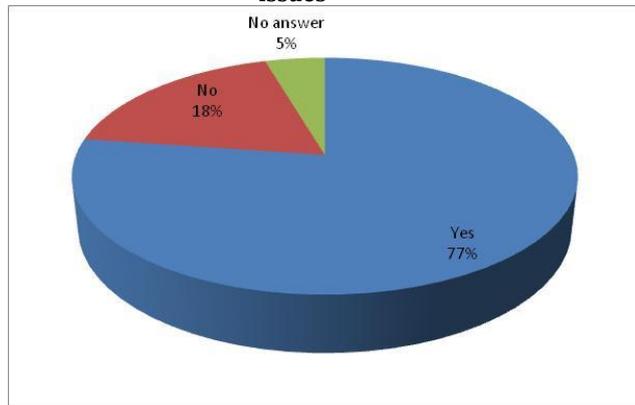
**Table 4: Where Green Initiatives Should Come From**

Where Green Initiatives should come from	Frequency	Percentage
Community	12	27%
<b>Self</b>	42	95%
<b>Workers groups</b>	26	59%
<b>Employers/Business Owners</b>	37	84%
<b>Government</b>	38	86%
Trade organizations/ associations	16	36%
Neighboring countries	18	41%
International Law	20	45%
International organizations	13	30%
Renewable energy	5	11%
<b>Non government organizations</b>	24	55%
Academe	21	48%
<i>Total</i>	44	100%

that green initiatives should emanate from the individual, given enough awareness and education on climate change issues and green jobs, but also

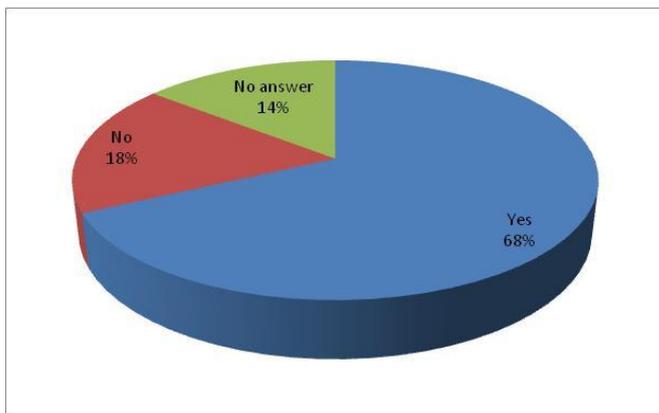
cited the importance of changing the perspectives and views of employers and companies, as the decision makers in the creation of green jobs. Participants also called for greater engagement by the government, who can motivate the private sector by providing adequate support, awarding incentives to companies who perform well and creating an investment environment that is conducive to the creation and thriving of green jobs.

**Figure 5: If companies are affected by environmental issues**



9. In the same manner, workers groups and associations are also in a position to motivate companies to pursue green practices and create green jobs (See Table 4).

**Figure 6: If companies are affected by climate change issues**



They interact with companies on a regular basis and are familiar with the concerns of their members, which they can credibly represent in any dialogue. Non-governmental organizations, according to participants, can provide the needed expertise and training for companies, especially SMEs that require it.

10. Majority of participants stated they are affected by environmental and climate change issues (See Figures 5 and 6). Many cited depletion of resources, especially energy and water, solid waste and wastewater treatment, air pollution, and matters affecting health and sanitation as primary concerns related to environmental issues.
11. On climate change issues, many participants cited problems with handling and managing risks as the result of disasters. Disasters can disrupt or halt operations and destroy property, resulting in company losses. Inadequate measures on disaster risk management also negatively affect the productivity of workers, their health and safety, as well as those of the community, future profitability, the competitiveness of companies and working practices (See Table 5). Building strong capacity against the risk of disasters requires dedication from companies and support from external institutions, especially the government.

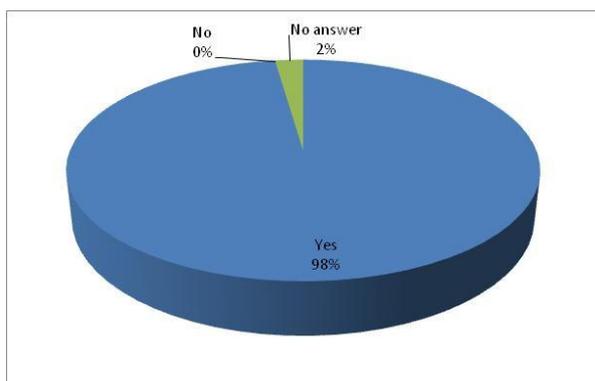
**Table 5: Effects of Climate Change on Companies**

Climate change issues that affect business?	Frequency	Percentage of Participants
Competitiveness	18	40.91%
Productivity of workers and	25	56.82%

<b>profitability</b>		
Productivity of Suppliers	10	22.73%
<b>Working Practices</b>	<b>12</b>	<b>27.27%</b>
Buying behavior of consumers	10	22.73%
Customer satisfaction on products/ services offered	8	18.18%
<b>Health and safety of workers</b>	<b>14</b>	<b>31.82%</b>
<b>Health and safety of people in the community where the business operates</b>	<b>16</b>	<b>36.36%</b>
<b>Calamities that temporarily or permanently shut down operations</b>	<b>16</b>	<b>36.36%</b>
Need to comply to new laws, rules and regulations (e.g., stricter emission rules/ limits in the future)	6	13.64%
Others- Prices of products	1	2.27%
No answer	5	11.36%
<i>Total</i>	<i>44</i>	<i>100.00%</i>

12. Almost all companies have green or environmentally friendly practices or strategies implemented (See Figure 7). Among the top projects and strategies implemented by companies are recycling, waste segregation, energy and resource conservation, tree planting and minimizing pollution (See Table 6). During discussions, participants revealed that some projects require the cooperation of the community and the government, especially tree-planting, where companies are not able to monitor the growth of trees, and the completion of projects constantly.

**Figure 7: If Companies Implement Green Practices and Strategies**



13. Support is also needed in sustaining these projects as participants noted that companies at the moment do not consider environmental problems or the creation of green jobs a priority. Again, many stressed the importance of changing minds and perspectives about the extent companies can be affected by environmental and climate change issues. Although companies do agree that they are affected by these issues to some extent, they have not completely adopted a “just transition” towards low carbon operations or mechanisms which affect all aspects of the supply chain and have a longer-lasting positive effect on the environment.

**Table 6: Green Practices and Strategies Implemented by Companies**

Available practices and strategies implemented in the company	Frequency	Percentage
<b>Recycling</b>	<b>37</b>	<b>84.09%</b>
<b>Waste segregation</b>	<b>34</b>	<b>77.27%</b>
<b>Tree-planting</b>	<b>29</b>	<b>65.91%</b>
Use of renewable energy	9	20.45%
<b>Minimizing pollution</b>	<b>23</b>	<b>52.27%</b>
<b>Reduction in the consumption on energy and raw materials</b>	<b>30</b>	<b>68.18%</b>
Protection and restoration of ecosystems	14	31.82%
Greening the supply chain	1	2.27%
Green Procurement	2	4.55%
Greening the sales and or dealer network	2	4.55%
Creation of a new department unit ( environment sustainability office)	3	6.82%
Others- No smoking plant	1	2.27%
Others- project on conservation and ecological protection with NGOs	1	2.27%
Others- paper boxes for packed lunch meals	1	2.27%
No answer	1	2.27%
<i>Total</i>	<i>44</i>	<i>100.00%</i>

technology innovation related to renewable energy and available sources of this energy in the Philippines.

**Table 7: Difficulties Encountered by Companies in Implementing Green Practices**

Difficulties companies encounter in implementing green initiatives	Frequency	Percentage
<b>Varying rules per location (barangay, municipal, city level)</b>	<b>10</b>	<b>40.00%</b>
<b>Lack of information</b>	<b>7</b>	<b>28.00%</b>
<b>Lack of funds</b>	<b>7</b>	<b>28.00%</b>
Lack of support from top management	2	8.00%
<b>Lack of support from staff</b>	<b>6</b>	<b>24.00%</b>
No answer	4	16.00%
Others- Ability to adapt to change	1	4.00%
Others- self commitment	1	4.00%
Lack of support fr govt	1	4.00%
Lack of LGU infrastructure on SWM and other green projects	1	4.00%
lack of drainage system from the highway to the river	1	4.00%
<i>Total</i>	<i>25</i>	<i>100.00%</i>

15. More companies would be willing to adopt and implement green practices if there are significant institutional, financial and technical support and demand coming from the government, consumers and the heads of companies themselves. But for this to occur, there must be concerted efforts among the government, non-governmental organizations and the private sector to educate stakeholders on the benefits and proper

implementation of green projects and programs and the creation of green jobs. Many projects are funded by companies themselves (68%), while a few get them from donors such as non-governmental organizations (2%). The top factors cited that can influence or do influence companies in implementing green practices are indicated in Table 8.

**Table 8: Factors That May Influence Companies in Implementing Green Practices**

Factors that influence / will influence companies in implementing green practices	Frequency	Percentage
<b>Laws/ government policies</b>	<b>35</b>	<b>79.55%</b>
Economic incentives	11	25.00%
<b>Support/ funding/ incentives from the government</b>	<b>18</b>	<b>40.91%</b>
Support/ funding from international organizations	10	22.73%
Support/ funding from NGOs	8	18.18%
Support/ funding from business organizations	9	20.45%
Customer/ public demand	7	15.91%
Compliance to international standards	20	45.45%
<b>Corporate Social Responsibility</b>	<b>27</b>	<b>61.36%</b>
Following the latest trend in the global arena	12	27.27%
Development of carbon markets	14	31.82%
<b>Business opportunities arising from climate change mitigation and adaptation</b>	<b>21</b>	<b>47.73%</b>
<b>Environmental and economic realities</b>	<b>21</b>	<b>47.73%</b>
Decision of top management (CEO, owner, manager)	12	27.27%
Company's mission and vision of enabling people protecting the environment and enhancing sustainable development, QEHS policy	1	2.27%
No answer	4	9.09%
<i>Total</i>	<i>44</i>	<i>100.00%</i>

16. Participants agreed that education and awareness raising are key to instilling upon companies a green perspective. The kind of support they need from companies or associations and organizations gravitate toward awareness raising, efficient information dissemination and technical and financial assistance (See Table 9). Forming linkages with the government and non-governmental organizations is the first step to this.
17. Although not apparent in their survey answers, discussions revealed that capacity-building is also enabling for companies. The adaptation and installation of green technologies and the training of personnel in operating and sustaining them require credible and capable experts who will conduct the training and perhaps the installation of the new technology as well, and funding support. Companies perceive that neither is readily or openly provided by the government or other institutions at the moment. Hence, the preponderance of the feeling shared by some participants that the government seems to leave the complete implementation of its national strategies and policies entirely on the hands of the private sector.

**Table 9: Kind of Support Needed from Companies, Associations, and Organizations in Meeting Challenges of Climate Change**

Services companies expect from an employer organization to help businesses adapt to climate change or environmental issues	Frequency	Percentage
<b>Awareness raising and capacity building through information and educational campaigns ( including seminars and trainings)</b>	<b>33</b>	<b>75.00%</b>
Capacity building	8	18.18%
<b>Regular cascading of information and updates on climate change and possible interventions to member companies</b>	<b>24</b>	<b>54.55%</b>
<b>Assistance in the installation and implementation of adaptation and mitigation measures</b>	<b>24</b>	<b>54.55%</b>
<b>Funding/ sponsorship for green activities or programs</b>	<b>20</b>	<b>45.45%</b>
<b>Forming linkage with NGOs, government agencies or international organizations that provide funding for green activities or programs</b>	<b>26</b>	<b>59.09%</b>
Recognition and sharing of best practices	19	43.18%
Employer/ worker/public education	1	2.27%
No answer	2	4.55%
<i>Total</i>	<i>44</i>	<i>100.00%</i>

18. Overall, companies are receptive to ideas related to preserving and protecting the environment and some even have environmentally friendly programs in place. Most are desirous of implementing more green programs, especially when these were presented as economic opportunities.
  
19. Some companies, when asked to share which green practices they implement, were proud of their programs and projected themselves as progressive insofar as green projects go. There is merit in the idea that companies can adopt green projects as part of their CSR and boost their reputation to their clients and consumers. This in itself has the potential to create more demand for organic or green products as consumers would be attracted to patronize the products of a company that cares for the environment.
  
20. The perception on green jobs is positive as it is linked to activities related to environmental protection and waste reduction, but knowing and understanding how to create them and slowly shifting the company towards a just transition is still at its infancy. The bottom line is the cost of such an endeavor. There are exceptions of course, but the idea is not widespread. Companies do have the option of adopting the triple bottom line approach of people, planet, profit, but this is not fully known or understood. Activities towards greater understanding and deeper appreciation of the issues involved must be implemented through governmental and social support.