
Subsequently a Project Proposal titled “Mainstreaming Green Jobs in the Plantation Sector” was presented to the ILO, Colombo on 19th March 2012. This proposal had Training of Trainers and Curriculum Development its main components. It was also proposed by the CWC that it would enlist the Centre for Poverty Analysis (CEPA) as a partner for technical assistance.

Upon acceptance of the Project Proposal a Service Contract was signed by the CWC with ILO. The contract stipulated that the work shall commence on 5th April and be completed by 15th June 2012.

A foundation training programme titled “Mainstreaming Green Jobs in the Plantation Sector” was organized by the CWC to be held at the Sri Lanka Foundation Institute on the 14th and 15th of June 2012. 50 participants were selected from the plantation Districts of the country. 16 participants were women.

The CWC had several rounds of discussions with CEPA with regard to the design of this programme. The subjects and the Resource Persons were selected carefully incorporating all segments relevant to the plantations with regard to Green Jobs. A trainer guide was developed by CEPA in consultation with the CWC. The entire training program was conducted in Tamil language with translations provided to participants when necessary.

The subjects and the resource persons who covered them is given below:-

- Emerging environmental challenges – D Mathi Yugarajah, Vice President & Director International Affairs, CWC – Focal point for Green Jobs.
- Sustainable Tea Plantations PLC (Case Study) – Kelani Valley Plantations – Mr. Yohan Rodrigo, Deputy General Manager.
- Occupational Safety and Health – Mr. M S Karthigainathan, OSH Specialist WUSC/NIOSH.
• Labour and Trade Union Rights in Estate Sector – Mr. Harry Sandrasekera, Senior Vice President, CWC.

• Human Resource Management through dialogue and consultation – Mr. Roshan Rajadurai, CEO – Kahawatte Plantations PLC.

Day 1 - 14th June 2012
Inauguration – Session I

The Workshop started on the 14th of June 2012 at 2.00 p.m. with the lighting of the traditional oil lamp by Senior Vice President – International Affairs & Industrial Relations of the Ceylon Workers’ Congress (CWC) Mr. Harry Sandrasekera, National Project Co-ordinator of Green Jobs at ILO, Sri Lanka, Ms. Shyama Salgado, Senior Research Officer of Centre for Poverty Analysis Ms. Karin Fernando, Vice President and Director International Affairs of CWC Mr. D Mathi Yugarajah, one male and one female participants

Welcome remarks

Mr. D Mathi Yugarajah, Vice President & Director International Affairs, CWC – Focal Point for Green Jobs and Programme Director made the welcome remarks. He outlined the CWC - ILO partnership in education programmes and ILO’s technical support

Mr. Harry Sandrasekera in his inauguration speech outlined the ILO activities and the relationship the CWC has had with the ILO. He also emphasized the importance of ‘Green Jobs’ in the context of increasing threat to the environment and global warming.

Ms. Shyama Salgado in her speech described in detail the Green Jobs Asia Project in respect to Sri Lanka. She also explained that Green Jobs is built on sustainable environment, decent work and productivity for economic viability, elaborated on the components of the three segments. She also touched on issues pertaining to Child Labour, Youth Employment, Occupational Safety & Health and Social Dialogue.

Ms. Karin Fernando of CEPA said that the 2 day Workshop has been designed to provide maximum details on Green Jobs with presentations provided on carefully selected subjects. She also wished the participants a fruitful training so that they could carry out the lessons learnt to the estates.

Session 2 on 14th June 2012.

1. Introductions – Participants were asked to introduce themselves

Presentation I

Emerging Environmental Challenges

– D Mathi Yugarajah

This was a participatory session. The environmental climate changes over the years within the estates and the area from which the participants came were discussed. The impact of these changes on the tea plantations and living environment was also discussed. Then the
contributory factors to these changes were identified. Participants were able to understand the emerging environmental challenges and their links to broader economic and social patterns and how it will effect their industries and why sustainable business culture is necessary. Power point and flip charts were used for presentations.

**Presentation II**

**Introduction to Green Jobs**

– D Mathi Yugarajah

Participants were introduced to the concept of Green Jobs. Definition of Green Jobs was also introduced along with the Decent Work Agenda, links between green jobs, decent work and sustainability was explained. This enabled participants to understand the key principles and approaches to convert their industry into a sustainable one.

End of Day 1

Day 2 – 15.06.2012 - Session 3

**Case Study 1**

**Sustainable Tea Plantations** by Mr. Yohan Rodrigo, DGM, Kelani Valley Plantations PLC

This presentation was delivered in Sinhala and interpreted in Tamil by D Mathi Yugarajah.

In this presentation many of the good practices introduced and adapted by the Kelani Valley Plantations PLC on their Tea Estates were shown. The importance of protecting Flora, Fauna and the environment in general was explained with practical examples which are practiced on the estates belonging to Kelani Valley Plantations PLC. The following subjects were covered in this well made presentation.

- History and evaluation of plantation industry.
- Living standards of estate workers then and now.
- Sustainable Tea Plantations:- purity and food safety, ethical business, environment, society, strategic corporate sustainability including social justice for workers.

At the end of the presentation the group was invited for questions and clarifications. The participants were enthusiastic about the good work done by the Kelani Valley Plantations PLC for the protection of environment and well being of the workers on their estates. They were particularly interested about the programs introduced to improve the living environment of the workers, health and nutrition, youth empowerment and community capacity building programs.

The participants were able to gain a better understanding of key principles and approaches that can convert a business into a sustainable enterprise without compromising with nature and environment.
Case Study II

Occupational Safety and Health in Tea Plantations

Mr. M S Karthigainathan, OSH, Specialist WUSC/NIOSH

This presentation was made in Tamil. The presenter explained health and connected it to work. Various aspects of safety particularly in workplace was also explained with facts and figures. The following components were covered in this presentation:

- Health – Mental, Physical.
- Safety – General Workplace, Home.
- Safety Measures.
- Accidents, Workplace Accidents – Physical, Chemical, Biological, Electricity and Mental.
- Identifying dangers and accidents.
- Green Jobs/Decent Job – connected with work which are safe and protect health.

This presentation was well received as it connected with a subject relevant to each and every participant, all of whom were estate workers. The participants asked many questions. Green Jobs and the links it has with safety and health of workers were understood by the participants at the conclusion of this session.

Case Study III

Waste Management – Mr. S A Rajkumar Soosai
Public Health Inspector, Matale Municipal Council

This power point presentation also was made in Tamil and it contained the following components:

- What is waste?
- Is waste a problem for you?
- Various types of Waste
  Waste which degenerate
  Plastics
  Paper
  Tin/Metal
  Glass
  Rubble from buildings
  Hospital Wastes
  Electronic Wastes

- Present methods of waste collection and disposal.
- Compost, Re-cycling.
- How to reduce waste? How to re use?
- Environment damage and waste.
• Our role in maintaining an environment without waste.

After this presentation the participants were able to understand the links between environmental damage and waste. They had a better understanding of waste management and disposal. They informed that they would take this message to their management and force them to have a waste management policy. This presentation also had a open house for questions and answers.

**Group Work I**

The participants were divided into 5 groups and were given the task to discuss amongst themselves and make flip chart presentations on the questions given below:-

1) How to protect the environment?
2) What are green jobs?

The groups then presented their reports. It was evident from the group reports on the above questions that fair knowledge and understanding of the environmental issues and impacts it will bare on, the sustainability of plantations had been acquired by the participants. The concept of green jobs also was understood by the participants – majority of the groups were able to link Decent Work Agenda with Green Jobs.

- Lunch -

**Session 4**

**Presentation**

**Labour and Social Dialogue – Mr. Harry Sandrasekera, Snr. Vice President, CWC**

Mr. Harry Sandrasekera traced the history of Trade Unions and the labour movement in Sri Lanka and also the history of CWC and its evolution as a leading Trade Union and Political Party. He then went on to elaborate on the rights enjoyed by the plantation sector workers in the tea, rubber and coconut industries through collective agreements entered upon with the Management Companies which are revived every two years. Unity amongst the workers and trade unions on issues also was emphasized in this presentation.

**Presentation**

**Human Resource Management through Dialogue and Consultation**

**Mr. Roshan Rajadurai, Chief Executive Officer, Kahawatte Plantations PLC**

In this long presentation Mr. Rajadurai brought up the present situation of the plantation industry and the difficulties faced by the industry to sustain same economically.

He gave statistics over a period of time on production of tea, export earnings, component of tea, land area under tea cultivation, wage increase of tea plantation workers over the years and comparison between the wage increase and tea price increase. The state of the tea plantations before and after privatization also was explained. He also touched upon the population on the estates and the number of workers. Comparisons with other tea producing countries of the world with Sri Lanka also was presented on the wages, cost of production etc.
He then went on to show the social programs done by the Regional Plantation Companies for the workers in health, housing, recreation, medical, loan schemes etc. and how it contributes to workers confidence in management, less absenteeism, increased productivity, industrial harmony and also show how the freedom of association is particularly respected amongst the regional plantation companies in the sector – the plantation sector comprising 22 regional plantation companies is highly formalized and enjoy collective bargaining. The CWC is one such trade union who has spearheaded these efforts in the sector.

The importance of dialogue and consultation in the management of plantations was elaborated and the benefits it gives both to the management and workers. The examples of collective agreements, labour day discussions, divisional workers leaders - management discussions and various other forms of dialogue was given and its importance was explained.

Many questions were posed by the participants to the presenter particularly the present status of the plantation industry and its sustainability for which Mr. Rajadurai answered patiently. At the end it was evident that participants had understood the benefits of social dialogue for the sustainability of the industry.

**Session 5 Group Work II**

The participants re-grouped and addressed the following questions:-

1) Decent Work on Plantations.

2) Action Plan to move forward.

The participants gave written answers to these questions as well as their current role in relation to green jobs and what could be done to further promote same. Discussion amongst the groups and plenary took place finally to pledge commitment to take forward the lessons learnt at this Workshop to the grass roots and to collaborate with managements to make their plantations to adapt to green jobs. The outcomes also were shared amongst the participants.

Mr. D Mathi Yugarajah then summed up the 2 day Workshop by going through all the presentations once again.

All participants were awarded with a Certificate of Participation signed by Hon. Arumugan Thondaman M.P. General Secretary of CWC, Ms. Shyama Salgado, NPC, Green Jobs ILO and Mr. D Mathi Yugarajah, Vice President and Director International Affairs, CWC and Focal Point for Green Jobs who was the Programme Director.

**Action Plan**

The participants came out with the following main points in their Action Plans.

1. To form environment and green jobs committees on our estates.
2. To discuss matters on environment, decent jobs and green jobs with our working colleagues to create awareness.
3. To implement what we learnt at the workshop on our workplaces as far as possible by discussing with the management.
4. Waste management at our homes – separation of waste into 3 types and proper disposal.
5. Tabulate varieties of Flora, Fauna, Animals and Birds on our estates to protect them.
6. To work with dedication so that our estates are profitable and sustainable.
7. To co-operate with management to make our estates greener.
8. To start a tree planting campaign and to prevent trees being felled unnecessarily.
9. Start cleaning up our houses, surroundings and our estates.
10. To discuss ‘Green Jobs’ with management.
11. We will set examples for others to follow in protecting the environment.
12. Protect water sources from contamination with chemicals by raising awareness of co-workers.
13. To take measures to mitigate soil erosion and land slides.
14. To co-operate with management to protect our estate environment for our future generations.
15. Discuss rain water harvesting with management.
17. To explore methods of producing bio-gas on the estate.
18. To identify and tabulate present practices on our estate which are not in keeping with the concept of green jobs.

**Evaluation**

- The participants were unanimous in their agreement that the training program was useful, relevant and they could learn from the many subjects covered in the 2 day proceedings.

- They were very happy with the facilities at the SLFI, food and lodging.

- All were of the opinion that the lecturers and their presentations were excellent but commented that some presentations could have gone longer because the subject matter covered and the presentation itself was so interesting i.e. – OSH.

- Majority of the participants requested for similar programmes to be conducted in their workplaces (estates) and they were confident that they have the capacity to be the focal point for green jobs for their workplace.

- This training programmes received wide publicity in the media. Television channels namely ‘ITN’, ‘Eye’ and ‘Vasantham’ covered this program on their evening news on the 15th of June 2012. Tamil newspapers namely ‘Thinakaran’, ‘Thinnakkural’ and ‘Sudar Oli’ carried articles with photos on 16th June 2012.

..............................

**D Mathi Yugarajah**
Vice President & Director
International Affairs, CWC
Focal Point for Green Jobs
Programme Director
Annexures

1. Agenda
2. Presentations
3. Certificate of Participation
4. Newspaper cuttings
5. Photographs