

## TRANSCRIBED DISCUSSION

## SESSION 8

## Panel Discussion and Closing:

## Dialogue between the ILO and Constituents on their Roles for Green Jobs Promotion

Representative from Employers Group: Roland Moya, ECOP

DOLE representative: Maria Rosa Opis, NWPC

Representative from Workers Group: Tony Asper, FFW

Jeff Johnson, ILO Manila (Country Director), lead discussant

**ILO: What are the roles of each partner and how they see their role in helping the Philippine economy grow through the environment and green jobs? Just to clarify the government role is simple, they have to create jobs, and they have to set the stage. So how do you see ECOP's role, or how do you see your constituents' role in this endeavor?**

**ECOP:** *ECOP appreciates the role that it will play in the green jobs project as well as the Greener Business Asia project. I think these two projects are very important because this will actively involved the business sector in greening the economy, given that we are facing the implications of CC and this will seriously affect businesses. ECOP, ILO and our partners in the labor sector will be working together in the automotive sector to demonstrate that it makes sense and it makes good businesses to get in to environmentally sound businesses. The engagement of ECOP is in leveraging social dialogue. And this is an important aspect of having a better understanding of both the role of business and labor in mainstreaming environmentally sound practices and workplaces. Both should understand and appreciate the roles of these tools and technologies. It is also important to note that these two projects will bring productivity and improved performance for the company.*

**ILO: What is the role of training? How will be the workers engaged in ensuring a greener economy and approaching greener businesses?**

**FFW:** *Let me talk about the concrete actions detailed in the trade unions inside the workplaces. Unions are now involved in the workplace in three ways that is related to adapting to climate change and encouraging green jobs: 1. through the labor management councils, unions are involved in energy conservation, reducing electricity spending, how to conserve resources inside the company 2. Waste management—there are agreements through social dialogue where both companies and workers are agreeing on how to dispose waste materials of the company. 3. Promoting occupational safety and health through OSH through monitoring, evaluating and filing complaints in terms of compliance and non-compliances of companies. ---- These are in the enterprises level.*

*Outside enterprises—Labor unions are involved in opposing many policies that are anti-environment. One is the spraying of chemicals, those practices in Mindanao plantations where they use airplanes to spray chemicals, opposing the privatization of hydro resources that leads not only to increasing prices*

*electricity but also to structuring and re-engineering of corporations that leads to violations of rights at work and in other instances not only opposing but also participating and contributing positively to policies that are identified in green jobs, like the newly established CCC.*

*Finally, promoting certain technologies that are identified clean like solar energy, wind power--- so called renewable energy. Unions are involved in defining training standards to supply competent manpower.*

**ILO: What are the initiatives of the government towards green jobs and in increasing the capacity of the nation?**

**NWPC:** *Our initiative in this green job is to provide trainings. We have our Green League Program which is the green enterprise program. We already have developed a training module on this and this is specifically training for firm levels to reduce their waste, emission control and utilization of resources.*

**ILO: What is your organization doing in line with strengthening capacity building? What are the next steps?**

**FFW:** *Three weeks ago, we had our national convention. Before we adapt green jobs we have seminars among leaders regarding the details of green jobs. 170 leaders nationwide engaged in a discussion with the resource speakers. What unions concretely do to promote a green job, that is the part of training, engaging and orienting our members about green jobs, making them aware of the necessity of mitigating and acting to climate change. And the positive side is promoting green jobs. The other type of training is prospective. Part of that is to train people, we call it Union OSH officers in order to promote OSH and to institutionalize through collective bargaining, labor markets and other kinds of social dialogue, a culture of safety at work, this is a kind of training we will do in the future. But 20-30 of our leaders now have been trained as Union OSH officers and they represent workers in these committees to promote OSH. Raffy awhile ago said something about the union getting engaged in Reproductive Health. Hopefully if that will be successful there will be less pursuance of earth's resources.*

**ECOP:** *During the mid-90's there was an ILO project that was jointly implemented by ECOP together with TUCP and SSW have been involved in incorporating an environment provision in the collective bargaining agreements. ECOP was also involved in a cleaner production project in 1998 to 2000, where we were able to train some of our staff together with several companies to successfully implement environmentally sound practices including recycling. We have successfully implemented this in 4 or 5 companies and we were able to document the whole process of transformation. We helped the companies evolve policies related to environment and put in place in the action plan the environmental policy. We were also involved as one of the board of judges for "Kapatiran sa Industriya award"; one of the criteria is to look at the CSR of the companies which as you know requires environmentally sound practices and there are many companies especially large ones who have been actively promoting and implementing environmental practices not only in the workplace but also in their respective community. We have also been holding a number of fora where the subject matter is related to environment. And with the involvement of ECOP to green jobs and Greener Business Asia I think we are going to upscale our participation in making the business greener.*

**ILO: In terms of partnerships what has been done? What happened and what is happening?**

**ECOP:** *Two important components of these projects are: Social dialogue. And social dialogue is demonstrated not only at the national level and we have several avenues where tripartite partners work together, we have the tripartite industrial peace council although I don't know if in some of its discussions environment and green issues have already been discussed in the TIPC.*

*At the Enterprise level, there are mechanisms /opportunities that strengthen dialogue between the management and plant level so that policies and action plans can be implemented. I supposed the OSH committee are being used by other companies. SO there are quite a number of opportunities to engage in a dialogue between the labor and the management of the plant level. The addition of environment and green issues should be mainstreamed in these mechanisms so that there can be a continuing discussions among management and workers' representatives. SO that policies can be put in place and action plans can also be implemented to support implementations of these policies.*

**ILO: How does ECOP reach to other partners/workers?**

**ECOP:** *The manner we have shared and promoted some of our tools may not be directly linked to environment. For example we have a social compliance program which has been ongoing. We have started with the development of tools and that was supported by ILO followed by a German cooperation, GTZ. We were able to work with 10-15 companies in terms of social compliance—where environment is just one of the components. Through this activity we were able to share with our member companies and as I have mentioned earlier it makes sense to adapt environmentally sound practices this is a better way of fostering industrial peace in the plant level. Most importantly we were able to demonstrate and showcase that these practices will contribute to the bottom-line, to better productivity of the company.*

**ILO: In terms of partnerships what are the lessons learned? How do you reach out to your other partners?**

**FFW:** *Among us in the union we have common trainings and many subjects. In many fora we meet and move towards certain advocacies and policies. And that is directed towards a common trade action. When it comes to very concrete action it is more on of the enterprise level where partnerships are developed between unions and companies commonly about noise reduction, energy conservation and OSH.*

*On the other hand we are also involved in partnerships this time in tripartite and multipartite in defining long term labor and social policy that will respond to mitigating and adapting CC or promoting green jobs. And we do this in three levels with government tripartite and the national tripartite advisory council of the decent work country program, wherein the tripartite partners including the organizations of informal sector workers to cooperate not only to promote but to act together on this decent work.*

*There is an increasing discussion about green jobs that leads to a National Conference on green jobs next week. And hopefully from that, we can move the agenda. But a particular action I can highlight is the National Union of Building Workers and Construction workers of the Philippines, they focuses on developing Social Housing and incorporating green process in producing green products. They are training workers to handle the skills that are related to green jobs. They are doing it haphazardly at this point in time, but there is a continuous advancement in developing the whole industry of social housing to become green so that it can be replicated.*

**ILO: What is government doing in strengthening the capacity and partnerships with LGUs?**

**NWPC:** *In NWPC we have regional counterparts and partners in the region to implement the programs in the local level.*

Questions from the participants

**Are there any adaptation or updates in terms of environmental provisions and CBA?**

**ECOP:** *On the Incorporation of Environmental provisions in CBA, I know that for a number of years after the project, TUCP was quite aggressive in incorporating Environmental provisions in CBA, and we also welcomed that initiative and we asked some of our unionized companies to support dialogues regarding this. This is not a contentious issue before; it is an issue that employee and employer/union can easily come to an agreement.*

*On cleaner production, environmental programs kept changing its terminologies but actually they are all the same. Every two or three years the program will just focus on one aspect of the environment and in some cases it will be general in scope. From cleaner production we went to social compliance which is more comprehensive subject matter that includes environment. Now we are involved in decent work and green jobs.*

**My question is for the NWPC, Is going green productive, profitable and will it generate more jobs?**

**DOLE:** *When we provide trainings to the company levels, we ask them to have this Productivity Improvement Program. In this program they should learn how they can reduce the waste and we promote the program to the employer side that the program is not costly.*

*In terms of the profitable aspect, I think I cannot answer that, because it is on the company's side. I think being green, we will have sustainability so it will create more jobs.*

**ILO:** *If you are talking about short term goals, if your question is if it's profitable the answer is no, because it entails training and training is an investment. But for companies who are investing in green jobs the pay off in the future is great. We have to bear in mind that if we are considering paradigm shift, it is not about the profit you are going to make in this quarter; because in the long run it will create decent productive jobs. We will get jobs that are higher in regeneration and this will be reflected in the economy.*

*I have just returned in the Philippines from the US and one of the biggest industries there is the wind turbines. And one of the advantages of wind turbines is that it created jobs in the local level, locals are creating the turbines by themselves, so they have created jobs in the local level.*

*Again if you have to ask if it is profitable, the answer is yes, it might not be profitable for the first quarter but in the long run it is very profitable for the company. Again, we are not just talking about the unions and workers but also the shift in the paradigm of the investors especially those who are focusing on short term goals. We have to shift our mindsets of what is profitable and focus more on sustainable growth.*

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