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## Evolution of Green Jobs Towards Green Economy in Sri Lanka

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### Abstract

Green jobs in general, stand on the two pillars of decent work and environmental sustainability. In other words green jobs can be defined as decent work that contributes to environmental sustainability. In the broader sense decent work needs to address the core of international labour standards such as freedom of association and the effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, effective abolition of child labour, elimination of discrimination in respect of employment and occupation, occupational health and safety etc. whilst aligning to laws applicable to Sri Lanka. Environmental sustainability addresses issues such as climate change, pollution prevention control, eco-systems, biodiversity etc.

The main objective of this study was therefore, to explore the role of organizations in each sector (Agriculture, Industry and Services) in contributing towards green jobs opportunities and emphasizing on the importance of decent work which will ultimately lead to a low-carbon economy. It has been done by formulating a questionnaire and sending it to the membership of the Employer's Federation of Ceylon (EFC). 50 organizations responded to this questionnaire from which information and data were gathered to prepare this paper.

Among the responses received, 92% represent private sector and only 6% represent the government sector and others constituted 2%. The general information with regard to each organization was collected first and data on employees were given priority in the entire survey as it has been the core of this entire study. Environmental sustainability issues were then looked at, concentrating on green technology and devices together with green initiatives taken by each organization and then the attributes related to decent work were analyzed.

In conclusion, however, in order to see a positive growth in green jobs, organizations must foresee the benefits of green jobs and the possibility of inclining towards becoming greener businesses by catering to green needs and opportunities and the green market. For this endeavor to be successful, employers should take the leading role with proper training given to their employees so that green to greener becomes a reality.

**Key words:** Green jobs, decent work, low-carbon economy, greener businesses, green market