Green Job Asia Project

Summary of Trade Union’s activities

This note will summarise the various activities under the Green Jobs Asia Project that support and build the capacity of trade unions to better discuss issues and develop policies related to green jobs, climate change and environmental sustainability.

**Bangladesh**

*Capacity Building*

The tripartite 2-day foundation training on green jobs was successfully delivered in Dhaka in April 2012 and included representatives from the National Co-ordination Committee on Workers Education (NCCWE), Bangladesh Workers Federation (BWF) and Bangladesh Trade Union Sangha (BTUS). This was followed by the organisation of 4 capacity building workshops on Climate Change and Green Jobs by NCCWE, which were successfully delivered in Dhaka, Chittagong, Rajshahi and Khulna between April-May 2012 for 130 participants (32 participants per workshop, 50% women). These capacity building activities raised awareness among workers and their representatives about climate change and its impact on employment and development. It also enhanced the capacity of workers’ associations to understand the links between environmental protection policies, workplace conditions and relevance of fundamental labour standards for advocacy on green jobs.

*Policy*

In addition, a national position policy paper on climate change and environmental issues is being prepared by the NCCWE which will feed in to the development of a set of recommendations that can be used to contribute to a National Green Job Action Plan.

*Demonstration Project*

The trade unions were consulted during the planning stages of the demonstration project when deciding the appropriate interventions. The technical cooperation activities also support community involvement as well as the collective organisation of workers in rural areas.

**Indonesia**

For more information on trade union activities in Indonesia please refer to attached briefing note.

The ILO foundation training on green jobs was held in Jakarta in August 2011 and was attended by 40 participants, 5 from each ILO constituent institution including trade unions. In addition, a green jobs training specifically for the trade unions was held in Bangkok in April 2011, in which each of the trade union confederations of Indonesia participated. A further capacity building workshop on green jobs was organised in June 2012 for 30 members of the four national confederations of unions (KSPI, KSPSI,
KSPSI and KSBSI). Trade unions were also consulted during the research phase of the green jobs mapping study.

**Nepal**

*Capacity Building*

The tripartite national conference on green jobs was convened in Kathmandu in April 2011 with 70 participants and included representatives from trade unions in Nepal. The ILO foundation training on green jobs in Nepal was successfully delivered in September 2011 and included 42 participants from Government (Labour and Environment Ministries), trade unions and Employers’ representatives. The General Federation of Nepalese Trade Unions (GEFONT) in Nepal has also organised two capacity building workshops in Kathmandu in collaboration with the ILO in June 2012 for 60 participants from trade unions. The workshops promoted greater understanding and social dialogue on climate change and facilitated discussions on the links between the environment, workplace conditions and labour standards.

*Policy*

GEFONT is preparing a position paper on green jobs as well as conducting a study on green jobs best practices (five companies) which will result in a final best practices report on green jobs in Nepal.

*Demonstration Project*

There are no technical cooperation activities under the GJA project in Nepal.

**Philippines**

*Capacity Building*

The tripartite foundation training on green jobs was successfully delivered in Manila in August 2011 to 45 participants from Government (Labour and Environment), Employers and trade union representatives. Next, the Trade Union Congress of the Philippines (TUCP) together with the Workers Development Foundation Inc. (WDFI) and with support from the Japanese trade unions led by the Japan International Labor Foundation (JILAF) organised a Green Jobs Conference in Cagayan de Oro City in October 2011, where they developed a checklist on green jobs elements for collective bargaining.

The TUCP, Federation of Free Workers (FFW), the Alliance of Progressive Labor (APL) and the national affiliates of the Building Workers International (BWin) in collaboration with the ILO has also developed and delivered Training for Trainers capacity building programme for 30 workers’ representatives on how to conduct Green Jobs orientations to members and collective bargaining techniques for green jobs. Training for Trainers modules have also been developed for trade union trainers’ use. The programme will be followed up by rollout sessions across the country.
**Policies**

The Trade Union Congress of the Philippines (TUCP) was designated by the Government of the Philippines by Executive Order to become the focal point of all workers groups in the Review Process of the Philippine Agenda and submission process during the Rio+20. TUCP, FFW and BWin affiliates have participated in the drafting of the green guide for socialized housing during the series of consultation last December 2012. The Building Workers International (BWin) affiliates such as the National Union for Wood and Building Construction (NUCBW), the Association for Construction Informal Workers (ACIW) and the National Federation of Workers Cooperative (NFWC) have met with the GJA country team three times to discuss green construction skills accreditation and certification programmes for their members nationwide, with a possible partnership with the Technical Skills Development Authority (TESDA) including pursuing the formation of a strong construction guild/enterprise. TUCP and FFW also attended the Green the National Labor and Employment Plan of the Department of Labor and Employment in April 2011. Furthermore, the Federation of Free Workers (FFW) during their last annual meeting declared Green Jobs to be included in their federation’s medium term plans of action. TUCP and FFW have now included green jobs in the unions’ action plans for the next five years.

**Demonstration Project**

During the scoping study and feasibility study, TUCP, FFW and APL attended four Project Advisory Committee meetings to validate the studies’ results to social partners including the validation of a green guide in April 2012. The Building Workers International (BWin) Philippine affiliates namely the NUBCW, ACIW, FFW and NWCF will be the partner implementers on the formation of a workers’ guild in the green jobs demonstration project for socialized housing. Activities will include skills inventory of construction workers, general meeting of workers, labor standards training of construction workers, pilot training on green masonry, and assistance to registration of the workers guild. Representatives to this global union regularly attended in the presentation of the feasibility study and the various reviews of the implementation plan.

**Sri Lanka**

**Capacity Building**

The GJA team in collaboration with ACTRAV and ITC Turin has organised and delivered a capacity building programme on green jobs, climate change policies and decent work to participants from 4 trade unions in Sri Lanka: Nidahas Sevaka Sangamaya; National Trade Union Federation; National Association for Trade Union Research & Education and the National Workers’ Congress. In addition, 15 Trade Union representatives attended the tripartite Foundation Training workshop representing 33.3% of the participants (45 in total).
The following ‘war forward’ matrix was mapped out for trade unions: (reflected in the CEPA Foundation Training final report).

<table>
<thead>
<tr>
<th>Current initiatives:</th>
<th>Future initiatives</th>
<th>What types of support is needed</th>
<th>Partnerships/collaborations</th>
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<tbody>
<tr>
<td><strong>Trade Unions</strong></td>
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<tr>
<td>Collective bargaining agreement (CBA)</td>
<td>Greater environmental protection compliance</td>
<td>Technical support- ILO workshops, facilities, translated information, training modules</td>
<td>Steering committee (3P) with TU involvement</td>
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<td>Workers education training- worker educators of Sri Lanka, Bachelor of labour education degree in collaboration with Colombo university</td>
<td>Lobby for pension schemes</td>
<td>Training resource tools</td>
<td>Trade Union Ordinance to be changed into an Act</td>
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<td>Workers social development program</td>
<td>Introduce green jobs to CBA</td>
<td>Management has to buy into the concept of green jobs</td>
<td>Trade Unions will have to educate society and media</td>
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<tr>
<td>Insurance scheme- pensions</td>
<td>Lobby with buyers to buy green products</td>
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<td>TU link GJ concept to workforce</td>
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<td>Research, S/C audits</td>
<td>Trade Unions awareness and education</td>
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<td>OSH</td>
<td>Develop policy papers</td>
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<td>Social dialogue</td>
<td>Campaign for decent work</td>
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<td>Labour inspections</td>
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<td>Advocacy network</td>
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The Ceylon Workers Congress (CWC) and the Sri Lanka Jathika Estate Workers Union (LJEWU) who enjoy a membership of 50,000 workers each and the Upcountry Workers Front (UWF) have been developing a workers education programme for 60 union leaders about Green Jobs for Decent Work. The programme was designed to educate workers at the field level/ grassroots level through focal points targeted for TOTs on the concept of green jobs and to provide them with necessary skills for successful social dialogue and other labour standards. The programmes were delivered to union members over three separate 2-3 day workshops.

**Policy**

Trade Unions are represented in the Project Advisory Committee, the Steering Committee for Value Chain Development, the Research Advisory Group estimating Green Jobs and the TVEC resource group convened to validate the WARM manual to promote green jobs in the waste management and waste recycling sector. The Policy draft was presented to the PAC (including trade union representatives from
CWC, LJEWU and NATURE – SLNSS (did not attend) – and their comments were taken into consideration). Discussions are also on-going with the Ceylon Workers Congress (CWC) and the CEPA training institution on curricula development and training for plantation workers in the Central and Southern provinces. The National Workers’ Congress (NWC) has also indicated proposal for advocacy on green jobs and an awareness raising programme in informal sectors (initially with within the farmers’ and fishers’ associations).

Demonstration Project

Three trade unions, namely the CWC, LJEWU and UWF are working towards mainstreaming green jobs in their workers’ education curricula and will train approximately 100 trainers. The trade unions have a membership of over 100,000 workers who receive training on various subjects related to decent work. Green Jobs is the most recently introduced subject to their workers’ education curricula. Trade unions are invited to participate in WMA’s activities and on the last occasion of OSH Day held on 27th April in Kalutara, the trade union partner LJEWU represented the TUs and participated in the Event.