

# The Impact of Green Jobs on the Environment

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## Abstract

This study aimed at identifying the concept of green jobs and demonstrating the importance of green jobs in reducing environmental impacts. The study has reached conclusions, including those green jobs have a role in reducing the environmental impact of companies and economic sectors, and (green jobs) is a solution to the problem of climate change, and environmental degradation and improving the natural environment through the creation of decent jobs for the population. The study recommended: to draw the attention of decision makers, and researchers in the economic, social, and environmental field to the importance of green jobs and their positive reflections on all aspects, and to seek to adopt green jobs among the development priorities of the state.

*Keywords: Green Jobs, Green Economy, Environmental Impacts, Shorter Economy*

## 1. Introduction & Theoretical Background

The concept of green jobs has become very popular among policy planners looking to address the problem of global warming, yet it recognizes the economic costs of anti-carbon measures and by emphasizing and greening green jobs, policymakers risk measuring environmental progress based on a concept, which can often be irrelevant, or worse and can be detrimental to both the environment and the economy. Often, green labor policies reward inefficiency while failing to distinguish between them also permanent, full-time temporary jobs, or part-time, and in some cases, they can also discourage and reduce trade, or thwart competition leading to the loss of more jobs elsewhere, and demand huge support from the government with some green work programs that require governments to work more for those jobs.

Labor, governments, and NGOs to identify and give credit to a category of jobs that can be separated and identified as green, there is growing concern about climate change and global warming, but also concern about the economic consequences and actions to mitigate carbon emissions that have become an important issue of concern to the world (Winter and Moore, 2013)

The degradation of the natural environment, climate change, the transition to a low-carbon economy and the path of sustainable growth are all factors that affect the world of work and employment, generating both potential opportunities and risks, and so the twenty-first century faces two fundamental problems: the first lies in staving off the risks of climate change, and the second is the degradation of natural resources that will threaten the quality of life of present and future generations, and the recognition by everyone who cares about the environment that these problems can no longer be faced with both on the It led to increasing the awareness of governments and employers' organizations that work that relies on a strategy of growth first and environmental protection later is not considered a sustainable strategy either from an economic, social, or environmental point of view. Several studies suggest that organizations that embrace environmental protection increase their ability to attract human resources, and there is a preference for an organization that adopts a green approach (Naji et al., 2022; Habtoor, N., & Alharbi, 2020).

The organization can demonstrate its commitment to sustainability and environmental conservation by adopting a virtual recruitment method, if the recruitment requirements can be completed through digital means of communication including the interview and in a way that reduces travel, and the polarization practices that support green management can include environmental dimensions, and the job description should be reflected within the sustainability agenda, the company's website and search engines ( Ali et al., 2022; AlMaamary et al., 2021; Sakarneh, 2017).

### *1.1. Study Problem*

Although there is literature on the subject of green jobs, there is still ambiguity associated with the effective implementation of green employment policies, hence the interest of international organizations concerned with green jobs because of their importance in relieving pressure on the environment, and has led to a growing awareness within these organizations of the importance of environmental issues and forced many institutions to adopt environmentally friendly practices that have resulted in increasing efficiency, reducing costs, attracting competencies and improving productivity. Several studies have recommended focusing on green jobs to mitigate the impact on the environment (Khanfar, 2014; Scarneh, 2017; Mamoni, 2019). Therefore, the problem of the head is to answer the following key question:

**What is the impact of green employment on the environment?**

### *1.2. Study Importance*

The research can be determined by the topic it deals with and the contribution and addition expected of it to reduce the environmental impact, and therefore the importance of the Dr. Rasa can be shown through the following: The topic of Dr. Rasa is one of the new topics, especially after the emergence of the concept of green jobs recently, and studies related to the concept are still in their infancy and all seek to achieve scientific additions in this regard. Shed light on the role of green jobs in reducing environmental impacts.

### *1.3. Study Objectives*

The study aims to identify the following elements: Identify the concept of green jobs. Demonstrate the importance of green jobs in reducing environmental impacts.

### *1.4. Study Methodology*

In achieving the objectives of the study, the researcher relied on the descriptive and analytical approach by reviewing Arab and foreign articles that were interested in green jobs and their impact on the environment.

## **2. Concepts of Study and Previous Studies**

### *2.1. Concepts*

Green jobs: These are jobs that work to reduce the environmental impact of economic institutions and sectors, ultimately to specifically sustainable levels, but not exclusively, and this includes jobs that help project (ecosystems) and (biodiversity), reduce energy, materials and water consumption through highly efficient strategies, green jobs in emerging economies and developing countries include opportunities for managers, scientists and technicians, and can benefit a wide segment of the population, namely youth, women and farmers. Rural residents, slum dwellers. (International Labour, 2008).

The joint report of the United Nations Environment Program (UNEP), the International Organization of Employers (IO), and the International Trade Union Confederation (ITUC) defined it as a function that contributes to the preservation or recovery of the quality of the environment, whether in industry, agriculture or services, functions that contribute to reducing the consumption of energy and raw materials, in addition to reducing the emission of buried gases, and reducing waste, while the International Labour Organization has defined it as: Decent work would mitigate the effects of the activity of economic sectors on the environment and reduce it to sustainable levels, or it would include jobs that preserve and rehabilitate the environment (Mamoni, 2019).

Shorter economy: It is an economy that leads to the improvement of the development of an environmental program, which is the state of human well-being and social equity, while at the same time taking care to significantly reduce environmental risks and ecological scarcity, or it is a system of economic activities related to the production, distribution and consumption of goods and services, an economy in which growth in income and employment is guided by investments in the public and private sectors that will lead to the efficient use of resources, reduce carbon and waste emissions, pollution and prevent the loss of diversity. Biodegradation and ecosystem degradation (Khanfar, 2014)

Environmental impacts: It is the unjust behavior produced by man towards the environment, and a large number of negative effects that are still difficult to enumerate, due to their breadth and growth coinciding with the rapid development of industry and the use of various sources of energy, which results in serious repercussions on society, and the cause of which is due to the many harmful effects on the environment, and can be summarized in: pollution caused by human behavior and the depletion of natural resources (College, 2011).

## 2.2. Previous Studies

The researchers reviewed previous studies about this study and used and benefited from some studies that have to do with the subject of the study and the following are some of these studies:

- Al-Zubaidi (2016), aimed to identify the role of green human resource management practices in achieving the requirements of environmental citizenship in the General Company for Vegetable Oils in Iraq. The study population consisted of managers, heads of departments and divisions working in the General Company for Vegetable Oils, numbering (87). The study reached several results, most notably that there is a weakness in the adoption of green human resource management practices by the management of the General Company for Vegetable Oils.
- Sharma & Gupta (2016) aimed to identify green human resource management initiatives: this study provided a theoretical background on green human resource management and its practices and presented a case study of companies operating in the technological sector and the extent to which employees contribute to green human resource management, the study also highlighted the role of women and women around the world to promote and take into account gender differences and in the workplace, as well as training and advising young women aspiring women to contribute their experiences to work and life priorities (Mohammed et al., 2020).
- Mamoni (2019) conducted a study aimed at challenging the concept of green jobs and the green economy, and what sectors are most responsive to greening. The study concluded several conclusions, including Development requires correcting the economic conditions and activities of a more suitable and supportive of the environment, to create sustainable jobs within the scope of green energy, and remove hazardous waste and carbon pollution. The study recommended seeking to develop the industrial sectors of the green economy and to develop appropriate conditions to facilitate a fair transition to the green economy.
- Martinez-, Carlos, and Miranda (2011), aimed to illustrate the effects of climate change, mitigating them, especially subsequent ones, adaptation policies and markets. The study showed several results, including Ensuring that there are sufficient skills within the workforce will reduce the risk of high unemployment, enable green growth, and meet employers' demands. Support for public business and entrepreneurship, support in this area will facilitate internal adjustments within existing businesses to continue and increase competitiveness and productivity. Green Labour Jobs: Customized labour policies can be implemented that facilitate the expansion of the green workforce to reach a critical mass in green capacity at the local level

## 3. Green Jobs

### 3.1. Historical Roots of Green Jobs

In October (2007), the Global Online Profession launched Green Careers, a service that allows both the entry of high-level experienced people and those looking to identify environmentally friendly jobs and companies, and studies have indicated that (80%) of young professionals are interested in getting a job that has an impact on the environment in a positive way, where preference is given to work in order to be environmentally friendly and the creation of job opportunities is based on the need for green jobs to be decent for work. It has the potential to improve the environment, i.e. to integrate environmental benefits with traditional labour concerns such as wages, job safety, social protection and health, workers' rights and to define policies aimed at promoting this type of job, in addition to the fact that these reforms need to introduce a new development model that is more inclusive, equitable, fair, and environmentally sustainable. (renner, 2008).

Green employment is a modern term, used by the United Nations Environment Programme (UNEP) in 2008 and adopted by the United Nations General Assembly in 2009 when it passed a resolution to convene the United Nations Conference on Sustainable Development, and made it a title under the name of Green Economy (Argylos and Kheirja, 2015).

### 3.2. The Concept of Green Jobs

#### 3.2.1. Green Jobs

These are those jobs that revolve around sustainable development and that respond to global challenges related to environmental protection, economic development, and community engagement, and the ILO works to promote the greening of institutions if you will, and in order to green practices in the workplace, and even the labour market as a whole, by involving governments, employees, and employers as all active members in the transition to this major change that has a positive impact. On the environment, these efforts create decent employment opportunities, support resource efficiency, and build sustainable societies with low carbon footprint (Arab Forum, 2015).

The description of "collar jobs" is called civil jobs that are carried out in offices without heavy work such as management, personnel and sales, with the presence of a monthly wage, and the description of "collar jobs" is called those jobs that require wearing a special uniform for work in a blue color, and focus on professional manual work such as construction, maintenance, mechanics and manufacturing, with a daily or hourly wage, while pink collar jobs belong to women, to work in safe places, during the Industrial Revolution and World War I. Green jobs are one of the approaches to the green economy, whose concept is based on the restructuring and correction of economic activities to be more supportive of the environment and social development, so that it constitutes a path towards achieving sustainable development (Majdalani, 2010).

The term green economy, like the term sustainable development, includes a set of economic tools that can harness economic activity to support one or more of the SDGs and the use of these tools, like all economic tools, requires a thorough understanding of the social, intuitional, and political context of the country, and a commitment to learning and adaptation (United Nations, 2011).

### 3.2.2. Green Economy

UNEP defines a green economy as: a system of economic activities that will improve the quality of human life in the long run, without exposing future generations to environmental risks or serious ecological scarcity." The Programme has introduced a practical definition of the term as: "An economy that leads to an improvement in the state of human well-being and social equity, while at the same time taking care to reduce environmental risks and ecological scarcity (United Nations, 2011).

Green jobs are those that ensure that the environmental impact of companies and economic sectors is mitigated and that its levels are reduced to sustainable limits, examples of which are those found in many sectors of the economy, such as energy, waste recycling and in agriculture, construction, and transport.

All these functions will contribute to reducing energy consumption, focusing on clean sustainable energy that does not use substances that affect the environment, and making good use of raw materials and water through strategies that decarbonize the economy and reduce greenhouse gas emissions, reduce, or eliminate all forms of waste and pollution, and protect and repair ecosystems and biodiversity (United Nations, 2011).

The ILO defines green jobs as: "decent work that would mitigate the effects of the activity of companies and economic sectors on the environment and reduce it to sustainable levels, or it is work that includes jobs that preserve and rehabilitate the environment.

Hence, green jobs focus on the attributes of social responsibility, environmental protection and sustainability, alternative technologies, energy efficiency and environmental awareness, in addition to that they include those functions that contribute to the protection of ecosystems and biodiversity, reduce the consumption of energy, resources and water through highly efficient strategies, and establish a carbon-free economy that avoids the production of all forms of waste and pollution permanently (United Nations, 2009).

### 3.2.3. Characteristics of Green Jobs

Green jobs are characterized by several advantages (Nasira and Habib, 2016):

- Green jobs in emerging economies and developing countries represent opportunities for managers and technicians, and these jobs are addressed to a large segment of the population, which is most in need of them, from youth and women, rural people, and slums.
- Green jobs are blue-collar jobs in companies, which are manual labour in corporate jobs whose products and services contribute directly to improving the quality of the environment.
- Green jobs are found in early and small for-profit businesses, social enterprises, and public sector enterprises, all of which are linked to manual labour that improves the environment and keeps it from pollution.
- Green jobs represent a new and important category of job opportunities because they are of high quality, with relatively low barriers for people with barriers at work

### 3.2.4. The Importance of Green Jobs

Green jobs are of great importance as follows (Nasira, and Al-Beheeb, 2016):

- It is an important way to attract people from poor communities to work through skills training related to production, or environmentally friendly services.
- Provide a means of generating decent work while at the same time achieving sustainable economic and social development that has to do with the environment.
- Contribute to reducing the need for energy and raw materials to avoid the emission of gases, global warming and frying from waste and pollution, and the restoration of ecosystems, such as clean water, environmental protection from floods, and biodiversity. Green jobs reduce the environmental impacts of economic projects to sustainable levels.

### *3.2.5. The Impact of Green Jobs on the Environment*

Climate change is the main challenge facing sustainable development in the twenty-first century and the greatest threat to achieving the third Millennium Development Goals by 2015, and meeting this requires major interrelated social, economic, and environmental transformations. Addressing environmental problems, the latter of which has gained more importance in the context of global debates, especially since the last two decades of the last century, that is, since the United Nations General Assembly was established in 1982 by the World Commission on Environment and Development (known as the "Brundtland Commission") to study the relationship between environment and development, and five years later this Commission published its report entitled: *Our common future*, defined sustainable development as development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It has become clear that the environment is where we live; that development is all we do in pursuit of improving our destiny in this stable, and the two are inseparable (United Nations, 2011).

HR professionals point out that the best practice in organizations is to encourage employees in the workplace to be more friendly and environmentally friendly, by encouraging them to do some activities such as doing double-sided paper imaging, programming computers to enter the idle phase several minutes after leaving them, using energy-saving lamps, using desk lamps, and lowering and downloading curtains on office windows in the summer to conserve energy in offices. (Jain, 2016; Habtoor, 2015).

In an effort to provide more efficient and better environmentally friendly services, offices around the world have implemented several initiatives to reduce the environmental impact and the human resources department of the British company Sky has begun to carry out a campaign to use 100% renewable energy where employees are required to turn off computers TVs and lights, and take advantage of solar lighting, and that the human resources department in other British organizations emphasizes a mobility policy. Employees encourage them to exchange cars and increase the use of public transport (Ahmad, 2015).

The prevailing economic system has contributed to the momentum gained by the principle of a green economy, and has led to an increased sense of fatigue from the many simultaneous crises and market collapse that occurred during the first decade of the new millennium, including the financial crisis of 2008, and at the same time the emergence of growing signs of a new economic order; a system in which access to material wealth is not necessarily at the expense of growing environmental risks, ecological scarcity, and social paradoxes (United Nations, 2009).

It has been shown that the research carried out in this field on the environmental and economic dimensions of climate change has been characterized by weak treatment of the social dimensions, especially the impact of this phenomenon on the element of work and in line with ignoring the social dimension of climate change and environmental degradation and in the face of the growing interest in this aspect the concept of "just transition" is witnessing interest by the International Trade Union Confederation during the last years of the first decade of the current century, especially in the wake of the global financial crisis, as the tool that facilitates the transition to a more sustainable society, It demonstrates the ability of the "green economy" to sustain decent jobs and livelihood opportunities for all. This is based on the concept of sustainable development, which stems from the need for equitable sharing of the burden of environmental challenges, including climate change, and policies that work to reduce it (International Labour Journal, 2009).

There is a role for initiatives that have resulted from the concept of a "just transition" that work to address the impacts of climate change, and measures to reduce and adapt it at the level of industries, jobs and workers, the Green Jobs Initiative launched by the International Labour Organization (ILO) in March 2007 in cooperation with the United Nations Environment Programme (UNEP), the International Organization of Employers (IOI) and the International Trade Union Confederation (ITUC), and the efforts of the four partners in this initiative have resulted in the release of a report entitled: *Green Jobs: Towards decent work in a sustainable, less carbon-producing world*, as this program is active in 15 Member States, in addition to the financial crisis that swept the world in 2008, the ILO adopted in 2009 the Global Compact of Employment Opportunities which aims to promote economic recovery and job creation while preparing for a more sustainable, just and balanced global economy (ILO, 2009).

The green economy is one of the tools available for sustainable development, as it works to reduce carbon emissions and pollution, is based on the rational use of available resources and renewable energy efficiency, and is a powerful driver to take over job opportunities and increase income, where the green economy shares with sustainable development the principles that are based on the integration of environmental, economic and social considerations into the decision-making process, and work on the conservation and safety of the environment in order to preserve biodiversity and protect environmental processes, Green jobs are a solution to the problem of climate change and environmental degradation, because they coordinate poverty reduction goals with those of reducing greenhouse gas emissions and improving the natural environment through the creation of decent jobs for the population.

Millions of green jobs exist around the world, and millions more can be found if investment, political support, and skills development are available, and the transition to a low-carbon and sustainable economy is expected to lead to growth in this type of job, balancing countries, and sectors according to the extent to which they create green jobs or replace existing jobs. The green building sector alone will create millions of jobs due to the demand for modern jobs in water filtering and filtration, insulation, lighting, solar heaters, heat pumps and wind-powered turbines, in addition to building agricultural projects and soil improvements, through the use of animal and organic fertilizer, and to seek to expand water

storage through dams that need green equipment and rehabilitation of riverbanks in modern ways, Which needs many sustainable jobs that seek to conserve water and its sources (Argelos, and Kherja, 2015).

### *3.2.6. Green Jobs and Poverty Alleviation*

A strategy that deals with the green economy can contribute to green growth and benefit the environment by creating green jobs to renew and maintain natural capital, thus alleviating poverty, and there are many economic sectors that are interested in alleviating poverty and moving to a green economy.

About three-quarters of the world's population – who live on less than two dollars a day – depend on the environment for their livelihoods, and at the same time climate change will exacerbate the unemployment crisis that is worsening among young people despite efforts by state governments to mitigate this phenomenon, as the number of working-age people of the younger generation during the second decade of the current century will reach about one billion. Green jobs can serve as a bridge between eradicating extreme poverty, and hunger and achieving environmental sustainability according to the Millennium Goals that focus on biodiversity, revitalizing green forests and expanding spaces to contribute to sustainable development (UNEP, 2005, Almeer, M. S.,2022).

The global transformation may give the green economy great opportunities in green jobs in various economic sectors, and these jobs are represented in the generation of renewable energy, improving the efficiency of consumption, in addition to the rehabilitation and protection of the ecosystem, and environmental tourism, and therefore this transformation will be a contributing factor in the elimination of unemployment and poverty, due to the provision of many job opportunities, which will achieve a decent income for job seekers, which will achieve a decrease in the numbers of the poor who do not work, especially In rural areas, through the conservation and investment of natural resources (Argelos, and Kherja, 2015).

## **4. Conclusions & Recommendations**

### *4.1. Conclusions*

After reviewing green jobs and their impact on the environment, the researchers reached the following conclusions:

- Green jobs are one of the big revolutions in the world of jobs that will create additional job opportunities for job seekers. Generating green jobs has become a necessity considering climate change and other environmental policies.
- Drawing environmental policies is an important matter of interest to the state and preserving it from any future environmental impacts, and this will result in the generation of new green jobs.
- Green jobs are one of the approaches to the green economy, whose concept is based on the restructuring and correction of economic activities to be more supportive of the environment and social development.
- Green jobs are jobs that revolve around sustainable development and that respond to global challenges related to environmental protection, economic development, and community involvement in sustainable development.
- Jobs ensure that the environmental impact of companies and economic sectors is mitigated and leads to its levels being reduced to sustainable limits.
- Green jobs have been shown to be a solution to the problem of climate change and environmental degradation, as they work to harmonize poverty reduction goals with those of reducing greenhouse gas emissions and improving the natural environment by creating decent jobs for the population.

### *4.2. Recommendations*

After reviewing the conclusions reached by the study, the researchers recommend the following:

- It is necessary to draw the attention of decision-makers and researchers in the economic, social, and environmental fields to the importance of green jobs and their positive repercussions on all aspects.
- Seeking to adopt green jobs among the development priorities of the state, and to benefit from the experiences of other countries that have a head start in this field, to reduce the high unemployment rates, especially among young people with university degrees.
- Urging institutions in all their forms to employ job seekers in areas that ensure the protection of environmental resources and strive to achieve the principles of a green economy.
- Adopt a national strategy to achieve the principles of green employment and emphasize those principles that facilitate the recruitment of researchers and save effort and money on institutions.
- Encourage job seekers to switch to green employment instead of traditional employment because of its positive aspects and participation in reducing environmental pollution.

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