A Study about Green Jobs in Malta

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IMPLEMENTED BY:

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CONTENTS

SECTION 1

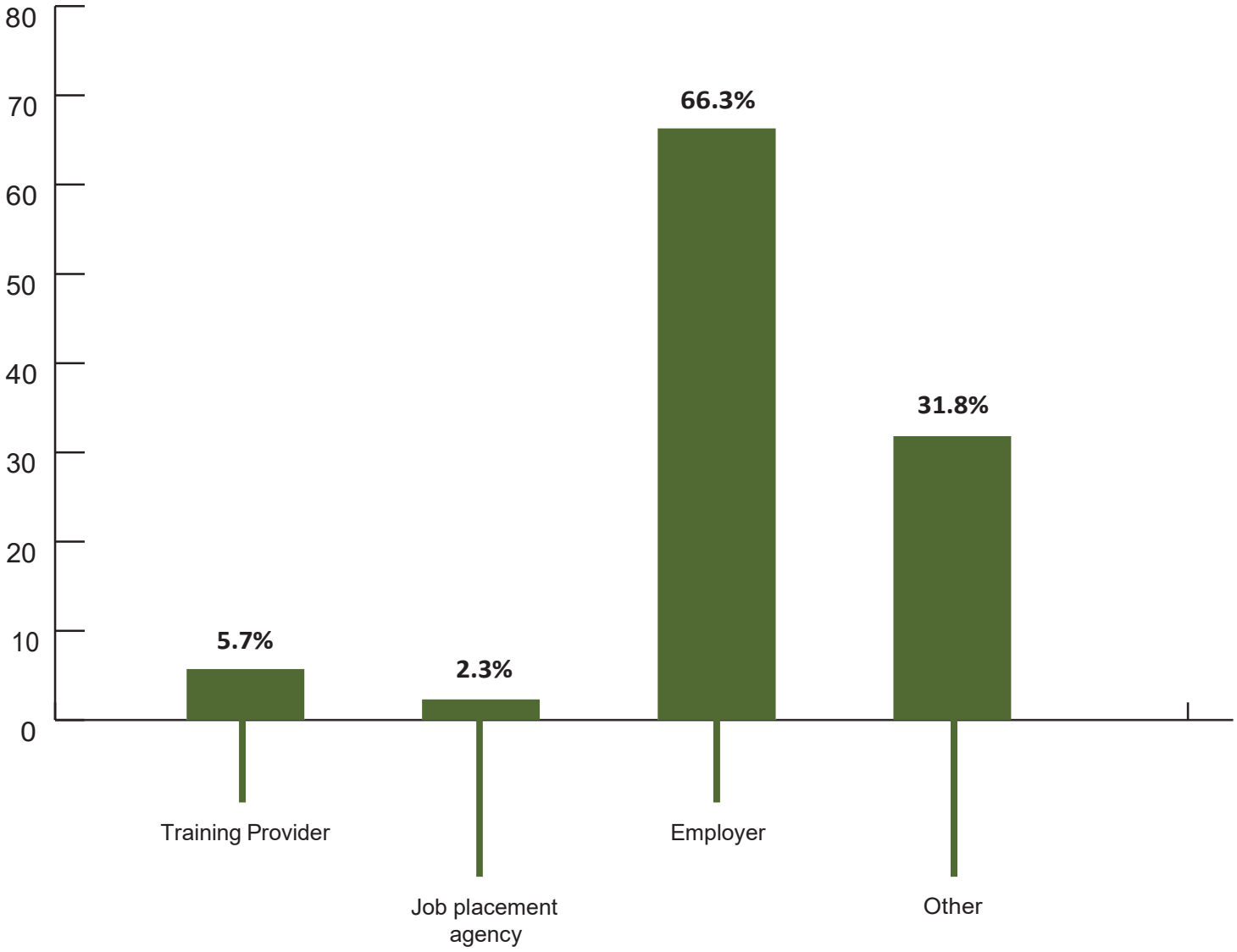
METHODOLOGY AND DEMOGRAPHICS

- The survey was carried out through online and telephone interviews.
- A sample size of 262 individuals was collected amongst companies, employers, training providers and/or agencies
- This is a representative sample of the economic sectors (next page).
- The data was collected during January/February 2022

SECTOR	POPULATION	SAMPLE	DIFFERENCE
[A] - agriculture, forestry and fishing	4.2%	2.9%	-1.4%
[B] - mining and quarrying	0.2%	0.6%	0.4%
[C] - manufacturing	5.8%	4.0%	-1.8%
[D] - electricity, gas, steam and air conditioning supply	0.0%	2.9%	2.9%
[E] - water supply, sewage, waste management and remediation activities	0.2%	2.3%	2.1%
[F] - construction	8.0%	9.2%	1.2%
[G] - wholesale and retail trade, repair of motor vehicles and motorcycles	14.7%	12.6%	-2.0%
[H] - transport and storage	7.6%	6.9%	-0.7%
[I] - accomodation and food service activities	7.1%	7.5%	0.4%
[J] - information and communication	4.5%	3.4%	-1.0%
[K] - financial and insurance activities	2.2%	1.7%	-0.5%
[L] - real estate activities	4.3%	2.3%	-2.0%
[M] - professional, scientific and technical activities	13.6%	12.1%	-1.6%
[N] - administrative and support services activities	7.2%	6.9%	-0.3%
[O] - public administration and defence; compulsory social security	0.3%	2.3%	2.0%
[P] - education	3.3%	5.7%	2.4%
[Q] - human health and social work activities	3.8%	4.0%	0.3%
[R] - arts, entertainment and recreation	5.1%	6.9%	1.8%
[S] - other services activities	7.0%	5.7%	-1.3%
[T] - activities of households as employers; undifferentiated goods and services-producing activities of households for own use	0.9%	0.0%	-0.9%
[U] - activities of extraterritorial organisations	0.0%	0.0%	0.0%

If you selected 'Employer', what type of services do you offer	
Accommodation	4.7%
Activities auxiliary to financial services and insurance activities	0.6%
Activities of head offices; management consultancy activities	3.5%
Air transport	1.8%
Computer programming, consultancy and related activities	1.2%
Construction of buildings	7.6%
Creative, arts and entertainment activities	4.7%
Crop and animal production, hunting and related service activities	2.4%
Education	5.3%
Electricity, gas, steam and air conditioning supply	2.9%
Financial service activities, except insurance and pension funding	0.6%
Fishing and aquaculture	0.6%
Food and beverage service activities	4.1%
Human health activities	4.1%
Information service activities	2.4%
Insurance, reinsurance and pension funding, except compulsory social security	0.6%
Land transport and transport viapipelines	2.9%
Legal and accounting activities	4.7%
Libraries, archives, museums and other cultural activities	0.6%
Manufacture of basic pharmaceutical products and pharmaceutical preparations	0.6%
Manufacture of fabricated metal products, except machinery and equipment	0.6%
Manufacture of rubber and plastic products	1.8%
Office administration, office support and other business support activities	5.3%
Other Manufacturing	2.4%
Other personal service activities	2.4%
Other Professional, Scientific & Technical Activities	6.5%
Postal and courier activities	2.9%
Public Administration & Defence; Compulsory Social Security	0.6%
Publishing activities	0.6%
Real Estate Activities	1.8%
Repair and installation of machinery and equipment	0.6%
Retail trade, except of motor vehicles and motorcycles	7.1%
Services to buildings and landscape activities	0.6%
Social work activities without accommodation	0.6%
Sports activities and amusement and recreation activities	1.8%
Travel agency, tour operator and other reservation service and related activities	1.2%
Waste collection, treatment and disposal activities; materials recovery	1.2%
Wholesale and retail trade and repair of motor vehicles and motorcycles	4.7%
Wholesale trade, except of motor vehicles and motorcycles	1.8%

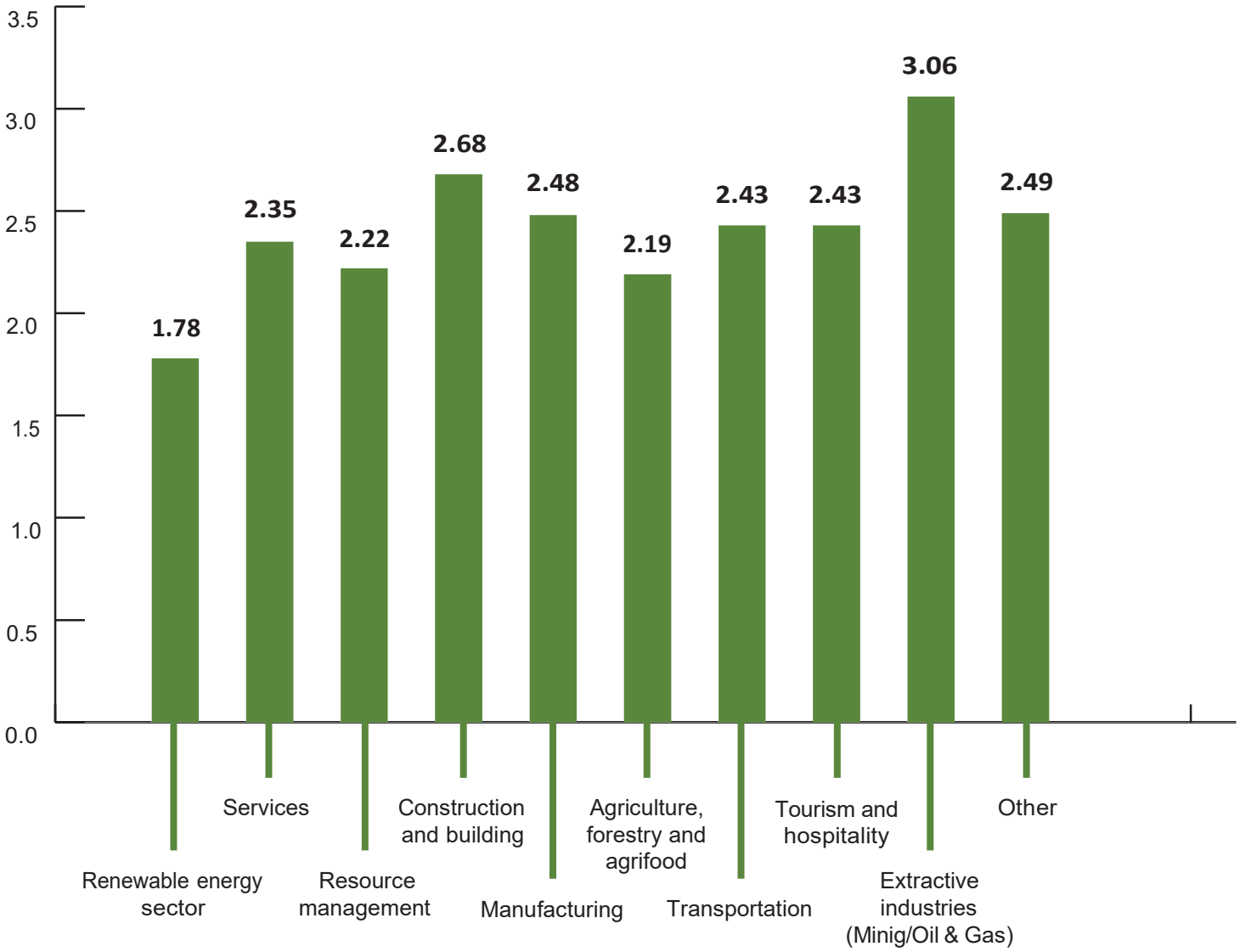
Are you:


80
70
60
50
40
30
20
10
0
5.7%
2.3%
66.3%
31.8%
Training Provider
Job placement agency
Employer
Other

SECTION 2

THE CONTRIBUTION/ INPUT LEVEL OF DIFFERENT EMPLOYMENT SECTORS IN RELATION TO THE GREEN TRANSITION

How would you rate the contribution/input level of the below employment sectors in relation to the Green Transition?
(1 - High Contribution and 4 - No Contribution)



The following ten employment sectors were presented to the respondents and they were asked to rank from 1 to 4 (1 - High contribution and 4 - No contribution) the level of contribution of each sector in relation to the Green Transition:

- Renewable energy sector
- Services
- Resource Management
- Construction and building
- Manufacturing
- Agriculture, forestry and agrifood
- Transportation
- Tourism and hospitality
- Extractive industries (Mining/Oil & Gas)
- Other

According to the respondents, the renewable energy sector contributes to the Green transition the most (an average of 1.78 out of 4) where High contribution - 50.2%, Moderate contribution - 23.9%, Limited contribution - 16.1% and No contribution - 6.3%. With an average of 2.19, the second most affected sector is Agriculture, forestry and agrifood where High contribution - 29.8%, Moderate contribution - 26.7%, Limited contribution - 20.8% and No contribution - 13.3% .

On the other hand, the least sector that contributes towards the green transition is Extractive industry (Mining/Oil & Gas) (an average of 3.6 out of 4) where High contribution - 12.0%, Moderate contribution - 10.8%, Limited contribution - 20.3% and No contribution - 39.4%. This followed by construction and building (an average of 2.68 out of 4) where High contribution - 23.1%, Moderate contribution - 18.0%, Limited contribution - 20.0% and No contribution - 34.1% .

RENEWABLE ENERGY SECTOR	
High contribution	50.2%
Moderate contribution	23.9%
Limited contribution	16.1%
No contribution	6.3%
I do not know	3.5%

SERVICES	
High contribution	17.7%
Moderate contribution	34.3%
Limited contribution	35.8%
No contribution	7.5%
I do not know	4.7%

RESOURCE MANAGEMENT	
High contribution	23.8%
Moderate contribution	30.6%
Limited contribution	30.6%
No contribution	6.7%
I do not know	8.3%

CONSTRUCTION AND BUILDING	
High contribution	23.1%
Moderate contribution	18.0%
Limited contribution	20.0%
No contribution	34.1%
I do not know	4.7%

MANUFACTURING	
High contribution	21.7%
Moderate contribution	20.9%
Limited contribution	30.9%
No contribution	17.3%
I do not know	9.2%

AGRICULTURE, FORESTRY AND AGRIFOOD	
High contribution	29.8%
Moderate contribution	26.7%
Limited contribution	20.8%
No contribution	13.3%
I do not know	9.4%

TRANSPORTATION	
High contribution	29.2%
Moderate contribution	17.4%
Limited contribution	28.9%
No contribution	20.9%
I do not know	3.6%

TOURISM AND HOSPITALITY	
High contribution	19.5%
Moderate contribution	27.0%
Limited contribution	34.4%
No contribution	12.9%
I do not know	6.3%

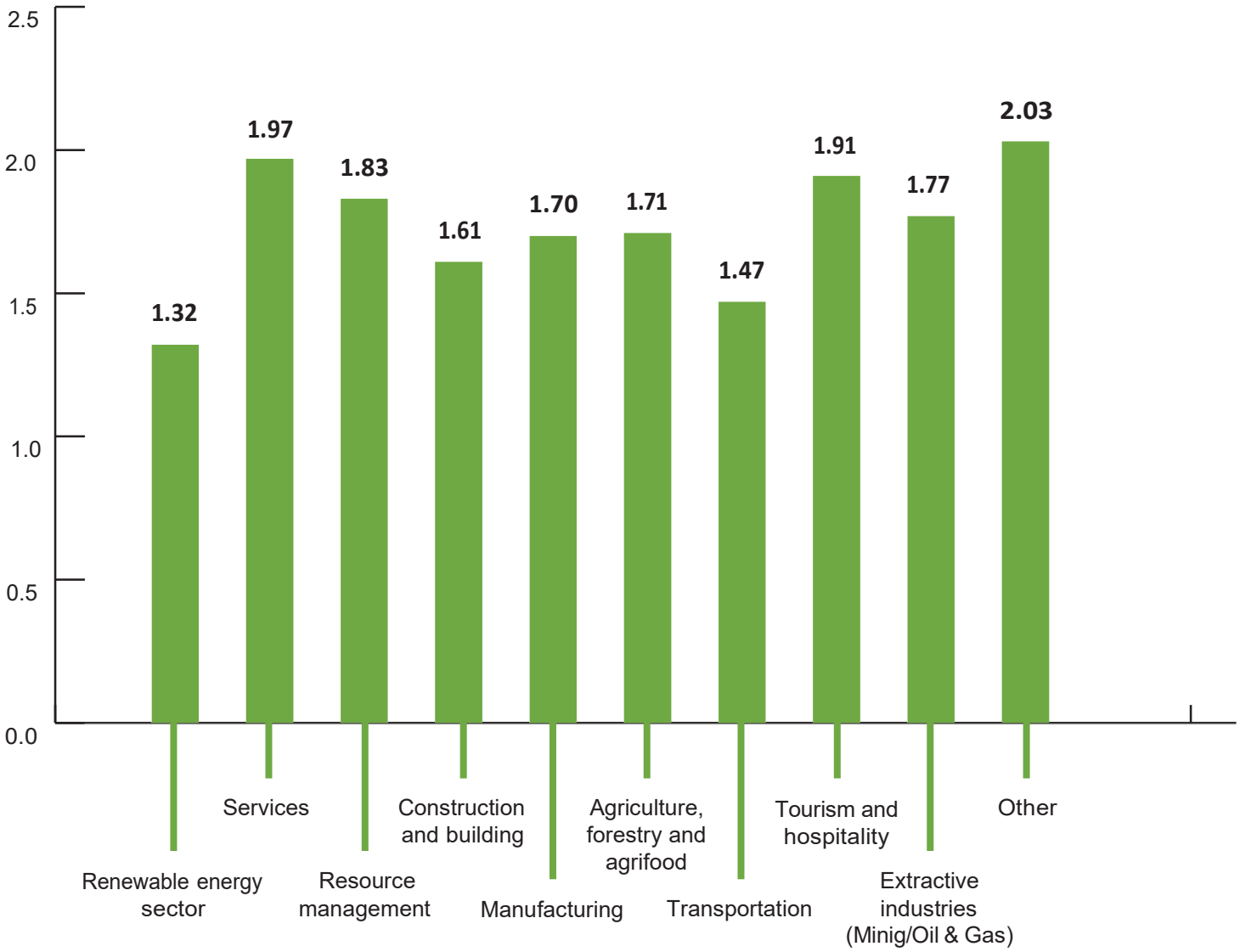
EXTRACTIVE INDUSTRIES (MINING/OIL & GAS)	
High contribution	12.0%
Moderate contribution	10.8%
Limited contribution	20.3%
No contribution	39.4%
I do not know	17.5%

OTHER	
High contribution	11.4%
Moderate contribution	5.7%
Limited contribution	7.1%
No contribution	10.7%
I do not know	65.0%

SECTION 3

THE EFFECT ON DIFFERENT SECTORS BY THE GREEN ECONOMY

How would you expect the following sectors to be affected by the green economy?
(1 - Highly affected and 4 - Not affected)



Again, the previous ten employment sectors were presented to the respondents and they were asked to rank from 1 to 4 (1 - Highly affected and 4 - Not affected) the affect of the green economy for each sector :

- Renewable energy sector
- Services
- Resource Management
- Construction and building
- Manufacturing
- Agriculture, forestry and agrifood
- Transportation
- Tourism and hospitality
- Extractive industries (Mining/Oil & Gas)
- Other

The renewable energy sector is affected the most (an average of 1.32 out of 4) where Highly affected - 78.2%, Moderate affected - 8.9%, Limited affected - 7.4% and Not affected - 2.3%. Moreover, transportation (an average of 1.47) and construction and building (an average of 1.61) are the second and third sectors which will be affected the most by the green economy.

Excluding the sector “Other”, the sector of services is the least affected by the green economy (an average of 1.97 out of 4) where Highly affected - 26.8%, Moderate affected - 47.1%, Limited affected - 21.0% and Not affected - 1.6%. This is followed by Tourism and hospitality (an average of 1.91 out of 4) and resource management (an average of 1.83).

RENEWABLE ENERGY SECTOR	
Highly affected	78.2%
Moderate affected	8.9%
Limitedly affected	7.4%
No affected	2.3%
I do not know	3.1%

AGRICULTURE, FORESTRY AND AGRIFOOD	
Highly affected	47.5%
Moderate affected	31.0%
Limitedly affected	13.7%
No affected	3.1%
I do not know	4.7%

SERVICES	
Highly affected	26.8%
Moderate affected	47.1%
Limitedly affected	21.0%
No affected	1.6%
I do not know	3.5%

TRANSPORTATION	
Highly affected	64.1%
Moderate affected	21.1%
Limitedly affected	8.2%
No affected	2.3%
I do not know	4.3%

RESOURCE MANAGEMENT	
Highly affected	39.8%
Moderate affected	29.9%
Limitedly affected	21.3%
No affected	1.6%
I do not know	7.5%

TOURISM AND HOSPITALITY	
Highly affected	32.2%
Moderate affected	43.1%
Limitedly affected	16.5%
No affected	3.5%
I do not know	4.7%

CONSTRUCTION AND BUILDING	
Highly affected	54.5%
Moderate affected	26.3%
Limitedly affected	12.9%
No affected	2.0%
I do not know	4.3%

EXTRACTIVE INDUSTRIES (MINING/OIL & GAS)	
Highly affected	47.0%
Moderate affected	14.2%
Limitedly affected	13.0%
No affected	7.5%
I do not know	18.2%

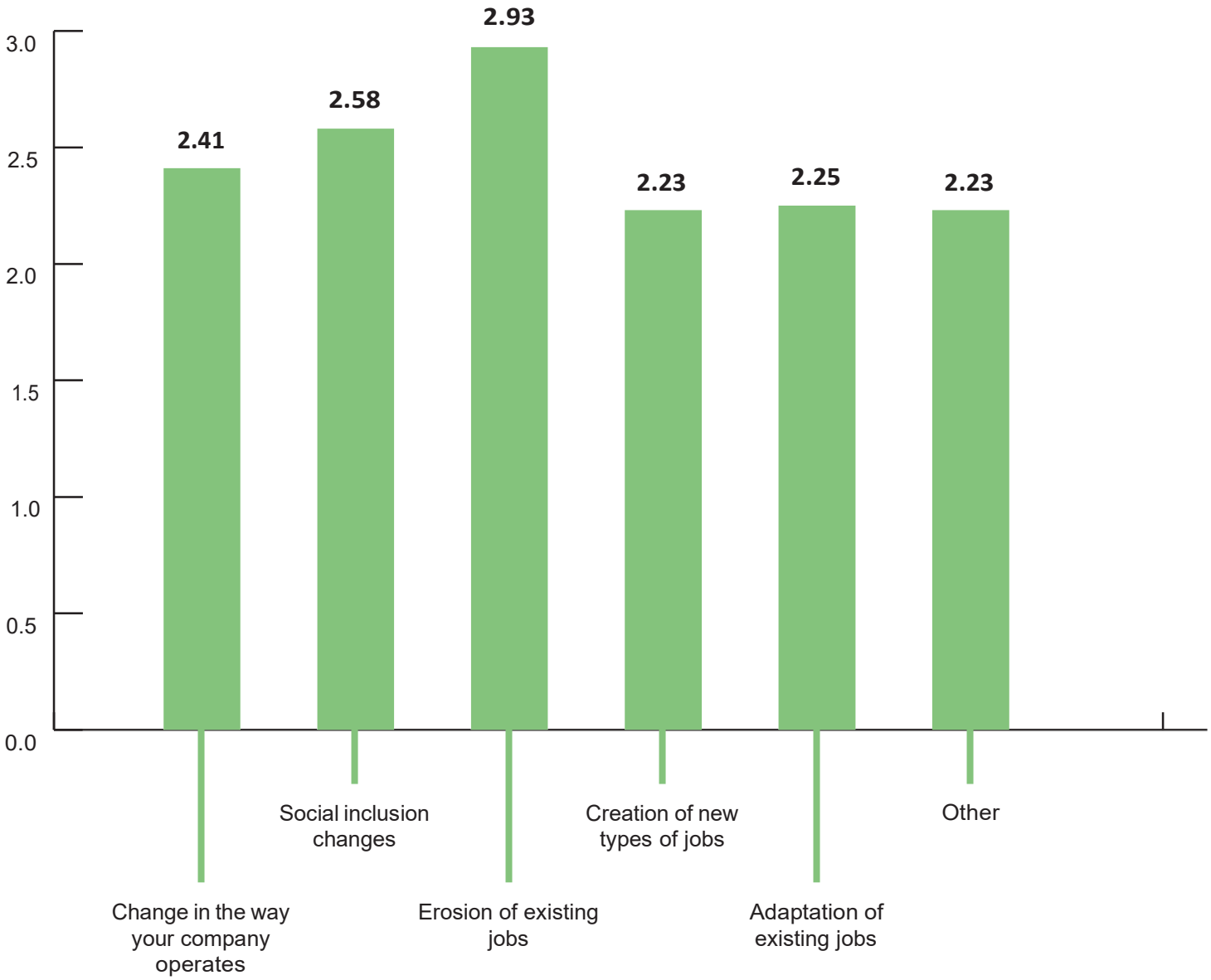
MANUFACTURING	
Highly affected	45.1%
Moderate affected	35.4%
Limitedly affected	11.7%
No affected	2.3%
I do not know	5.4%

OTHER	
Highly affected	15.2%
Moderate affected	7.6%
Limitedly affected	4.8%
No affected	5.7%
I do not know	66.7%

SECTION 4

IMPACTS EXPECTED IN BUSINESS DUE TO THE GREEN TRANSITION

What impacts are expected in your of business due to the Green Transition?
(1 - High impact and 4 - No impact)



Now, respondents were asked how much they think that the following will be impacted because of the Green Transition (1 - High impact and 4 - Not impact) :

- Change in the way your company operates
- Social inclusion changes
- Erosion of existing jobs
- Creation of new types of jobs
- Adaptation of existing jobs
- Other

With an average of 2.23, the most impacted will be “Creation of new types of jobs” where High impact - 31.5%, Moderate impact - 26.4%, Low impact - 21.3% and No impact - 16.1%. Excluding “Others”, the second most felt impact will be the “Adaptation of existing jobs” (an average of 2.25) where High impact - 19.9%, Moderate impact - 42.6%, Low impact - 23.8% and No impact - 10.2%.

Contrary, the least impacted will be “Erosion of existing jobs” (an average of 2.93) and “social inclusion changes” (an average of 2.58).

CHANGE IN THE WAY YOUR COMPANY OPERATES	
High impact	18.8%
Moderate impact	32.9%
Low impact	26.7%
No impact	15.3%
I do not know	6.3%

SOCIAL INCLUSION CHANGES	
High impact	13.8%
Moderate impact	33.1%
Low impact	24.0%
No impact	22.0%
I do not know	7.1%

EROSION OF EXISTING JOBS	
High impact	10.2%
Moderate impact	20.9%
Low impact	26.8%
No impact	34.6%
I do not know	7.5%

CREATION OF NEW TYPES OF JOBS	
High impact	31.5%
Moderate impact	26.4%
Low impact	21.3%
No impact	16.1%
I do not know	4.7%

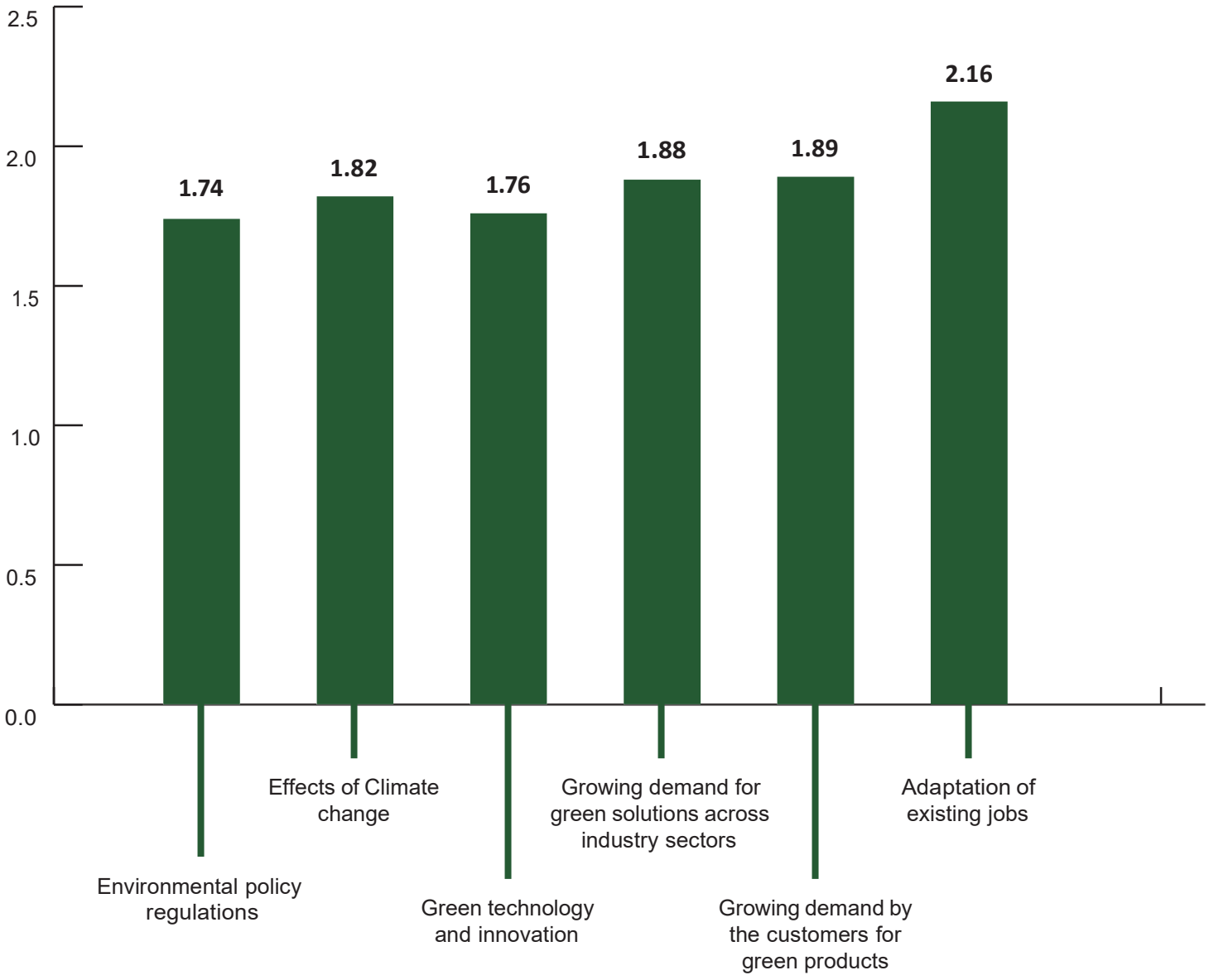
ADAPTATION OF EXISTING JOBS	
High impact	19.9%
Moderate impact	42.6%
Low impact	23.8%
No impact	10.2%
I do not know	3.5%

OTHER	
High impact	10.3%
Moderate impact	9.3%
Low impact	1.9%
No impact	7.5%
I do not know	71.0%

SECTION 5

THE MAIN DRIVERS TO THE GREEN TRANSITION

What are the main drivers to the Green Transition in your area of business?
(1 - High importance and 4 - No importance)



Respondents were asked to rank the level of importance of the following six drivers to the Green Transition
(1 - High importance and 4 - No importance) :

- Environmental policy regulations
- Effects of Climate change
- Green technology and innovation
- Growing demand for green solutions across industry sectors
- Growing demand by the customers for green products
- Adaptation of existing jobs

According to the respondents, the most important driver is the “Environmental policy regulations”, an average of 1.74 out of 4.

Moreover, the least important driver is “Adoption of existing jobs” (an average of 2.16).

According to the respondents, the most important driver is the “Environmental policy regulations” (an average of 1.74 out of 4) where High importance - 48.0%, Moderate importance - 33.2%, Low importance - 11.3% and No importance - 5.5%. The second most important main driver to the Green transition is “Green technology and innovation” (an average of 1.76) where High importance - 44.0%, Moderate importance - 36.5%, Low importance - 13.9% and No importance - 3.2%.

Conversely, the least important drivers is “Adoption of existing jobs” (an average of 2.16) and “Growing demand by the customers for green products” (an average of 1.89 out of 4).

ENVIRONMENTAL POLICY REGULATIONS

High importance	48.0%
Moderate importance	33.2%
Low importance	11.3%
No importance	5.5%
I do not know	2.0%

EFFECTS OF CLIMATE CHANGE

High importance	44.6%
Moderate importance	30.6%
Low importance	16.7%
No importance	5.0%
I do not know	3.1%

GREEN TECHNOLOGY AND INNOVATION

High importance	44.0%
Moderate importance	36.5%
Low importance	13.9%
No importance	3.2%
I do not know	2.4%

GROWING DEMAND FOR GREEN SOLUTIONS ACROSS INDUSTRY SECTORS

High importance	38.4%
Moderate importance	35.7%
Low importance	16.5%
No importance	5.1%
I do not know	4.3%

GROWING DEMAND BY THE CUSTOMERS FOR GREEN PRODUCTS

High importance	38.5%
Moderate importance	32.3%
Low importance	21.4%
No importance	3.5%
I do not know	4.3%

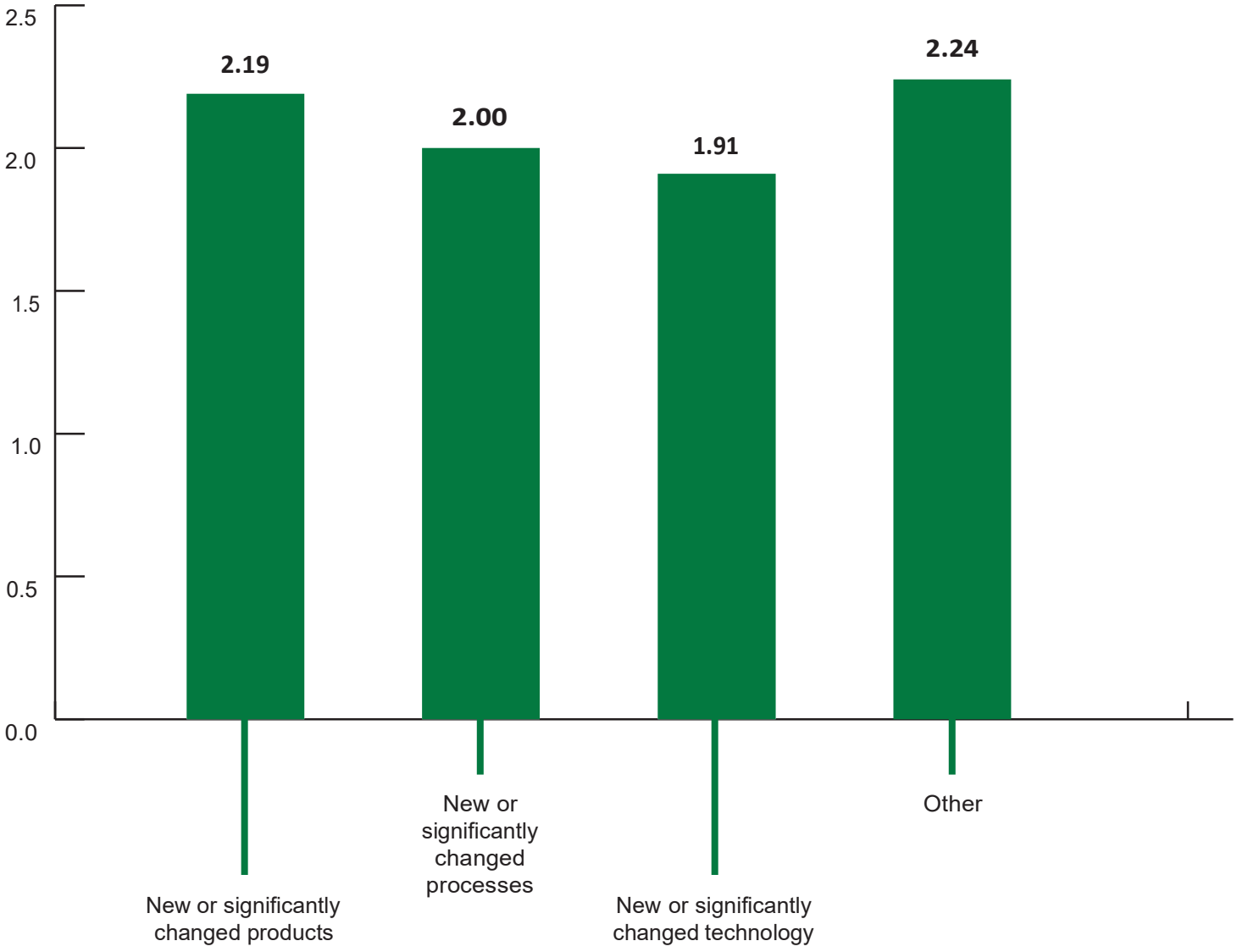
ADAPTATION OF EXISTING JOBS

High importance	21.6%
Moderate importance	44.4%
Low importance	21.6%
No importance	7.6%
I do not know	4.8%

SECTION 6

THE MAIN CHANGES THAT THE GREEN TRANSITION WILL BRING

What are the main changes that the Green Transition will bring to your business / employment sector?
(1 - High importance and 4 - No importance)



In this part of the questionnaire, respondents were asked what are the main changes that the Green Transition will bring to their business / employment sector. “New or significantly changed technology” is the main change that the Green Transition will bring (an average of 1.91) where High importance – 37.50%, Moderate importance – 31.64%, Low importance – 18.75%, No importance – 5.08%.

Excluding the category “Others”, the least important change is “New or significantly changed products” (an average of 2.19) where High importance - 24.51%, Moderate importance - 38.34%, Low importance - 19.37%, No importance - 11.46%.

NEW OR SIGNIFICANTLY CHANGED PRODUCTS	
High importance	24.51%
Moderate importance	38.34%
Low importance	19.37%
No importance	11.46%
I do not know	6.32%

NEW OR SIGNIFICANTLY CHANGED processes	
High importance	32.68%
Moderate importance	35.43%
Low importance	19.69%
No importance	6.30%
I do not know	5.91%

NEW OR SIGNIFICANTLY CHANGED TECHNOLOGY	
High importance	37.50%
Moderate importance	31.64%
Low importance	18.75%
No importance	5.08%
I do not know	7.03%

OTHER	
High importance	12.73%
Moderate importance	8.18%
Low importance	6.36%
No importance	7.27%
I do not know	65.45%

SECTION 7

IMPACTS ON THE TRAINING AND EMPLOYMENT NEEDS

For low-skilled (47.79%) and medium-skilled occupations (42.00%), there will be a need of both new skills and upgrading of existing skills. In addition, in the case of high-skilled occupations, 39.52% of the respondents pointed on upgrading existing skills, whereas for low-skilled occupations it was 21.6%.

FOR LOW-SKILLED OCCUPATIONS:	
New skills	16.47%
Upgrading existing skills	21.69%
Both New Skills and Upgrading of existing skills	47.79%
No need	13.25%
Employment will be eroded	0.80%

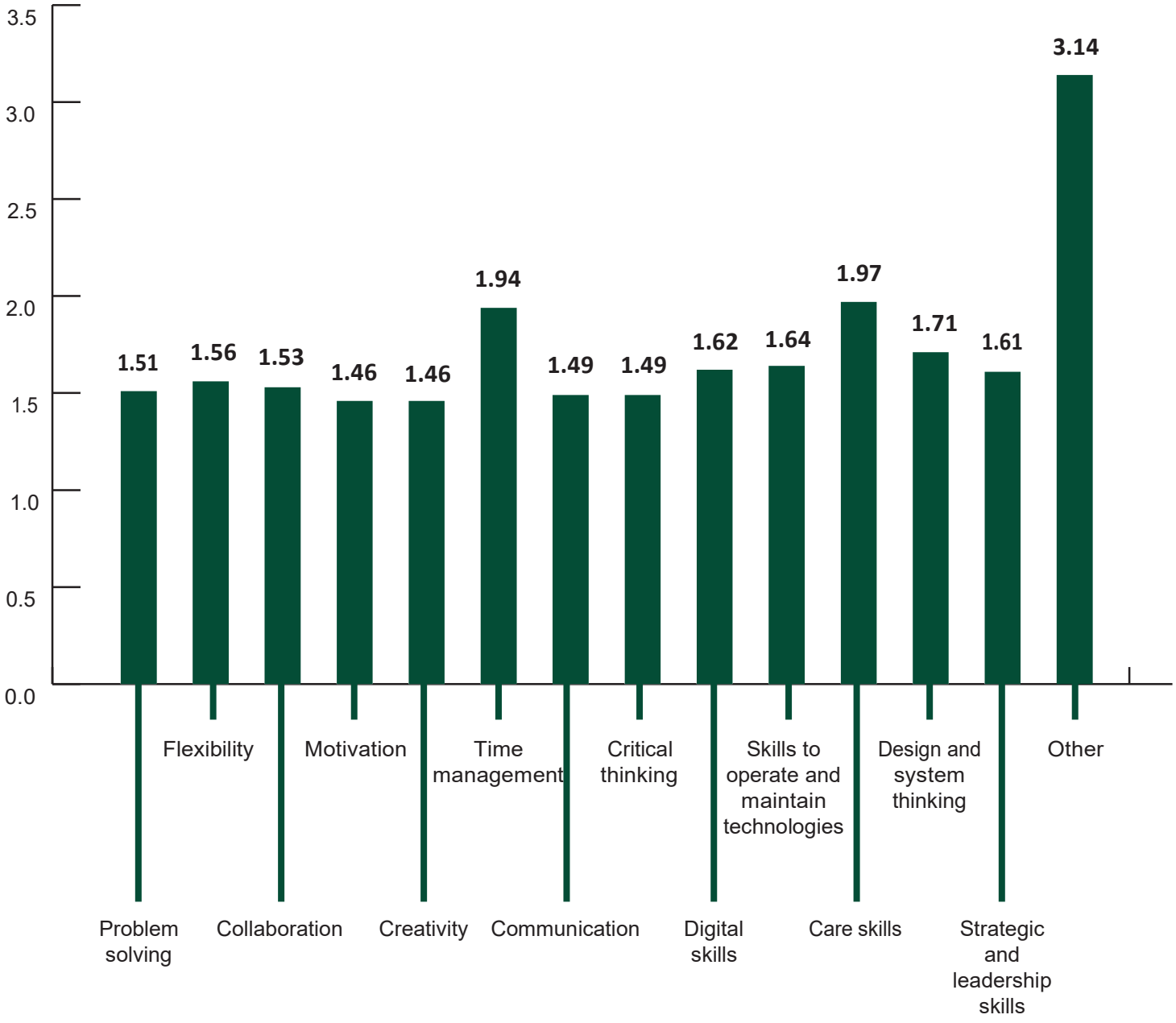
FOR MEDIUM-SKILLED OCCUPATIONS:	
New skills	6.40%
Upgrading existing skills	40.40%
Both New Skills and Upgrading of existing skills	42.00%
No need	11.20%
Employment will be eroded	0.00%

FOR HIGH-SKILLED OCCUPATIONS:	
New skills	14.92%
Upgrading existing skills	39.52%
Both New Skills and Upgrading of existing skills	32.66%
No need	12.90%
Employment will be eroded	0.00%

SECTION 8

IMPORTANCE OF DIFFERENT SOFT SKILLS IN RELATION TO GREEN JOBS

How would you rate the importance of the below soft skills in relation to Green Jobs?
(1 - Very important and 4 - Not important)



The following fourteen different soft skills were presented to the respondents and they were asked to say how important each soft skill in relation to Green Jobs:

- Problem solving
- Flexibility
- Collaboration
- Motivation
- Creativity
- Time management
- Communication
- Critical thinking
- Digital skills
- Skills to operate and maintain technologies
- Care skills
- Design and system thinking
- Strategic and leadership skills
- Other

Among the top four soft skills considered by the respondents as most important for green jobs were:

- Motivation (an average of 1.46)
- Creativity (an average of 1.46)
- Communication (an average of 1.49)
- Critical thinking (an average of 1.49)

In each of these cases, a large share of the respondents rated them as “very important” and “important” for green jobs.

Excluding “Other”, the least important soft skills are “care skills” (an average of 1.97) and “time management” (an average of 1.94).

PROBLEM SOLVING	
Very important	62.5%
Important	27.1%
Somehow important	7.2%
Not important	3.2%

FLEXIBILITY	
Very important	54.8%
Important	35.2%
Somehow important	9.2%
Not important	0.8%

COLLABORATION	
Very important	58.1%
Important	32.4%
Somehow important	8.3%
Not important	1.2%

MOTIVATION	
Very important	61.3%
Important	32.0%
Somehow important	5.9%
Not important	0.8%

CREATIVITY	
Very important	62.5%
Important	29.5%
Somehow important	7.2%
Not important	0.8%

TIME MANAGEMENT	
Very important	34.7%
Important	40.6%
Somehow important	21.1%
Not important	3.6%

COMMUNICATION	
Very important	61.4%
Important	29.7%
Somehow important	6.8%
Not important	2.0%

CRITICAL THINKING	
Very important	62.3%
Important	28.7%
Somehow important	6.1%
Not important	2.8%

DIGITAL SKILLS	
Very important	53.8%
Important	34.3%
Somehow important	8.4%
Not important	3.6%

SKILLS TO OPERATE AND MAINTAIN TECHNOLOGIES	
Very important	51.4%
Important	35.9%
Somehow important	10.0%
Not important	2.8%

CARE SKILLS	
Very important	31.7%
Important	44.2%
Somehow important	19.3%
Not important	4.8%

DESIGN AND SYSTEM THINKING	
Very important	47.3%
Important	38.0%
Somehow important	11.4%
Not important	3.3%

STRATEGIC AND LEADERSHIP SKILLS	
Very important	55.5%
Important	30.0%
Somehow important	12.6%
Not important	2.0%

OTHER	
Very important	14.8%
Important	12.5%
Somehow important	17.0%
Not important	55.7%

SECTION 9

GREEN OCCUPATIONS THAT WILL BE MOSTLY NEEDED

Taking into account all the occupations in all the different sectors, the most needed occupations are Solar (82.9%) and Wind (66.9%) Energy Engineers.

In your opinion, which Green Occupations will be mostly needed in the following sectors?	
Renewable energy sector: Wind Energy Engineers	66.9%
Renewable energy sector: Solar Energy Engineers	**82.9%**
Services: Compliance Managers	36.2%
Services: Financial Analysts	16.7%
Resource Management: Recycling Coordinator	63.4%
Resource Management: Refuse Collector	51.8%
Construction and building: Insulation Workers	58.0%
Construction and building: Hazardous Material Workers	34.6%
Manufacturing: Supply Chain Managers	31.5%
Manufacturing: Assemblers	17.9%
Agriculture, forestry and agrifood: Farmers	51.4%
Agriculture, forestry and agrifood: Landscape Architect	42.4%
Transportation: Shipping Clerks	14.8%
Transportation: Bus Drivers	19.1%
Tourism and hospitality: Ecotour Guides	34.6%
Tourism and hospitality: Kitchen Staff	25.3%
Extractive industries: Soil specialists	32.3%
Extractive industries: Industrial Equipment Repair Workers	24.1%
Other sectors	6.6%

SECTION 10

GREEN COMPETENCES NEEDED

Respondents were asked to list some Green Competences needed in their section. The most mentioned were knowledge (55.0%) and skills (37.6%). The least mentioned were innovation (0.7%) and responsibility (0.7%).

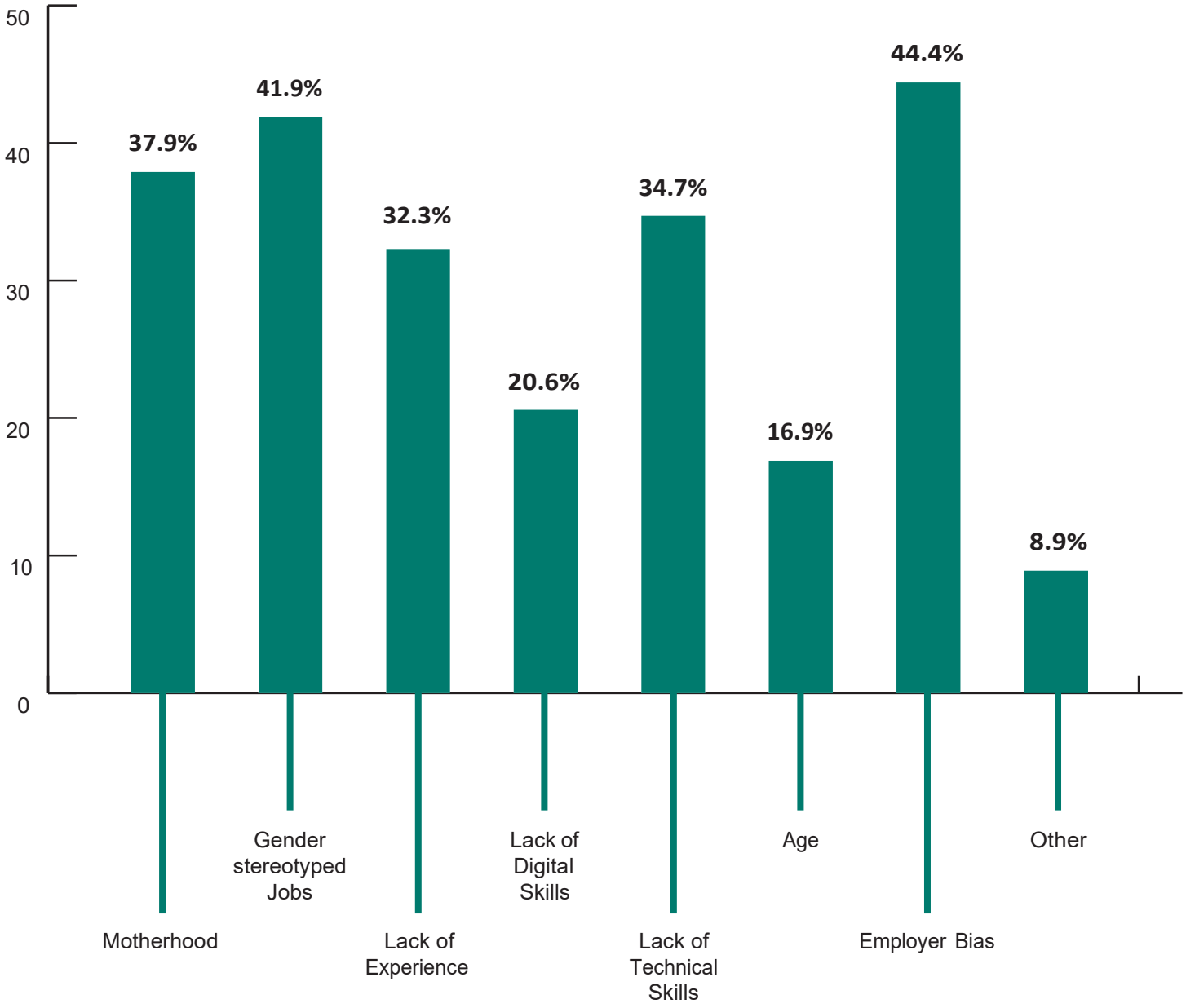
In your opinion, which Green Competences will be mostly needed in your sector?	
Knowledge	55.0%
Skills	37.6%
Other	10.1%
Values	7.4%
Attitude	7.4%
Awareness	2.7%
Motivation	2.7%
Experience	2.0%
Don't know	1.3%
Able to develop new technologies	1.3%
Competence	0.7%
Innovation	0.7%
Responsibility	0.7%

SECTION 11

MAIN BARRIERS FOR EMPLOYMENT IN GREEN JOBS

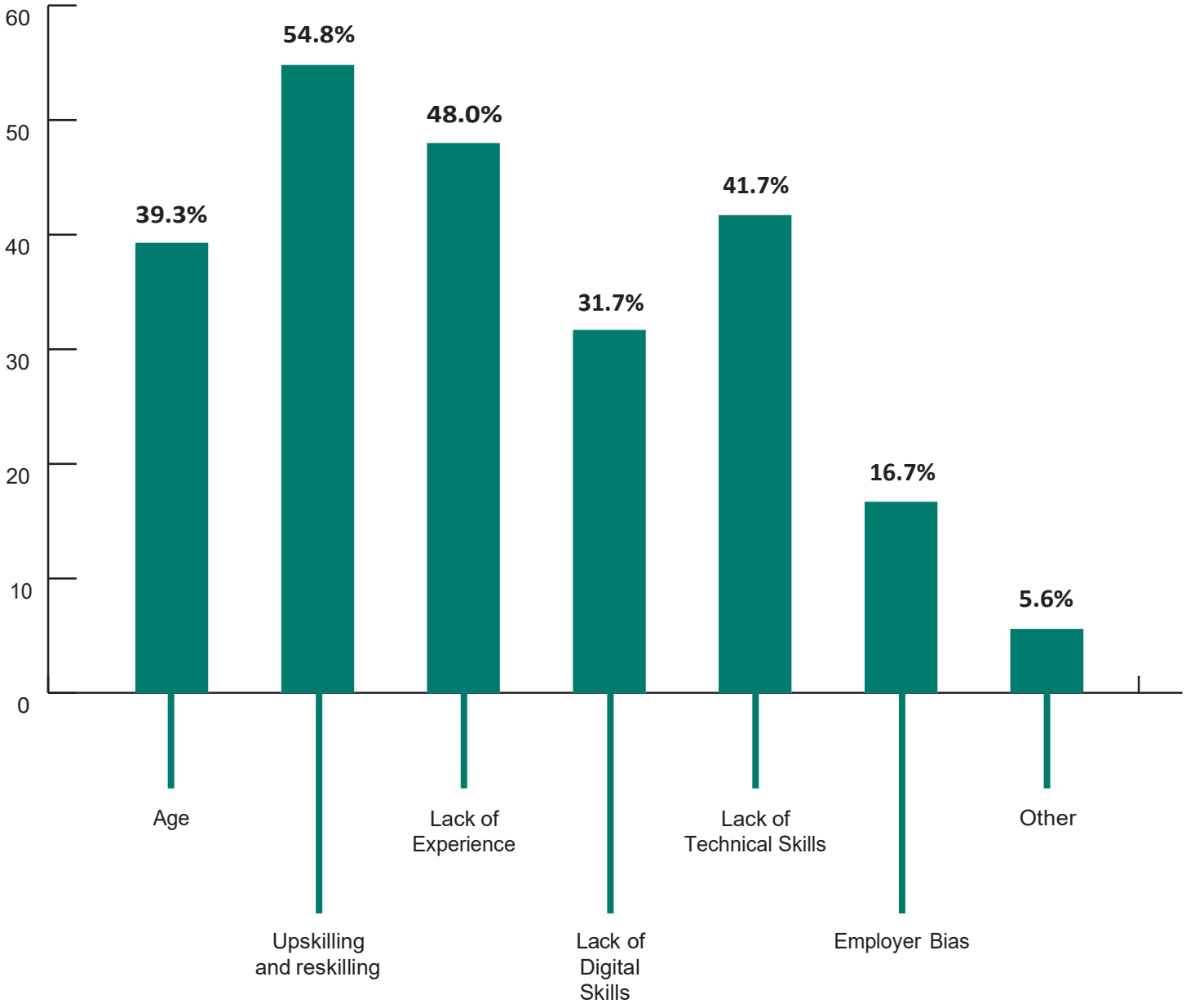
Employer bias is the main barrier for women to have an employment in Green Jobs (44.4%). Excluding "Others", **age** is the least considered to be a barrier for women (16.9%).

In your opinion, what are the main barriers for employment in Green Jobs for Women?



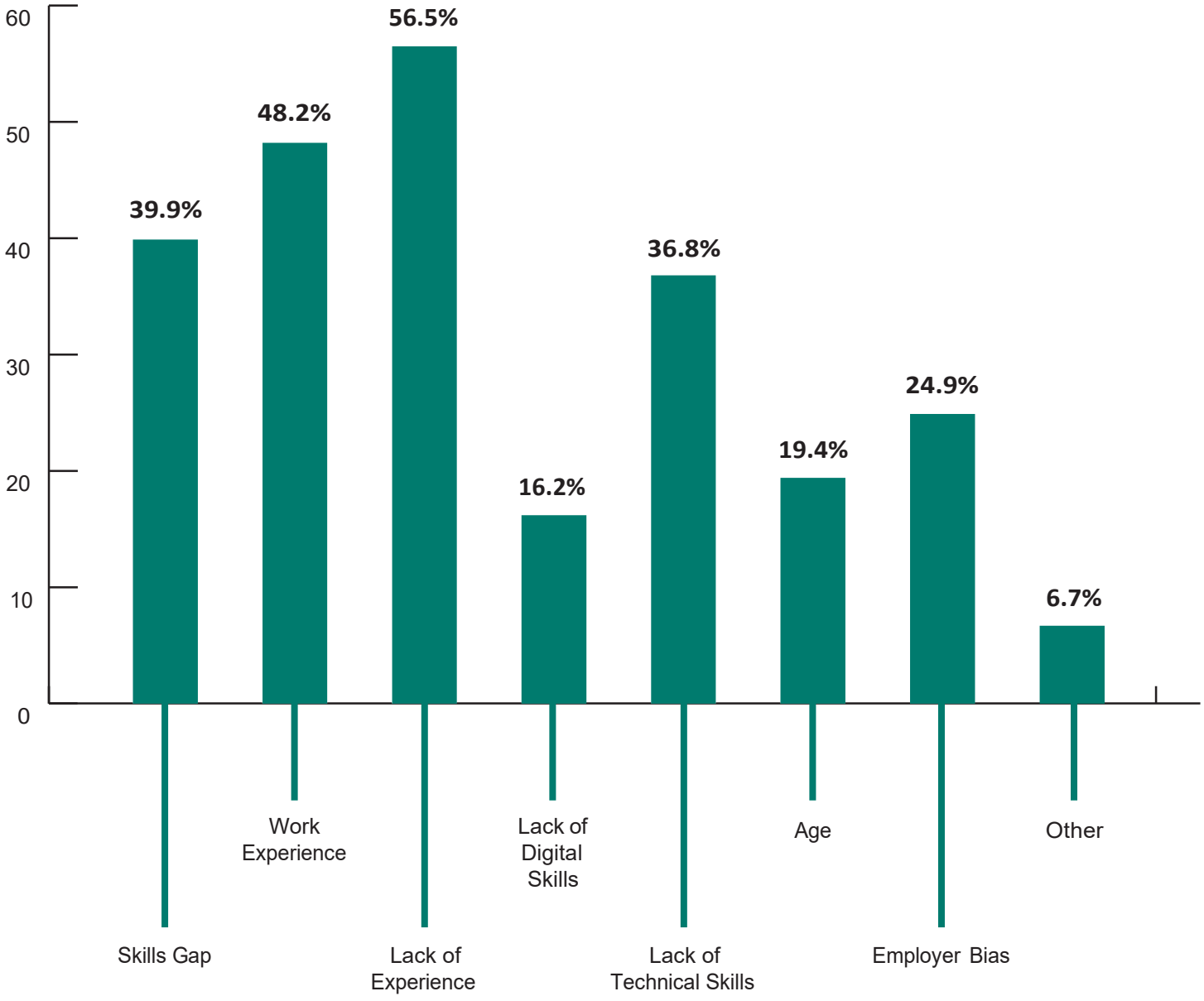
Upskilling and reskilling are the main barriers for men to have an employment in Green Jobs (54.8%). Excluding "Others", **employer bias** is the least considered to be a barrier for men (16.7%).

In your opinion, what are the main barriers for employment in Green Jobs for Men?



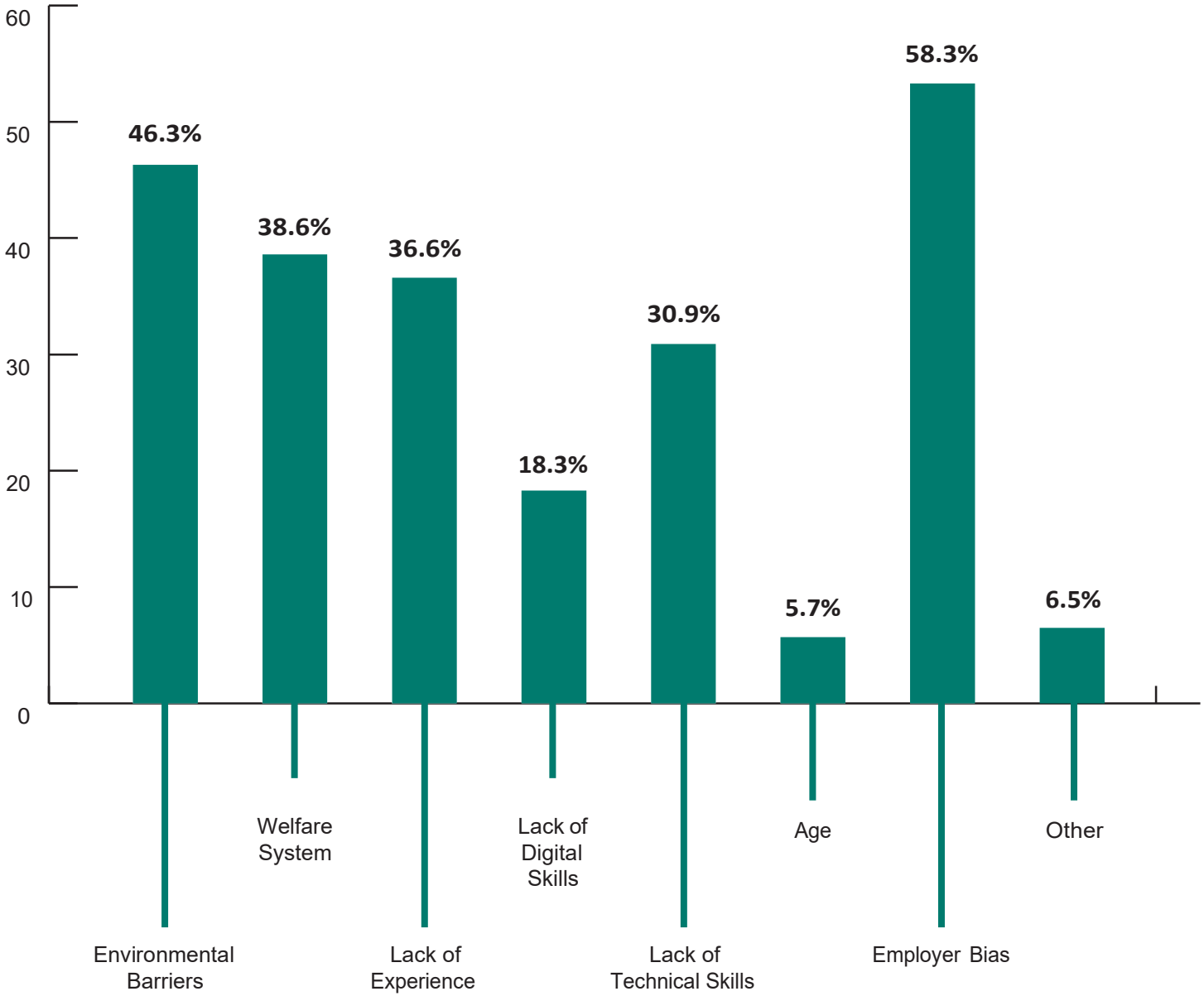
Lack of experience is the main barrier for youths to have an employment in Green Jobs (56.5%). Excluding "Others", **lack of digital skills** is the least considered to be a barrier for youths (16.2%).

In your opinion, what are the main barriers for employment in Green Jobs for Youths?



Employer bias is the main barrier for people with disabilities to have an employment in Green Jobs (53.3%). **Age** is the least considered to be a barrier for people with disabilities (5.7%).

In your opinion, what are the main barriers for employment in Green Jobs for People with Disabilities?

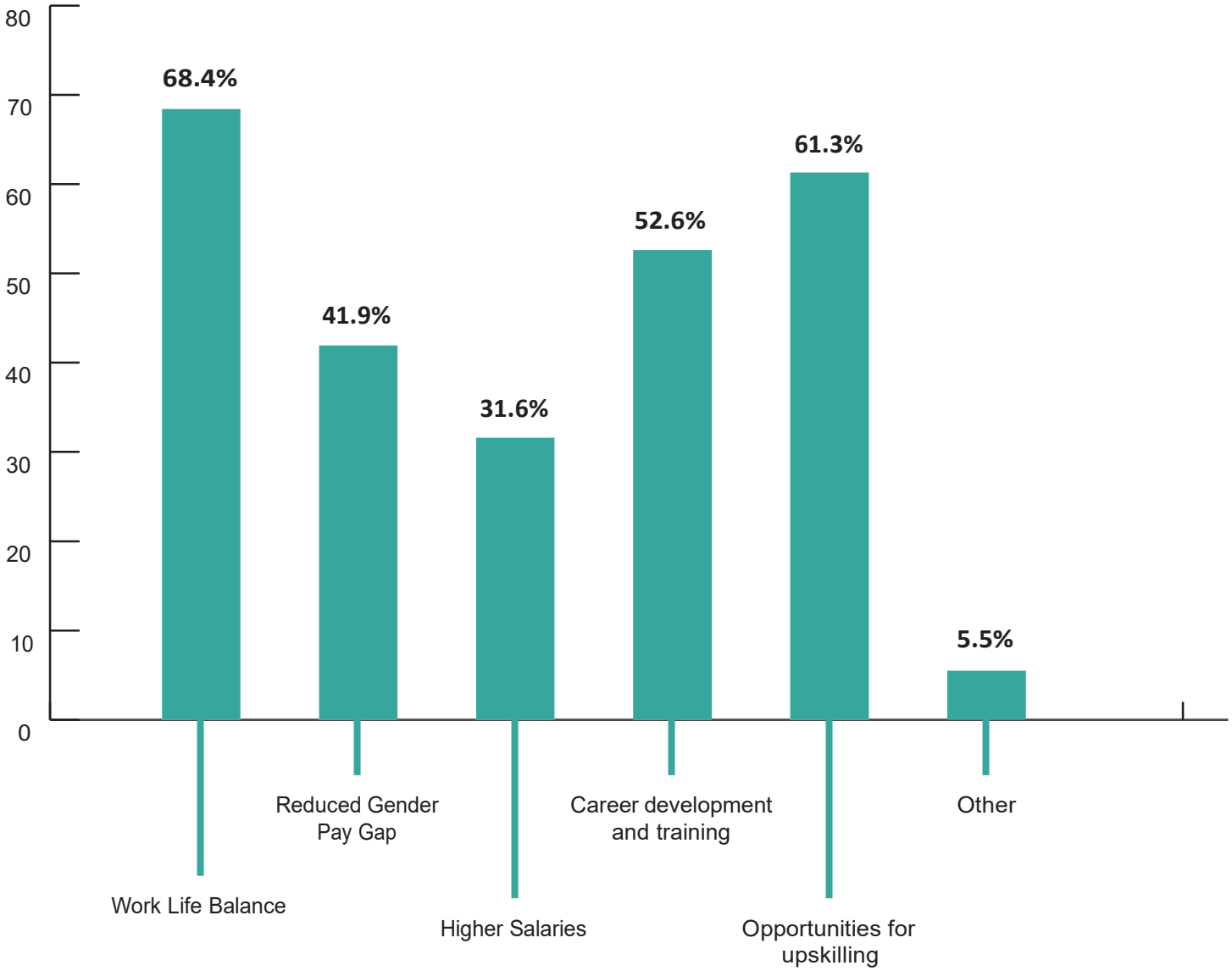


SECTION 12

MAIN SOLUTIONS TO INCREASE EMPLOYMENT IN GREEN JOBS

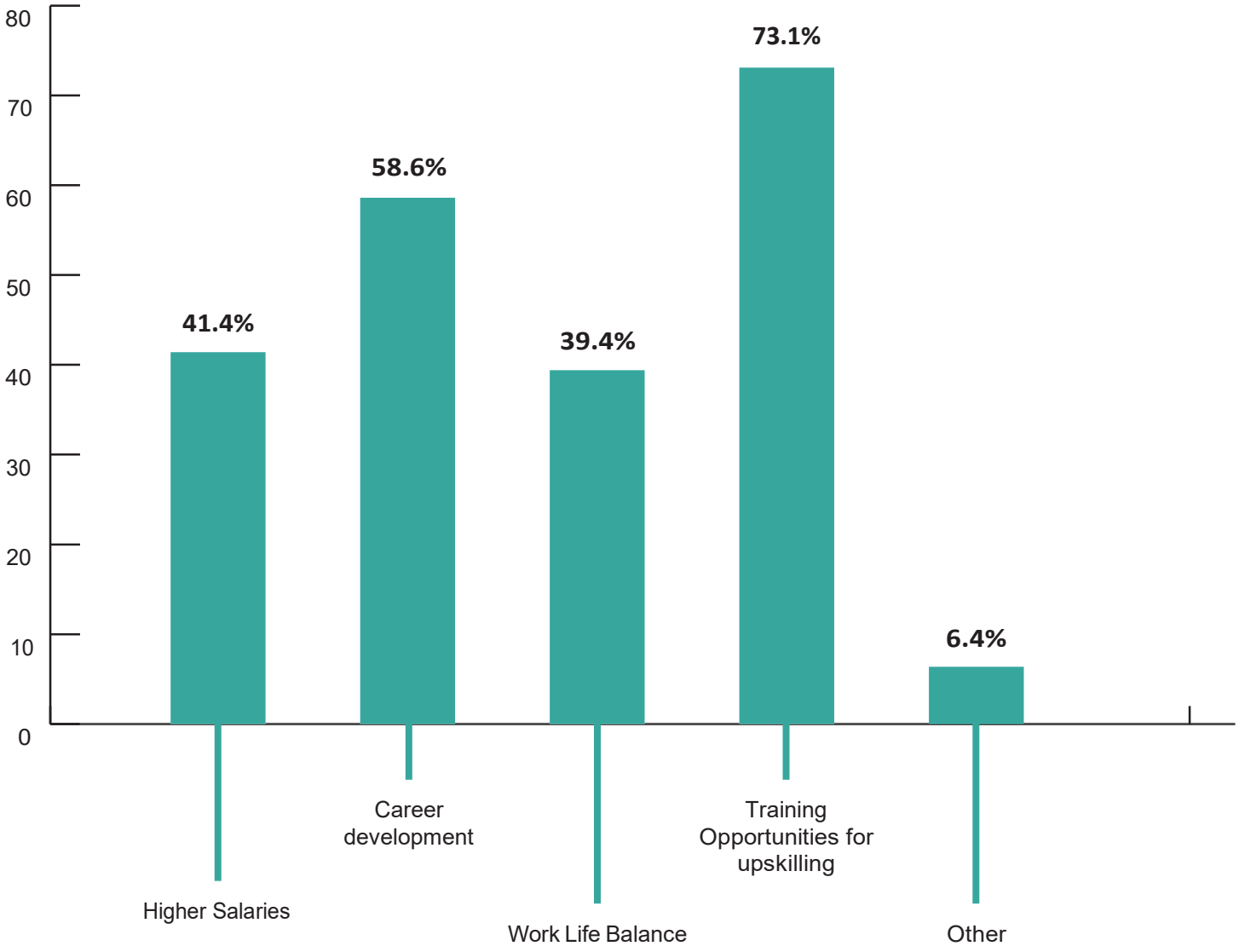
Work life balance is the main solution to have more women employed in Green Jobs (68.4%). Excluding "Others", **higher salary** is the least considered to be a solution for women to work in Green Jobs (31.6%).

In your opinion, what are the main solutions for employment in Green Jobs for Women?



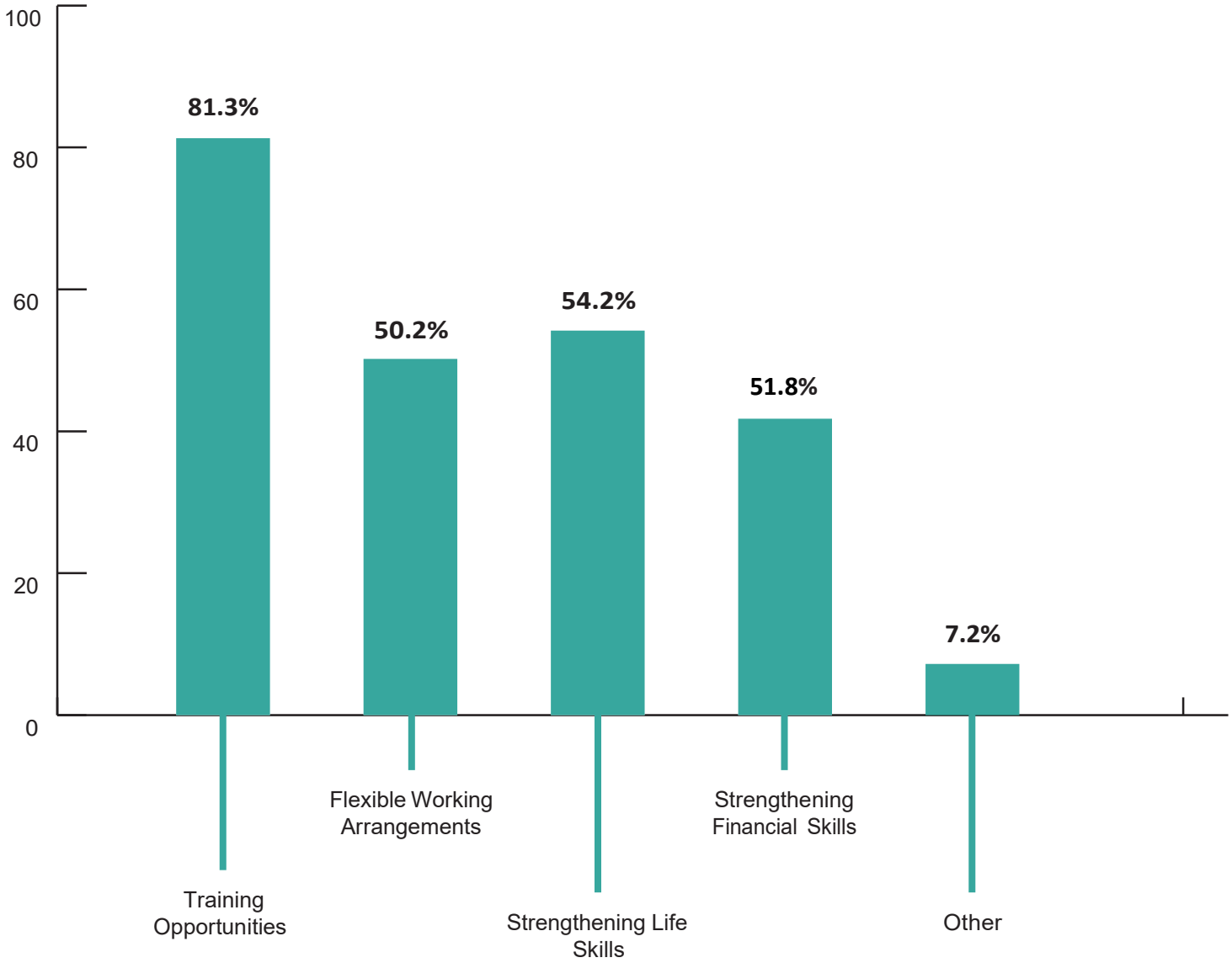
Training opportunities for upskilling is the main solution to have more men employed in Green Jobs (73.1%). Excluding "Others", **work life balance** is the least considered to be a solution for men to work in Green Jobs (39.4%).

In your opinion, what are the main solutions for employment in Green Jobs for Men?



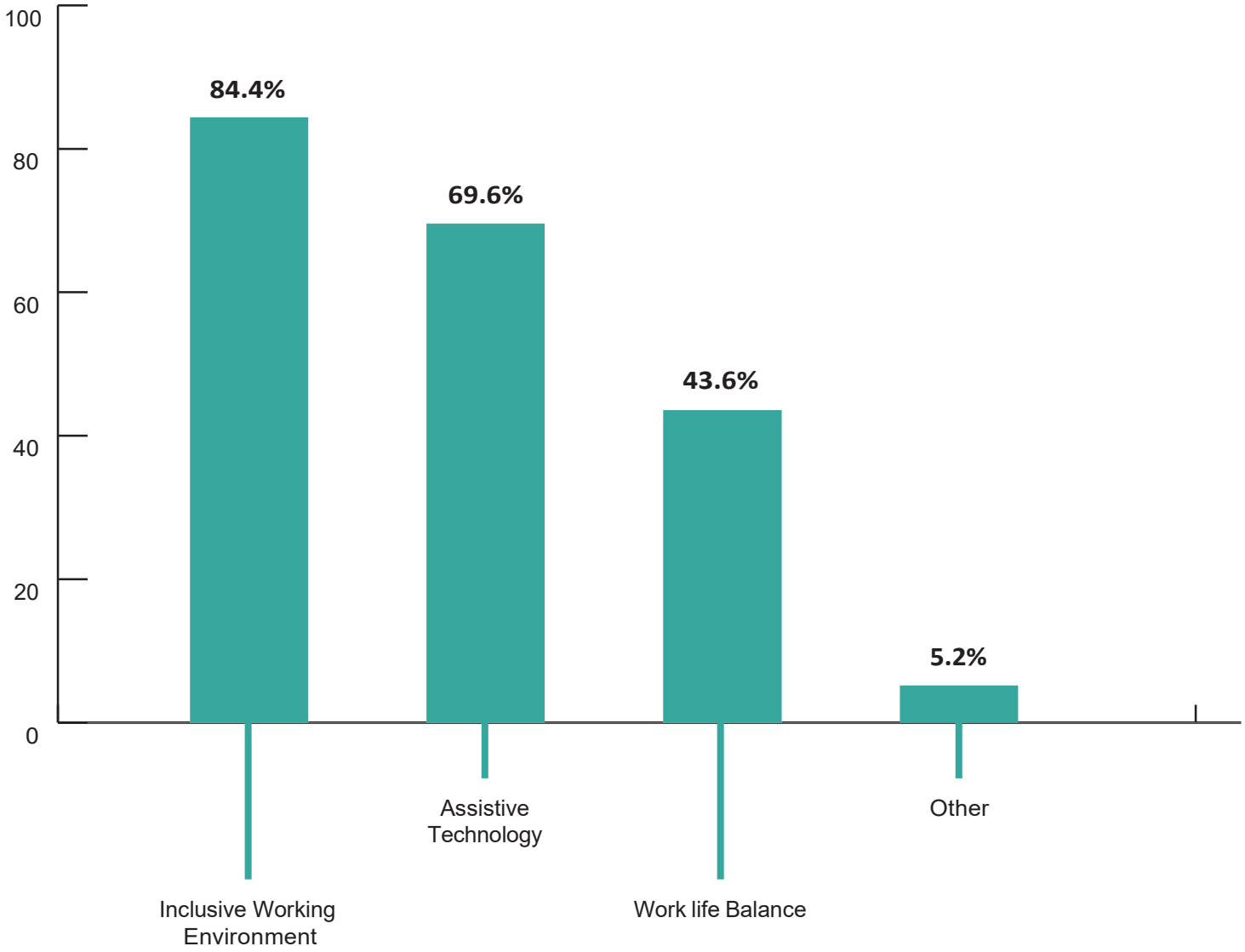
Training opportunities is the main solution to have more youths employed in Green Jobs (81.3%). Excluding "Others", **strengthening financial skills** is the least considered to be a solution for youths to work in Green Jobs (41.8%).

In your opinion, what are the main solutions for employment in Green Jobs for Youths?



Inclusive working environment is the main solution to have more people with disabilities employed in Green Jobs (84.4%). Excluding "Others", **work life balance** is the least considered to be a solution for people with disabilities to work in Green Jobs (43.6%).

In your opinion, what are the main solutions for employment in Green Jobs for People with Disabilities?



APPENDIX

QUESTIONNAIRE

Partner : _____

PROFILE OF THE INTERVIEWED:

Training provider _____

Job placement agency _____

Employer: _____
Type: _____
Sector: _____

Other (expert, representative,..): _____
Sector: _____

INTRODUCTION (GREEN TRANSITION):

Climate crisis and environmental degradation are challenging sustainable economic development. Resorting to investments in a **Green Economy** can help overcome such challenges as well as secure a just and equitable future that improves people's lives through the advancement of environmental and social well-being. This **green transition** will affect the world of work through the creation of new jobs together with the need to reskill and upskill employees.

DEFINITIONS:

- **Green Economy**
  A green economy is defined as low carbon, resource efficient and socially inclusive[1].

- **Green Jobs**
  Green jobs are decent jobs in any economic sector (from traditional sectors such as construction to emerging green sectors such as renewable energy) which contribute to preserving, restoring and enhancing environmental quality[2].

  Green jobs help to improve the efficiency of raw materials and energy, protect and restore ecosystems by minimizing waste and pollution, limit greenhouse gas (GHG) emissions and support the adaptation to the effects of climate change. At a production level, green jobs do not necessarily have to lead to producing environmental goods or services but can contribute to more environmentally friendly processes. For instance, green jobs can reduce food waste or improve recycling systems.

- **Green/greening occupations**
  Green occupations are emerging new occupations resulting from the green transitions (e.g.,

1

2 ILO (2016). What is a green job? Retrieved from: https://www.ilo.org/global/topics/green-jobs/news/WCMS_220248/lang--en/index.htm

garbage collection vehicle drivers, forest guards, environmental engineers)
Greening occupations are existing occupations whose skills shall be adapted to the green transition (e.g., roofers)3

- **Green skills**
  Green skills refer to "the knowledge, abilities, values and attitudes needed to live in, develop and support a society which reduces the impact of human activity on the environment"4

1 How would you rate the contribution/input level of the below employment sectors in relation to the Green Transition?
(please mark your option, high contribution: 1, moderate contribution: 2, limited contribution: 3, no contribution: 4)

Sectors	Expectations
Renewable energy sector	1-2-3-4- I do not know
Services	1-2-3-4- I do not know
Resource Management	1-2-3-4- I do not know
Construction and building	1-2-3-4- I do not know
Manufacturing	1-2-3-4- I do not know
Agriculture, forestry and agrifood	1-2-3-4- I do not know
Transportation	1-2-3-4- I do not know
Tourism and hospitality	1-2-3-4- I do not know
Extractive industries	1-2-3-4- I do not know
Other	1-2-3-4- I do not know

2 How would you expect the following sectors to be affected by the green economy?
(please mark your option, highly affected: 1 moderately affected t: 2 limitedly affected : 3 not affected: 4)

Sectors	Expectations
Renewable energy sector	1-2-3-4- I do not know
Services	1-2-3-4- I do not know
Resource Management	1-2-3-4- I do not know
Construction and building	1-2-3-4- I do not know
Manufacturing	1-2-3-4- I do not know
Agriculture, forestry and agrifood	1-2-3-4- I do not know
Transportation	1-2-3-4- I do not know
Tourism and hospitality	1-2-3-4- I do not know
Extractive industries	1-2-3-4- I do not know
Other	1-2-3-4- I do not know

3 Cedefop (2018). Skills for green jobs in France: an update. Available at: http://www.cedefop.europa.eu/files/france_green_jobs_2018.pdf
4 Cedefop (2012) Green skills and environmental awareness in vocational education and training. Synthesis report. Luxembourg: Publications Office of the European Union, p.20. Retrieved from: https://www.cedefop.europa.eu/files/5524_en.pdf

3 What **impacts** are expected in your area of business due to the Green Transition? **(please mark your option; high impact 1, moderate impact 2, low impact 3, no impact 4)**

Structural changes	1-2-3-4
Social inclusion changes	1-2-3-4
Erosion of existing jobs	1-2-3-4
Creation of existing jobs	1-2-3-4
Creation of new types of jobs	1-2-3-4
Adaptation of existing jobs	1-2-3-4
Other	1-2-3-4

4 What are the **main drivers** to the Green Transition in your area of business? **Please rank by importance (1- the most important; 4-the least important):**

Environmental policy regulations	1-2-3-4
Effects of Climate change	1-2-3-4
Green technology and innovation	1-2-3-4
Growing demand for green solutions across industry sectors	1-2-3-4
Growing demand by the customers for green products	1-2-3-4

5 What are the **main changes** that the Green Transition will bring to your business / employment sector? **Please rank by importance (1- the most important; 4-the least important):**

New or significantly changed products	1-2-3-4
New or significantly changed processes	1-2-3-4
New or significantly changed technology	1-2-3-4
Other (please specify)…	1-2-3-4

6 By referring to the most important change that you identified in the previous question, what kind of impacts does it have on **training and employment needs**? Please select one answer per occupational level.

For Low-skilled occupations:

- New skills
- Upgrading existing skills
- Both New Skills and Upgrading of existing skills
- No need
- Employment will be eroded

For Medium-skilled occupations:

- New skills
- Upgrading existing skills
- Both New Skills and Upgrading of existing skills
- No need
- Employment will be eroded

For High-skilled occupations:

- New skills
- Upgrading existing skills
- Both New Skills and Upgrading of existing skills
- No need
- Employment will be eroded

7 How would you rate the importance of the below soft skills in relation to Green Jobs? **(please mark your option :very important 1, important 2, somehow important 3, not important 4)**

a.	Problem Solving	1-2-3-4
b.	Flexibility	1-2-3-4
c.	Collaboration	1-2-3-4
d.	Motivation	1-2-3-4
e.	Creativity	1-2-3-4
f.	Time management	1-2-3-4
g.	Communication	1-2-3-4
h.	Critical thinking	1-2-3-4
i.	Digital skills	1-2-3-4
j.	Skills to operate and maintain technologies	1-2-3-4
k.	Care skills	1-2-3-4
l.	Design and system thinking	1-2-3-4
m.	Strategic and leadership skills	1-2-3-4
n.	Other:…	

8 In your opinion, which Green Occupations will be mostly needed in the following sectors?

Sectors	**Occupations**
Renewable energy sector	Examples - Wind Energy Engineers, Solar Energy Engineers
Services	Examples – Compliance Managers, Financial Analysts
Resource Management	Examples – Recycling Coordinator, Refuse Collector
Construction and building	Examples – Insulation Workers, Hazardous Material Workers
Manufacturing	Examples - Supply Chain Managers, Assemblers
Agriculture, forestry and agrifood	Examples – Farmers, Landscape Architect
Transportation	Examples – Shipping Clerks, Bus Drivers
Tourism and hospitality	Examples – Ecotour Guides, Kitchen Staff
Extractive industries	Examples – Soil specialists, Industrial Equipment Repair Workers
Other sectors	

9 In your opinion, which Green Competences will be mostly needed in your sector? (Examples: Awareness, Adaptability)

10 In your opinion, what are the main barriers for employment in Green Jobs:
Women: (Examples: Motherhood, Gender Stereotyped Jobs)
Men: (Examples: Age, Upskilling and Reskilling)
Youths: (Examples: Skills Gap, Work Experience)
People with disabilities: (Examples: Environmental Barriers, Welfare System)
Other:…

11 In your opinion, what are the main solutions to increase employment in Green Jobs:
Women:(Examples: Work Life Balance, Reduced Gender Pay Gap)
Men: (Examples: High Salaries, Career Development)
Youths: (Examples: Training Opportunities, Flexible Working Arrangements)
People with disabilities:(Examples: Inclusive Working Environment, Assistive Technology)
Other:…