



«The success of implementing green policies is dependent upon the availability of skilled people»



## **EGREJOB - Conference: Green Jobs Feasibility**

**Knowledge sharing event on the initial findings of research and analysis and their implications for policy making**

**LEBANON/CHOUF AND AKKAR**

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# Maps of the region and key demographics

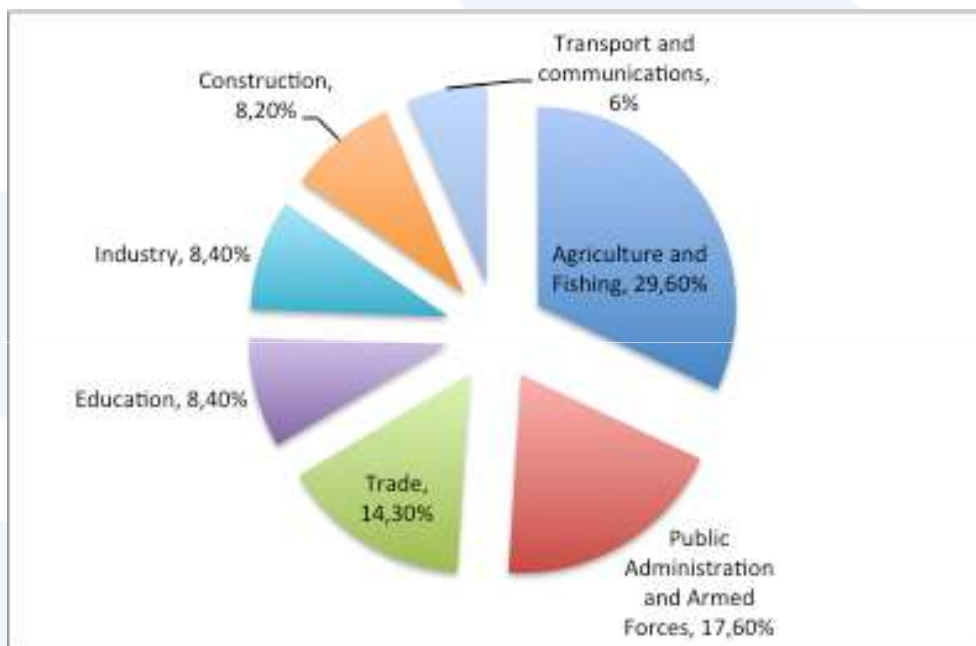


	Akkar	Chouf
Size	800km2 (less than 8% of Lebanon)	495km2 (less than 5% of Lebanon)
Population	252 917 residents <i>But less than 60% are living in Akkar and the region is welcoming more than 100 000 syrian refugees</i>	166 140 residents, less than 4% of Lebanese population, but 3rd most populous caza in Mount Lebanon
Demographic growth (1997 to 2010)	41%, the highest in Lebanon	21% (Beirut and Mount Lebanon), the slowest in Lebanon
Age repartition	Similar in Lebanon, Akkar and Chouf – 44% under 24, 39% between 25 and 54, 8% between 55 and 64 and 10% more than 65 Lebanon is in an advanced demographic transition stage, and its population is strongly affected by migration and refugees.	
Urban and Rural population	As per ESCWA, urban population in Lebanon is more than 87% in 2015, expected to be more than 90% in 2040. Akkar is an exception, and is the most rural district of Lebanon (80% of the population rural)	
Unemployment	<i>7% in Akkar vs 6% in Lebanon, with wide gender gap (11% for female) and age gap (close to 25% for youth female) on the national level</i>	5% in Mount Lebanon (apart from Beirut governorate and suburbs)
Labour force	In Lebanon, active population is 1,229M, out of a population aged 15 and above of 2,8M. Men are 922K and women 307K	

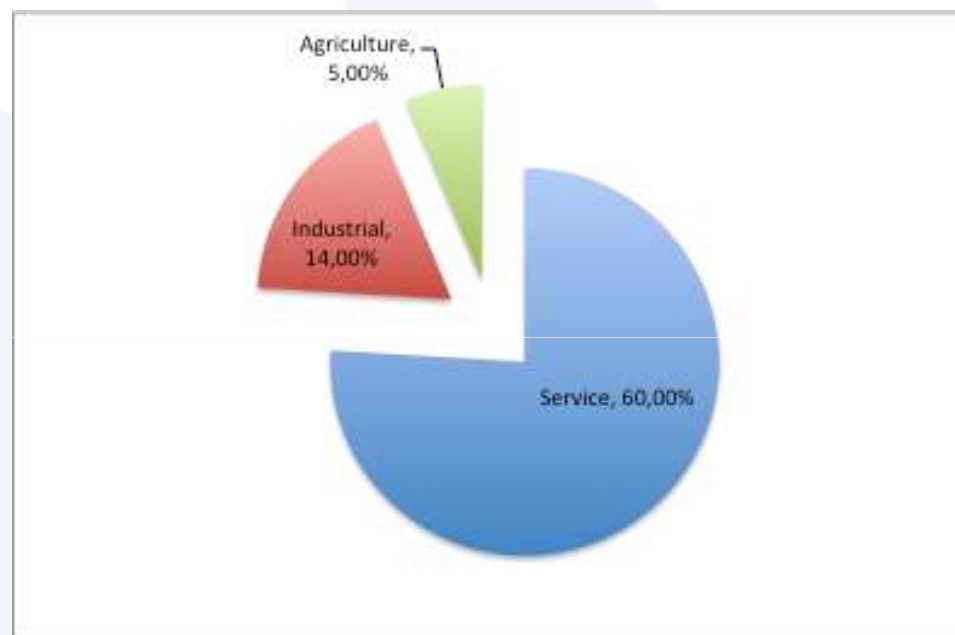


# Key employment distribution

## AKKAR



## CHOUF



# Selected sectors for analysis

	Scope	Selection of companies	Surveys completed
<b>Sustainable agriculture</b>	In Akkar, focus on potato and value chain, to follow the project of ILO started in June 2014 on employment and livelihood issues. This sector has been identified as having the greatest impact on decent job creation. To have a larger sample for organic farming, we have extended to other kind of sustainable agriculture (olive oil...) in both area.	Size of the country, exclusion of NGO and public sector companies from the survey has led us to extend the initial scope to companies having green projects in the near future. After compilation of reports and meeting with experts, we selected companies along the value chain and tried to diversify between 1 or 2 main players in the country and local companies, most often family based. We have included in the survey input suppliers having an organic range or providing drip irrigation, organic producers having IMC label (the only one in Lebanon), food processing units, distributors working with farmers or having themselves a farm	10 Akkar 10 Chouf
<b>Waste management</b>	Focusing first on compost and agriculture waste, extended to municipal solid waste, hospital waste in Chouf and water treatment	Companies investigated are mostly on water treatment, waste collection, compost and plastic.	8 Akkar 12 Chouf
<b>Eco Tourism</b>	We discarded eco tourism in Akkar due to the security issues faced by the region. In Chouf, we included hotel, eco lodge, renewable energy suppliers	Based mostly on discussion with experts, Reserve du Chouf	10 Chouf



# Methodology

Data collection was primarily based on extensive literature review comprised of national and international organizations' reports, local studies from universities and associations, and companies' surveys at the country level. Meetings and interviews with officials and other stakeholders in the target sectors and consultation with ILO and other organizations throughout the process was essential to understand the current state of Green Jobs. The survey was translated into Arabic and the interview protocol was standardised between interviewers.



# Key figures for selected sectors

	Akkar	Chouf
Sustainable Agriculture	<p><b>Agriculture</b> employs 21,9% and 27,3% of male/female labor force. Mostly small farms, with an owner having another activities. Limited numbers of input suppliers and distributors. 95% of agro industries in the North are micro enterprise. 25 sorting and packing facilities in north Lebanon. 28 092 registered agricultural operators, 16% of Lebanese farms ; but 90% of agricultural operations are less than 1 hectare. Estimated 250 production units (farms) and 100 processing units (factories and workshops) in Lebanon – this number has remained stable in recent years.</p>	
	<p>3 registered organic farms according to the MoA website (MOA 2013; ILO Green Jobs 2012)</p>	<p>Al-Shouf Cedar Society strategy has been to focus on fewer organic products due to the bureaucratic process of registration for Organic Certification</p>
Waste management	<p>The waste management sector in Lebanon currently provides direct employment for roughly 6,000 to 8,000 people in collection, treatment and disposal of municipal solid waste, wastewater and, to a lesser extent, hazardous waste. By the year 2020 about 1,900 – 2,500 new green jobs are expected to be generated in waste collection, recycling and in several planned solid waste management facilities for sorting and composting and biogas generation, as well as in wastewater treatment. (ILO Green Jobs, 2011)</p>	
	<p>Limited experimentation on agricultural residues composting, with NGOs. Most municipalities are dealing with their own waste. Only landfill in Srar. Akkar is generating 381TPD of waste.</p>	<p>One main operator, Sukleen, is collecting the waste and dumping them in Naameh (outside of Chouf). For hospital waste, Arcenciel (NGO) is dealing with 10 hospitals. Beyrouth and Mount Lebanon are generating 2600TPD of waste</p>
Eco Tourism		<p>10 eco lodges, most of them as a secondary activity Hotels Suppliers Reserve du Chouf Guides</p>



# Key figures from the survey – Needs of skills

- Mostly small companies, driven by seasonal and demand driven for eco tourism and agriculture
- Employees mostly male and aged between 25-49.
- Low female labour market participation for 25-49.
- Substantial number of employees in entry-level job. Increasing informality of employment
- Higher “recent training” for more senior staff and in sustainable agriculture. But senior occupational levels also identified as being most in need of skills upgrading
- in sustainable agriculture needing for green and entrepreneurial skills, much less for routine and technical
- In waste management, essentially no or few needs
- In ecotourism, need of green skills and routine skills
- More established companies seem to require less training
- Willingness to share knowledge/experience
- Interactions with co workers, suppliers and clients ; low level of interaction with business consultants



# Supply of skills

- 227 private and 108 public institutes, schools and training centres covering initial VTE
- Larger companies have internal training
- Public agricultural extension service relies on 28 agricultural centres, 7 agricultural technical schools
- In solid waste management, training delivered through universities,
- Eco tourism – mostly through NGOs, funding from international donors
- Few financial instruments to support





# Use of skills

- Is supplying of skills matching the labour market?
- Youth unemployment is similar to other countries in the region. Employment to population ratio for 15-24 is half (23,7%) when compared to the whole adult population
- Female labour leave market for childbearing highest achievers migrate out of Lebanon
- 44% of the labour force unskilled
- 22 000 new lebanese entrants to the labour market per year ; competing for 5 to 6 000 jobs



# Emerging Policy & Strategic Issues

Business Environment in Lebanon (external)	Archetypal Business Model (internal)
<ul style="list-style-type: none"><li>• Difficult to develop long term vision</li><li>• Issue with supply</li><li>• Niche market in a small country</li><li>• Jobs Market</li><li>• Value chain controlled by supply or distributors</li><li>• Quality Assurance / enforcement of regulations</li><li>• Corruption</li><li>• Complex, changing environment</li><li>• Conflicting laws, decrees and policies</li></ul> <p>Good Practice Example: Law 444 “Polluter Pays Principle”; Environmental Impact Assessment Law; National Bank support for green businesses with favourable interest rates; Environmental awareness communication programmes (e.g. TV, in schools)</p>	<ul style="list-style-type: none"><li>• Tradition vs innovation</li><li>• Social Capital</li><li>• Family-run, multiple small businesses</li><li>• Managers not owning land</li><li>• Good ideas. Weak marketing.</li><li>• Blurring between NGO / Private company</li><li>• Short-term vs. long-term investment (e.g. in training)</li><li>• Peer-to-peer support / training / organisation</li></ul> <p>Good Practice Example: Chouf Reserve is well organised and has risen the profile of ecotourism leading to greater institutional support e.g. new MoT strategy and registration of guesthouses e.g.</p>



# Key recommendations

- Governance, coordination and national plan
- Properly enforced quality standards
- Career development pathways for green jobs need to be mapped
- Information and coordination with the many players in Lebanon
- Take into account differences between states, and Lebanon's size and centralization
- Greatest potential lies in sustainable agriculture and waste management
- Greater awareness of existing training opportunities
- Training should be used alongside improved social protection plans



# An example of DACUM

## Dacum Chart for Guest House Manager

Duties	Tasks					
Planning	Prepare Budget and financial plan	operation timeline	Menu plan	Financial Planning	Site Assessment	Establish connection with suppliers ( food , bed, sanitary...
Guest Services	Reply to special requests/ complaints	Monitor reservation procedures and booking ( check in , check out)	Room services (cleaning)	Monitor garden (BBQ services and equipment)	Monitor Food processing and cooking	Link visitors to tourist service providers
Operation / Housekeeping	Grocery Shopping	Laundry Services ( wash sheets)	Planting Herbs and Flowers	Monitor room cleanness	Payment ( Part of Management	
Maintenance	Gas check ( kitchen)	Electricity Check	Garden maintenance (weeding and cleaning)	Monitor equipment and machinery		

