



SOUTH ASIAN JOURNAL OF ENVIRONMENTAL LAW AND POLICY

**February 2022
Volume 1 Issue 1**

Centre for Environmental Law and Policy
Centre for Environmental Justice



South Asian Journal of Environmental Law and Policy

Volume 1 Issue 1

EDITORIAL COMMITTEE

Editor-in-Chief	Kokila Konasinghe
Associate Editors- Articles	Hemantha Withanage Bhagya Wickramasinghe Asanka Edirisinghe Dulki Seethawaka
Associate Editors- Coordinating	Nath Gunawardena Nilmal Wickramasinghe
Associate Editors- Publicity, Web, and Social Media	Thusitha Abeysekara Nimmi Sanjeevani
Section Editors	Ravindranath Dabare Kithmini Aviruppola Samya Senaratne Puvanitha Selvaraj
Managing Editor	Dilena Pathragoda
Publications Officer	Thusini Jayasekara
Language Editor	Charya Gamalath
Editorial Committee Members	Gayathri Karannagoda Oshini Senadhipathi Lakshitha Edirisinghe Thiloka Yapa Anjalee Udawatte Nipunika Rajakaruna Eranga Dissanayake Darshina Witharana Dilushi Senavirathna Vishmi Gunasinghe
Advisory Board	Justice Saleem Marsoof Prof. Ellen Hey Prof. Amita Singh Prof. Sumudu Attapattu Prof. Wasantha Seneviratne

South Asian Journal of Environmental Law and Policy

Volume 1 Issue 1

Centre For Environmental
Law And Policy
&
Centre For Environmental Justice



Sponsored By



The Asia Foundation

South Asian Journal of Environmental Law and Policy

Volume 1 Issue 1 February 2022

Published by:

Centre for Environmental Law and Policy (CELP),
Faculty of Law, University of Colombo,
Colombo 03, Sri Lanka.
009411-2500942

Centre for Environmental Justice (CEJ),

20A, Kuruppu Road,
Colombo 08, Sri Lanka.
info@ejjustice.lk / 009411-2683282

ISSN 2827-7384

Cover Page Design by
Asanka Edirisinghe

Logo Design by
Thusitha Abeysekara

Printed by

Sithru Graphics
44/2, 7th Lane, Ambillavatta Road,
Boralasgamuwa, Sri Lanka.
sithrugraphic@gmail.com / 009477-0383809

CONTENTS

Editorial

The SA-JELP: A South Asian Platform for Academic Collaboration on Environmental Law and Policy	7
<i>The Editorial Board of the SA-JELP</i>	

Articles

Climate Adaptation Finance- Legal Obligations and Institutional Facilitation: Botched Commitments for Developing Nations	11
<i>Usha Tandon and Amrendra Kumar</i>	
Evaluating Climate Change and Gender Through the Sustainable Development Goals Embedded in Hybrid Mechanism and Environmental Justice with Specific Reference to India	29
<i>Stellina Jolly</i>	
Exploring the Emerging International Concept of the 'Duty of Ecosystem Restoration'	45
<i>Nishara Mendis</i>	
Judicial Activism in Environmental Jurisprudence of Sri Lanka: A Reflection in Light of the Chunnakam Power Station Case	61
<i>A. Sarveswaran</i>	
Building A Legal Approach in Rethinking and Redefining the Concept of Green Jobs	74
<i>Sourabh Vasant Chhaya Ubale</i>	
An Overview of International and National Provisions on Solid Waste Management with A Special Focus on Laws and Policies of Nepal	84
<i>Mukesh Dhungana</i>	
Right to be Free from Degradation of the Environment in Sri Lanka: A Review of the Chunnakam Power Station Case	95
<i>Kusal Amarasinghe</i>	
Sean Coyle and Karen Morrow, <i>The Philosophical Foundations of Environmental Law – Property, Rights and Nature</i> (Oxford and Portland, Oregon, Hart Publishing, 2004, ISBN 1-84113-359-0)	99
<i>Dr. Gaurika Chugh</i>	
Recent Developments	102
<i>The Editorial Board of the SA-JELP</i>	

Building A Legal Approach in Rethinking and Redefining the Concept of Green Jobs

Sourabh Vasant Chhaya Ubale¹

Introduction

What governments and people don't realise is that sometimes... the international interest is also the national interest – Kofi Annan

The above statement by Kofi Annan can be analysed from the perspectives of environment and climate change as they play a vital role in development. Against this backdrop of environment and climate change, the global impact is higher compared to other national issues. Thus, a mechanism to find a solution on par with swift developments is the need of the minute rather than the hour. In light of the same, 'Green jobs' is a ray of hope in today's situation where all of us are facing the challenge of balancing development with environmental protection as well as combating climate change. In this context, a legal approach is necessary as a means of controlling the behaviour of the masses. Many countries, including in Asia and Europe, are not even well aware of the concept of Green jobs. One reason for this lack of awareness could be that the concept of green jobs is still under-defined, underdeveloped and understood in a restricted sense. Building a legal approach in rethinking and redefining the concept of green jobs is a precondition in transforming the employment sector to green jobs. This initiative towards green jobs, according to the International Labour Organisation, will help in combating climate change and will provide good momentum for sustainable development and green economic growth. Therefore, it necessitates the conversion of almost the employment sector to green jobs. In the present day, green jobs are green in principle but now it's obligatory to check whether they indeed fall within the ambit of green jobs in its implementation. This commentary particularly focuses on three concepts viz: employment in production of green products and services, employment in environmentally friendly processes and decent work on climate change parameters namely, prevention, adaptation and mitigation. After analysis of literature, we can also ponder on transforming the entire employment sector to green jobs i.e. converting each job to a green job through legal measures or modifying the existing legal framework. The present concept of green jobs is very narrow, and in order to balance between the society, environment and the economy which are also the three pillars of sustainable development, we need a wider approach to green jobs. To curtail the long-term impact, we must think of green jobs from that perspective. When the concept was defined on international and national platforms it was brought to attention that the missing elements in the legislative framework should be revised with the assistance of sustainable principles. This includes changes in labour laws of every nation, laws on climate change, industrial laws and policies pertaining to employment. It is imperative that national legislation should be aligned with concepts and principles adopted on international platforms through various institutions such as the ILO, United Nations Environment

1 * LL.M (International Law) (Savitribai Phule Pune University). PhD (University of Mumbai): Assistant Professor. Marathwada Mitra Mandal's Shankarrao Chavan Law College, Pune. INDIA

Programme (UNEP), the International Trade Union Confederation (ITUC)), etc. This approach will help everyone in the process of transforming economies including enterprises, workplaces and labour markets into a sustainable, low-carbon economic space which provides decent work. International models adopted by various nations should be studied to adopt successful policies and legal approaches as per the suitability and availability of resources in every state. According to the review made on the basis of available literature and analysis of various reports, it can be said that a good emphasis on green jobs will lead to faster, global and equitable solutions. This solution is feasible, has social relevance and meets current challenges in terms of employment and climate change.

Why build a 'Legal' Approach

Law is considered to be the only means to not only restrict humans but also as a mechanism to balance all overlapping vested interests of individuals, the society or the state. Society, environment and economy are three key pillars of sustainable development. In the absence of a legal approach, it is not possible to develop a sustainable society, environment or economy. Thus, a Legal framework is necessary for sustainable development. It shall also be noted that, in absence of legal principles, principle of reciprocity and other customary laws, observance of international law is impossible. Therefore, international interests can be achieved only when there's a legal framework to regulate sustainability. Moreover, in order to mitigate climate change, states should allocate and consume resources sparingly, preserving for the future generations as well. Green jobs are a timely initiative which will offer solutions to employment issues in conjunction with sustainable development.

Of the Green, by the Green, for the Green

It is now time to actively pursue solutions for the climate crisis. Principles should be developed in terms of furthering sustainable economic growth and development. As stated by Former President of the United States of America Abraham Lincoln, democracy is a government of the people, by the people and for the people.; It denotes that democracy is achieved with the participation of everyone for the collective benefit and wellbeing of all participants of democracy., In the same vein, the principle, 'of the Green, by the Green, for the Green' can be developed especially after the analysis of the concept of green jobs developed so far.

Green Jobs

Green jobs have developed new and innovative approaches recently, regardless of it being a well-established concept. The recent developments could be attributed to the sudden changes occurring due to climate change and the difficulties in facing the outcomes of climate change. Green jobs are jobs which contribute to preserving, restoring and enhancing environmental quality by reducing the impact of globalisation and industrialisation on the environment. It refers to decent jobs in the economic sector especially in the areas of agriculture, energy, services, and administration. The concept developed till now denotes its relevance in low carbon economy, green energy and many

more. Basically, jobs which assist in adapting to effects of climate change, reducing pollution and restoring the ecosystem.

For the International Labour Organization, the concept of green jobs summarizes the transformation of economies, workplaces, enterprises and labour markets into a low-carbon, sustainable economy that provides decent employment opportunities for all.²

The green economy is also one of the variables that come into the picture. It symbolizes the economic value of natural capital and ecological services. The United Nations Environment Programme defines a “green economy as one that results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. In its simplest expression, a green economy can be thought of as one which is low carbon, resource efficient and socially inclusive.”³ To achieve the goal of sustainable society, there shall be Just Transition which balances it with low carbon on an equitable plane.

Considering high unemployment all over the world and the current challenge of environmental protection along with climate change, green jobs will open new horizons. If we analyse job creation and the green economy, we can see higher growth complementing environmental protection which will also raise the standard of living and ultimately reduce poverty by social inclusion.

Energy is now considered as the fourth pillar of sustainable development. In such a setting, the notion of green energy has emerged.

Building a Legal Approach

When developing green laws and policies at the national level, it is essential to use international law and policies as reference. In order to promote the creation of green jobs at national, sub-national and local levels, the green jobs programme suggests national and sectoral research to explore potentials for the creation of green jobs. In the next phase, policy advice based on the outcomes of the research can be given to connect environmental and labour policies effectively. Training, capacity development programmes, social dialogues, awareness, infrastructure shall be developed following policy advice. This mechanism will be accelerated by enacting effective and efficient laws and policies in connection to green jobs.

Green jobs signify employment contributing to the reduction of adverse environmental impacts and achieve sustainability. These jobs reduce consumption of energy, especially non-renewable energy and support environmentally friendly mechanisms. The green principle of protection of future generation rights that is generally abided by principles regulating natural resources is followed in green jobs too. They help in restoring ecosystems and protecting biodiversity. The principle of decarbonisation of the economy shall be adopted while framing any law or policy.

2 ILO, 'FAQs on Green Jobs' < https://www.ilo.org/global/topics/greenjobs/WCMS_214247_EN/lang--en/index.htm> accessed 25 August 2021

3 Ibid

There are three facets of green jobs on sustainable development, the environmental aspect, social aspect and thirdly the economic aspect. After the analysis of development so far done in green jobs and the green economy, developing countries are willing to implement such policies much better than developed countries. Green jobs require highly skilled research and development that need to meet the goals of employment with green principles such as decarbonising the economy, improving on green energy and reducing impacts on the environment due to development. Environmental facets include focusing on renewable energy, green energy, waste management, pollution control, recycling, reusing, sustainable mobility and eco-friendly services. The Social facet of green jobs includes decent work, as defined by the ILO with an extremely narrow sense or restricted definition which sometimes includes green but non-decent jobs too. Rather, it could be defined as environmentally sustainable jobs. According to the ILO, indicators of decent work are employment opportunities, adequate earnings, productive work, a decent working time, combining work, family and personal life, work that should be abolished, stability and security of work, equal opportunity and better treatment in employment, safe work environment, social security, social dialogue, employers' and workers' representation.⁴ 'Decent work' sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.⁵ Literature review on green jobs advocates the already existence of the concept. In the new era, it is accordingly contextualised, developed and still there is huge scope of its enlargement and interpretations especially with reference to global environmental issues and climate change mitigation. Labour, Trade and Investment need structural changes with a green growth perspective. This needs a transition in the employment sector; rather we must say employment in numerous sectors. And to do so, building a legal approach is obligatory. Comprehensive analytical framework with revised environmental, social and economic legislations shall be adopted. The green principles shall be incorporated in policies and administrative laws. This approach will automatically increase two things: creation of green jobs and transforming the employment sector in green jobs; which will lead to green growth.

Sectorial Understanding: National Model for Legal Framework

As discussed above, the creation and transformation in the employment sector with green jobs is necessary. Thus, let us analyse it in context with the various sectors states should focus on.

In the Agricultural sector, at the national level, we shall legislate or amend laws and policies on soil conservation, water irrigation, farming, and the agricultural process. Agricultural marketing laws shall be strengthened, farmers' subsidies and funds should be increased and the balance

4 ILO, 'Decent work indicators' <https://www.ilo.org/integration/themes/mdw/WCMS_189392/lang--en/index.htm> accessed 29 August 2021

5 ILO, 'Decent work' <<https://www.ilo.org/global/topics/decent-work/lang--en/index.htm>> accessed 29 August 2021

between traditional and technological advanced methods of agriculture shall be maintained. This sector is extremely essential and needs more efforts considering the impact of climate change, hunger, food security, etc.

In an industrial sector, legislating or amending the labour laws, industrial laws, the Factories Act, green infrastructure policies, manufacturing process policies and laws, energy and waste management rules and regulations are desirable.

In the services or service providing sector, we need to have laws and regulations on transport and every other service pertaining to green growth, green economy and adoption of green principle. Incentives, tax benefits, concessions are also taken into consideration to boost green growth and green employment.

In administration, delegated legislation, consultations, think-tanks, knowledge creation, capacity building, are some of the appropriate solutions meeting the goals of green jobs. Other sectors such as forestry and energy are also vital as it reduces the impact occurred due to development on the environment.

Comparative Analysis

Nations have adopted green jobs policies in one way or the other. According to our resources and socio-economic conditions, we can implement and embrace the same. Some of them are discussed as follows.

Climate Resilient Green Economy (Ethiopia)

The Federal Democratic Republic of Ethiopia has put forth their strategy for developing a climate-resilient green economy by 2025. The government states that Ethiopia aims to be a middle-income country by 2025. However, the strategy recognises that achieving this through the conventional development path would result in dramatically increased carbon emissions and unsustainable use of natural resources. The climate-resilient green economic strategy for Ethiopia demonstrates the commitment of Ethiopia to bypass the conventional approach to economic development and create a green economy where economic development goals are met in a sustainable way. The strategy identifies the following four pillars of development in the green economic action plan:

1. Improve crop and livestock production practices for higher food security and farmer income while reducing emissions;
2. Protect and re-establish forests for their economic and ecosystem services, including as carbon stocks;
3. Expand electricity generation from renewable sources of energy for domestic and regional markets; and

4. Leapfrog to modern and energy-efficient technologies in transport, industrial sectors, and buildings.⁶

Grameen Shakti (Bangladesh)

Grameen Shakti has materialised renewable energy technology in rural areas. solar PV technology, biogas technology, organic fertilizer, improved cooking stove, biofuel are some of the key work areas. Grameen Shakti envisages a future where rural households of Bangladesh would have access to environment friendly and pollution free energy at affordable cost. It has the future plan of creating more than 100,000 green jobs in rural Bangladesh.⁷ Through this program approach Grameen Shakti has initiated activities for promoting and developing renewable energy technologies such as solar, biogas, organic fertilizer and improved coke stove; Diversifying and increasing the application of renewable energy technologies for productive purposes to meet the needs of poor people in rural areas; Designing effective financial mechanism based on credit support and instalments to make renewable energy technologies more affordable to the poor; conducting research to develop new and appropriate technologies to provide more cost effective energy services to the poor and reduce dependence on imported energy sources; disseminating and transferring appropriate environment friendly technology to the local communities by providing training and building awareness on renewable technology and environment.⁸ They are up-and-coming in the solar power program, biogas program; organic fertilizer program, wind energy program, Improved Cooking Stove (ICS) program, biofuel program and Clean Development Mechanisms (CDM).

Green jobs activities, Water Programme and Greening Rural Development (South Africa)

In Africa, green jobs are being implemented across the continent. The Green Jobs Programme has initiated and taken part in numerous activities in the region, notably in Egypt, Kenya, Mauritius, Namibia, Senegal, South Africa, Tanzania, Tunisia, Uganda, Zambia and Zimbabwe.⁹

Egypt has come up with green jobs promotion for youth through 'Decent Jobs for Egypt's Young People' (DJEP) programme at national and local levels. Zambia implemented the green initiative through the construction sector and green jobs among micro, small and medium enterprises (MSMEs). Kenya and Tunisia with ILO support are having green jobs assessment. Senegal has the Partnership for Action on Green Economy (PAGE) Framework. South Africa is having capacity

- 6 Federal Democratic Republic of Ethiopia, 'Ethiopia's Climate-Resilient Green Economy (Sustainable Development Goals Knowledge Platform) <<https://sustainabledevelopment.un.org/index.php?page=viewtype=400&nr=677&menu=1515>> accessed 1 September 2021
- 7 M S Islam, 'Grameen Shakti in Bangladesh' (*Green Jobs Opportunities in Grameen Shakti's Programs*, 30 July 2008) <https://www.ilo.org/global/docs/WCMS_099507/lang--en/index.htm> accessed 29 January, 2018
- 8 Ibid
- 9 ILO, 'Green jobs activities in Africa' <<https://www.ilo.org/global/topics/greenjobs/projects/africa/lang--en/index.htm>> accessed 27 July 2021; also, Department of Forestry, Fisheries and the Environment, Republic of South Africa, 'Projects and Programmes' <<https://www.environment.gov.za/projectsprogrammes>> accessed 27 July 2021

building opportunities and inclusion of a low carbon economy in the employment sector. Kenya and Uganda have adopted Green entrepreneurship development.

Namibia conducts a green jobs assessment to inform and prioritize development plans and policy interventions.

Green Economy for Sustainable Development (UAE)

By virtue of Vision 2021, the UAE is striving to diversify its income resources by moving away from oil. In January 2012, Sheikh Mohammed launched the Green Economy initiative under the slogan: A green economy for sustainable development. Under this initiative, the UAE seeks to become a global hub and a successful model of the new green economy, to enhance the country's competitiveness and sustainability and preserve its environment for future generations.

The initiative includes a range of programmes and policies in the areas of energy, agriculture, investment and sustainable transport in addition to new environmental and construction policies.

1. The first field of green energy aims to promote the production and use of renewable energy.
2. The second field includes government policies aimed to encourage investments in the green economy and to facilitate the production, import, export and re-export of green products and technologies.
3. The third field relates to developing urban planning policies that preserve the environment and to raise the efficiency of housing and buildings environmentally.
4. The fourth field consists of means for dealing with the effects of climate change, promoting organic agriculture, maintaining biodiversity and protecting ecological balance.
5. The fifth field aims at rationalising the use of water resources, electricity and natural resources and recycling waste.
6. The sixth field includes development and promotion of green technology.¹⁰

Low Carbon Transition Plan (UK)

To reduce the emission of greenhouse gases and to drive progress in achieving the target set by the Climate Change Act of 2008, UK has come up with this plan which focuses on carbon budget, limits on emissions, etc. and target orientated policy to be achieved by 2050.¹¹ To recover from the unprecedented situation of pandemic, there is a need to recalibrate economies with green jobs

¹⁰ UAE, 'Green Economy for Sustainable Development' (*UAE Government Portal*, 21 April 2021) <<https://u.ae/en/about-the-uae/economy/green-economy-for-sustainable-development>> accessed 23 August 2021

¹¹ Designing Buildings, 'Low Carbon Transition Plan' (*Designing Buildings Construction Wiki*, 19 November 2020) <https://www.designingbuildings.co.uk/wiki/Low_Carbon_Transition_Plan> accessed 23 August 2021

as a fuel. That potential was underlined by UK Prime Minister Boris Johnson with the launch of a ten-point plan for a green industrial revolution which he said will create and support up to 250,000 British jobs across clean energy, transport, nature and innovative technologies. Research by the Institute for Public Policy Research believes the potential for low carbon jobs could be even greater, with the opportunity to create more than 200,000 jobs in energy efficiency alone by 2030, and 70,000 jobs in offshore wind as soon as 2023.¹²

Jobs and Skills in Green Economy (France)

In 2015 there were 440 000 full-time jobs classified as eco-activities, whilst green occupations represented 144 000 jobs and greening occupations represented nearly four million jobs. In the field of skill anticipation, France is characterised by strong stakeholder and social partner engagement. The national observation of the green economy is based on innovative methodologies to estimate green or 'greening' jobs which have been strongly developed in recent years. France has already set up the National Observatory for jobs and occupations of the green economy. Most key actors involved in skills anticipation have integrated a perspective on the evolution of jobs and skills related to the green economy into their activities. There are many skills- related programmes and measures undertaken by actors at different levels. Skills curricula are frequently renewed or adapted to take into consideration the evolution of the green economy. Many diplomas now include awareness-raising or sensitisation to green issues; some have been the object of more advanced and specific adaptations to the techniques, knowledge and skills required by the ecological transition (or transition to the green economy).¹³

Green Building (Thailand)

Thailand seems likely to emerge as a model of green building in Asia, a region that is urbanizing more rapidly than any other in the world. Last month, the country took a significant step by submitting two Nationally Appropriate Mitigation Actions (NAMAs) to the UN Framework Convention on Climate Change: greening Thailand's low- and middle-income housing, and greening the country's government buildings: UN Environment's technical assistance and stakeholder engagement were instrumental in helping the country work out how to promote sustainable, energy-efficient buildings to reduce greenhouse gas emissions while ensuring affordable housing for its citizens. The assistance was provided via NAMA for the building sector in Asia, a project of the International Climate Initiative. The project supported Indonesia, the Philippines, Thailand and Vietnam to design government-led interventions to boost investment in energy-efficient buildings.¹⁴

12 Matthew Knight, 'Predictions for UK's low carbon transition in 2021' (*Smart Energy International*, 7 January 2021) <<https://www.smart-energy.com/regional-news/europe-uk/predictions-for-uks-low-carbon-transition-in-2021/>> accessed 23 August 2021

13 Cedefop, 'Skills for green jobs in France: an update (unedited proof copy)' (*Cedefop*, 2018) <http://www.cedefop.europa.eu/files/france_green_jobs_2018.pdf> accessed 29 August 2021

14 Story Climate Action, 'Building for green growth in Thailand' (*UN Environment Programme*, 12 March 2018) <<https://www.unep.org/news-and-stories/story/building-green-growth-thailand>> accessed 29 August 2021

Green Jobs Act (USA)

A priority of President Joe Biden's \$2 trillion infrastructure and climate change bill, called "The American Jobs Plan," is to "tackle climate change with American jobs and American ingenuity." Biden said when he promoted his plan in Pittsburgh on March 31. Between 1 million and 1.2 million jobs per year would be generated in the energy efficiency and renewable energy space, by Biden's bill, according to Robert Pollin, economics professor and co-director of the Political Economy Research Institute (PERI) at the University of Massachusetts-Amherst. That includes jobs in wind energy, solar energy, making industrial buildings more energy efficient and in making high efficiency cars.¹⁵

Jobs Preserving, Restoring, Enhancing 'Environmental Quality'

Overall perspective of green jobs is to improve efficiency of energy, raw material and Water; Decarbonizing the economy and limiting greenhouse gas emissions; protect and restore ecosystems and biodiversity; support adaptation to the effects of climate change and lastly to minimize waste and pollution.

Conclusion

Greening the rural economy is central to increasing decent employment opportunities, enhancing resource and labour productivity and fostering poverty eradication and social inclusion. Through its Green Jobs Programme, the International Labour Organization (ILO) has a growing track record in policy advice, project implementation and institutional development to support its constituents in efforts to turn environmental challenges facing rural economies - including natural resource degradation, growing resource scarcity, and the negative impacts of climate change on productive assets, livelihoods and populations - into opportunities for sustainable development. Yet knowledge, policy and implementation gaps remain in moving towards a more systematic and comprehensive strategy that links environmental sustainability issues with all dimensions of the Decent Work Agenda. With its technical expertise, tools and means of action, the ILO is well placed to advocate for and promote greater integration of the principles of decent work and environmental sustainability into rural development strategies.¹⁶

The concluding equation can be given as-

'Sustainable Economy + Sustainable Environment + Sustainable Society = Sustainable Development'

And thus, the legislation and amendment to be carried out in following phases so as to achieve maximum sustainable and green growth and development. The first phase is the creation of green

15 Catherine Clifford, 'Green jobs in Biden's infrastructure bill: What they could pay and how to be eligible' (*CNBC Make it*, 12 April 2021) <<https://www.cnbc.com/2021/04/12/experts-on-green-jobs-in-bidens-climate-infrastructure-bill.html>> accessed 29 August 2021

16 Anon (2019) *Greening the rural economy and green jobs*. Geneva: ILO.

jobs; second phase is converting the rest of the employment sector into green jobs and thirdly, promoting green jobs.

Governments, national institutions along with social partners, enterprises and the civil society will have to work in collaboration in light of the future challenges the world will encounter in climate change and other environmental issues. This collaborative effort can pave the way to green growth and green economy. Thus, it is of utmost importance to build a legal approach by rethinking and re-defining the concept of green jobs to secure a safe and sustainable future.