Department of Manpower and Employment

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The Greener Future with Skills

“Be the change you wish to see in the world”

(Mahathma Gandhi)

Green Transformation

Climate Change Financing, Management and Adjustment for Carbon Utilization Skills development are the cornerstones of the Just Transition. The availability of the right skills pave the way to a productive green transformation and decent job creation. Skills development also serves as a buffer against the effects of transitory disruptions. The transition to a greener future is creating employment opportunities, enhance resource efficiency , build low-carbon environment and sustainable societies. There will be greater prospects for employment opportunities, if there is commitment to transition to a low-carbon and resource-efficient economy, such as jobs in resource management and environmental services.

Core skills required for green jobs by skill level of occupations

▪Environmental awareness and respect; willingness to learn about sustainable development

▪ Adaptability and transferability skills, to enable workers to learn and apply the new technologies and processes required to green their jobs

▪ Teamwork skills, reflecting the need for organizations to work collectively on tackling their environmental footprint

▪ Resilience, to see through the changes required

▪Communication and negotiation skills, to promote required change to colleagues and customers

▪ Entrepreneurial skills, to seize the opportunities of low-carbon technologies and environmental mitigation and adaptation

Source: Skills for green jobs country reports (ILO, 2018).page 32

Required medium to high-skilled occupations

▪ Analytical thinking (including risk and systems analysis) to interpret and understand the need for change and the measures required

▪ Coordination, management and business skills that can encompass holistic and interdisciplinary approaches incorporating economic, social and ecological objectives

▪ Innovation skills, to identify opportunities and create new strategies to respond to green challenges

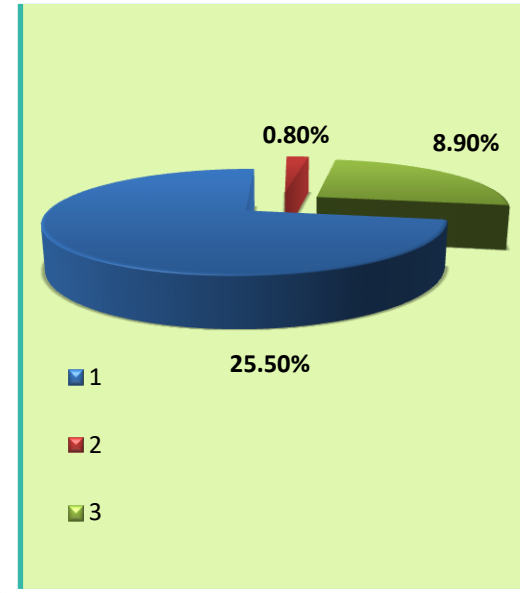
▪ Marketing skills, to promote greener products and services

▪ Consulting skills, to advise consumers about green solutions and to spread the use of green technologies

▪ Networking, IT and language skills, to perform in global markets

▪ Strategic and leadership skills, to enable policy-makers and business executives to set the right incentives and create conditions conducive to cleaner production and cleaner transportation

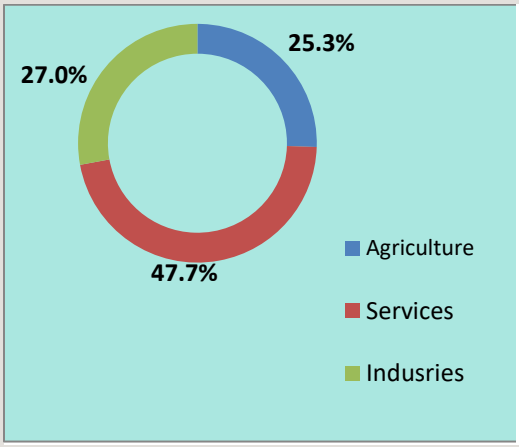
EMPLOYMENT IN SECTORS WITH STRONG GREEN JOBS POTENTIAL IN SRI LANKA- 2018



1. Agriculture
2. Mining and Quarrying
3. Construction, Electricity, Gas steam ,Air conditioning, water supply, Sewerage Waste Management and Remediation Activities

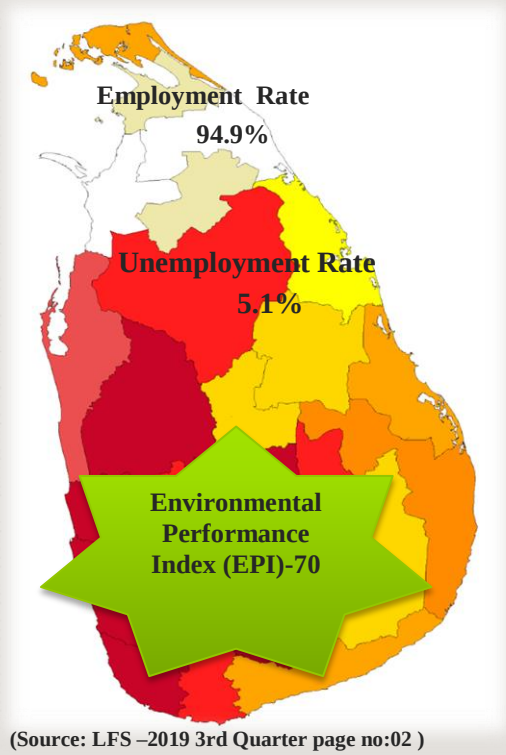
(Source: Central Bank report 2018)

Employed population by Major Industry Group



(Labour force Survey –2019 3rd Quarter)

Employment ,Unemployment, & EPI



(Source: LFS –2019 3rd Quarter page no:02)

Agriculture and forestry

*Mainly skills being added on to and/or adapted by existing occupations. Greatest occupational effects likely to be felt at higher skill levels where new occupations are in demand.

*Adoption of organic farming techniques; agricultural technicians involved in crop diversification,and application of improved technologies.

*Soil and water conservationists; environmental restoration planners (certification specialists, economists); water resource specialists and water/ wastewater engineers' agricultural meteorologists.

Environmental goods and services, including water and waste management

*Significant occupational change in waste and recycling, including R&D functions to create new or improved waste management and recycling new occupations of environmental consulting and environmental auditing.

*Environmental Engineering technicians; soil, waste and water engineers (conservationists); environmental science and engineering technicians; health and other protection technicians.

*Atmospheric and space scientists; soil and water conservationists; landscape architects; environmental engineers (restoration planners, certification specialists, economists); climate change analysts; industrial ecologists; energy managers (auditors).

Renewable energy

One of the most significant sectors for development of new occupational profiles, spreading into closely related existing trades (solar energy systems installation).

Changing Occupational Skills

***Solar photovoltaic/wind turbine/ biomass systems: installers, technicians, plant managers, quality engineers**

***Engineers and system designers**

(Overlap with manufacturing)

Changes in skills required by - Skilled level of occupations

Skill level	Nature of Change	Typical Skills response	Example occupations
Low-skilled occupations	Occupations change in a generic way- e.g. requiring increased environmental awareness or simple adaptations to work procedures	On the job learning or short reskilling and up skilling program	Reuse /waste collectors dumpers
Medium-skilled occupations	Some new green occupations Significant changes to some existing occupations in terms of technical skills and knowledge	Short to longer up skilling and reskilling programs; TVET courses	New occupations: wind turbine operators; solar panel installers Changing occupations: roofers; technicians in heating, ventilation and air conditioning; plumber
High-skilled occupations	Locus of most new green occupations Significant changes to some existing occupations in terms of technical skills and knowledge	University degree; longer up skilling programs	New occupations: agricultural meteorologists, climate change scientists; energy auditors, energy consultants; carbon trading analysts

For Decent job opportunities in future……

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Creation by:M.B.Iroshika Bandara

Improvements in safe water supply and sanitation access and the much-needed implementation of a municipal waste management system for collection, safe and sustainable disposal, recycling and composting practices will provide decent job opportunities in the future.

Sri Lanka ranked 70 of 180 countries in the Environmental Performance Index (EPI), with a score of 60.61 (2018) Sri Lanka outperforms the average score for Asia and the Pacific in some of the EPI categories, including water and sanitation, agriculture, forests, biodiversity and habitat, and climate and energy. Still, there is room for improvement, especially in environmental health (in health impacts and air quality) and ecosystem vitality (in water resources and fisheries). Actions to improve environmental health, ecosystem vitality, climate change and resilience to weather disasters all have the potential to provide job creation, green economy growth and innovation in Sri Lanka. However, the transition to environmentally sustainable and inclusive economies and societies cannot take place if the skills demanded by new jobs are not available in the labour market. The transition is therefore conditional on investment in training to develop skills to meet new requirements and avoid skills mismatches. Forward-looking skills strategies are necessary to train young people and reskill the current workforce to meet the skills needs of the new jobs generated in the transition process in expanding sectors.