

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



Skills for a green economy in Euro-Mediterranean countries: Results from the EGREJOB business survey

Demographics of the survey

Region	Country	No. firms	Sub-sectors ¹ (no. of firms)	Total no. employees
Andalucia	Spain	29	CReMA 13.B (29)	319
Catalunya	Spain	25	CEPA 3 (2); CEPA 9 (6); CReMA 10 (1); CReMA 13.A (2); CReMA 13.B (9); CReMA 13.C (1); CReMA 16 (4).	2857
Chouf/Akkar*	Lebanon	50	CEPA 2 (6); CEPA 3 (13); CEPA 6 (16); CEPA 9 (13); CReMA 10 (1); Other (1)	1333
Sardegna	Italy	21	CEPA 3 (2); CEPA 4 (1); CEPA 7 (1); CEPA 8 (3); CEPA 9 (1); CReMA 13 (5); CReMA 13.A (3); CReMA 13.B (3); CReMA 13.C (1); CReMA 15 (1).	480
Toscana	Italy	21	CReMA 13.B (21)	503
Sousse ⁺	Tunisia	48	CEPA 3 (16); CReMA 13 (32).	389
Total		194		5881

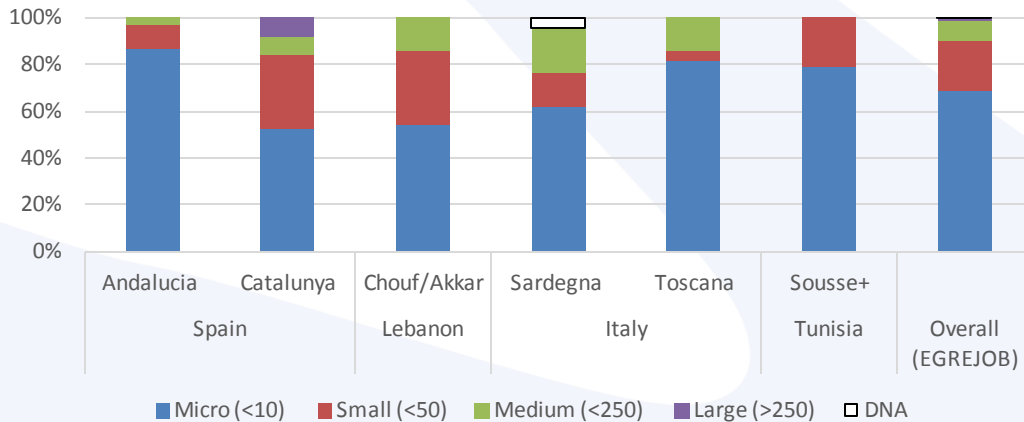
+ the surveys conducted in Tunisia extended beyond the region of Sousse.

* Analysis is combined

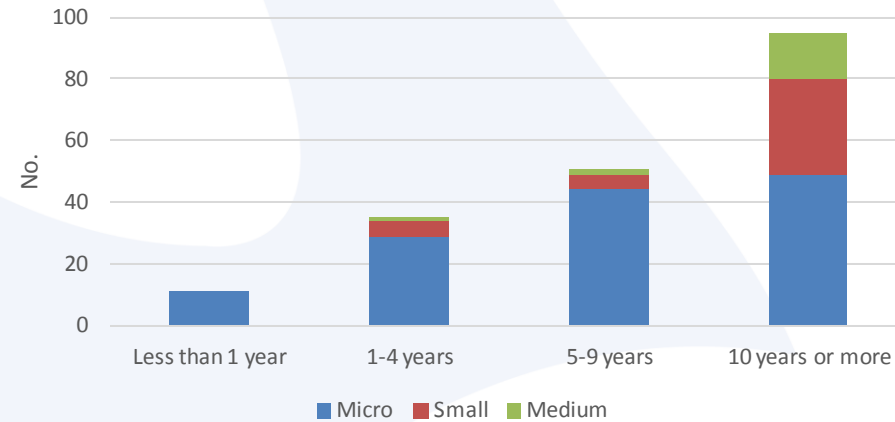


Investing in green economy

Firm size



Firm size and operation

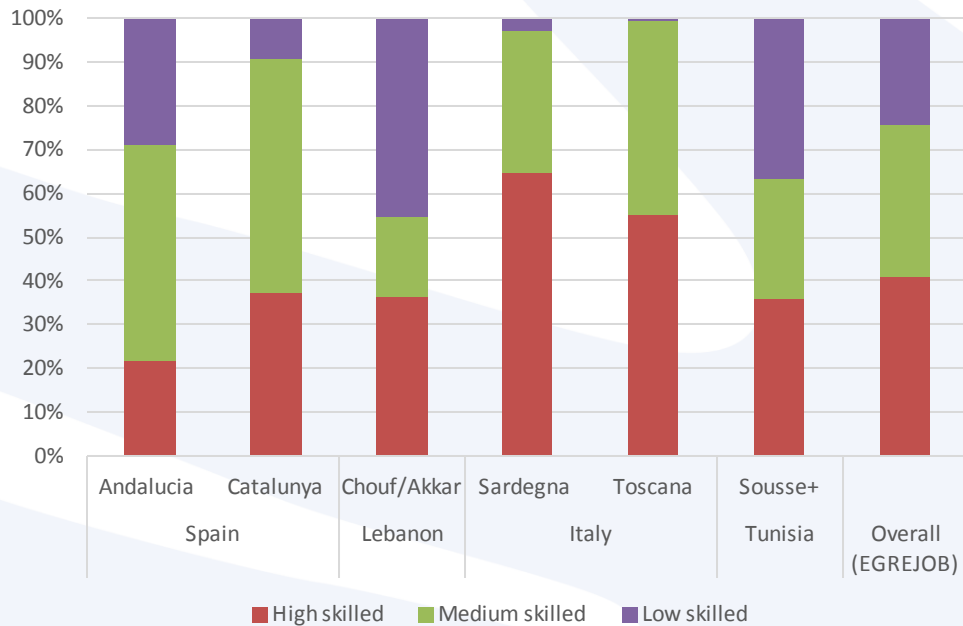


Country	Region	Male	Female	Less than 25 years old	25 to 49 years old	50 to 64 years old	65 years old and over
Spain	Andalusia	83.9	16.1	8.8	78.6	12.6	0.0
	Catalunya	80.4	19.6	4.4	81.3	14.0	0.3
Lebanon	Chouf/Akkar	82.1	17.9	25.4	66.9	7.0	0.7
Italy	Sardagna	77.5	22.5	2.9	75.4	21.1	0.6
	Toscana	54.7	45.3	1.0	73.2	25.4	0.4
Tunisia	Sousse+	72.0	28.0	11.1	86.6	2.3	0.0
Overall		78.0	22.0	9.6	77.1	12.9	0.4

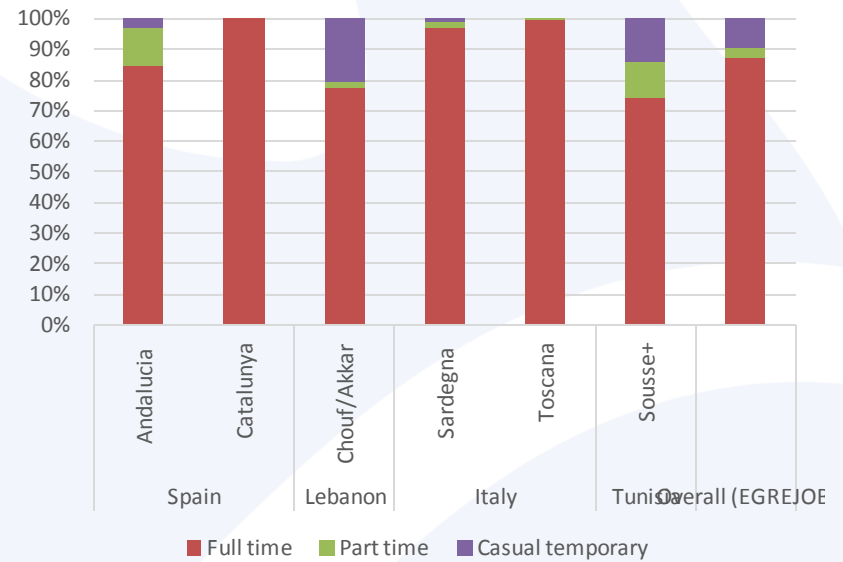


Investing in green economy

Occupation skill level

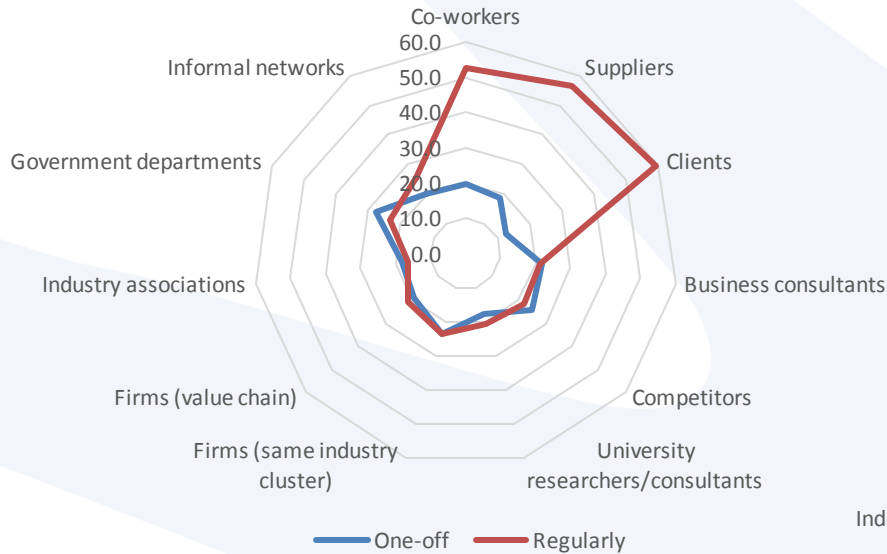


Employment status

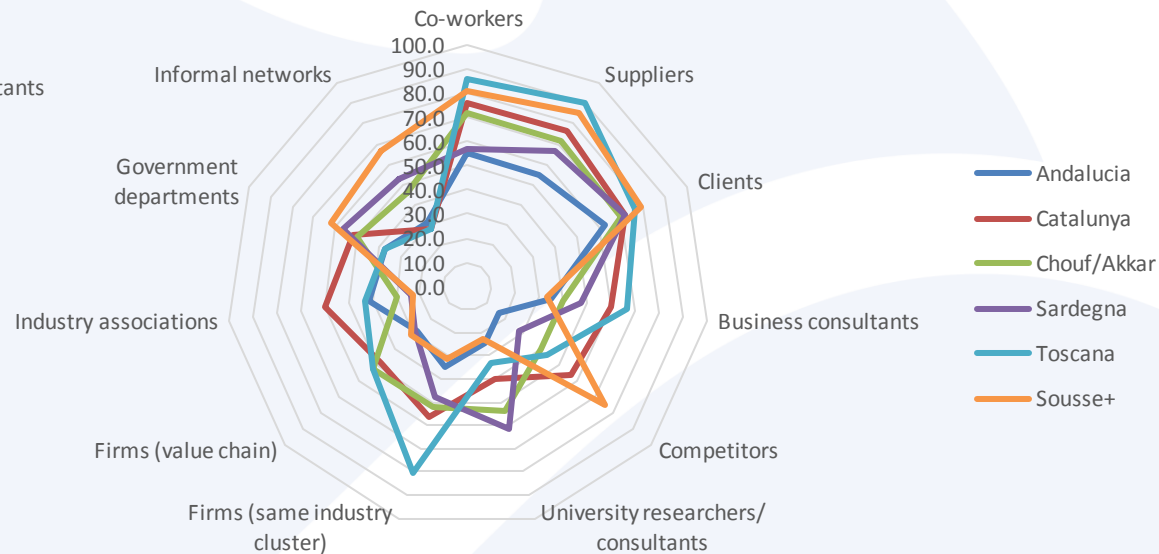


Investing in green economy

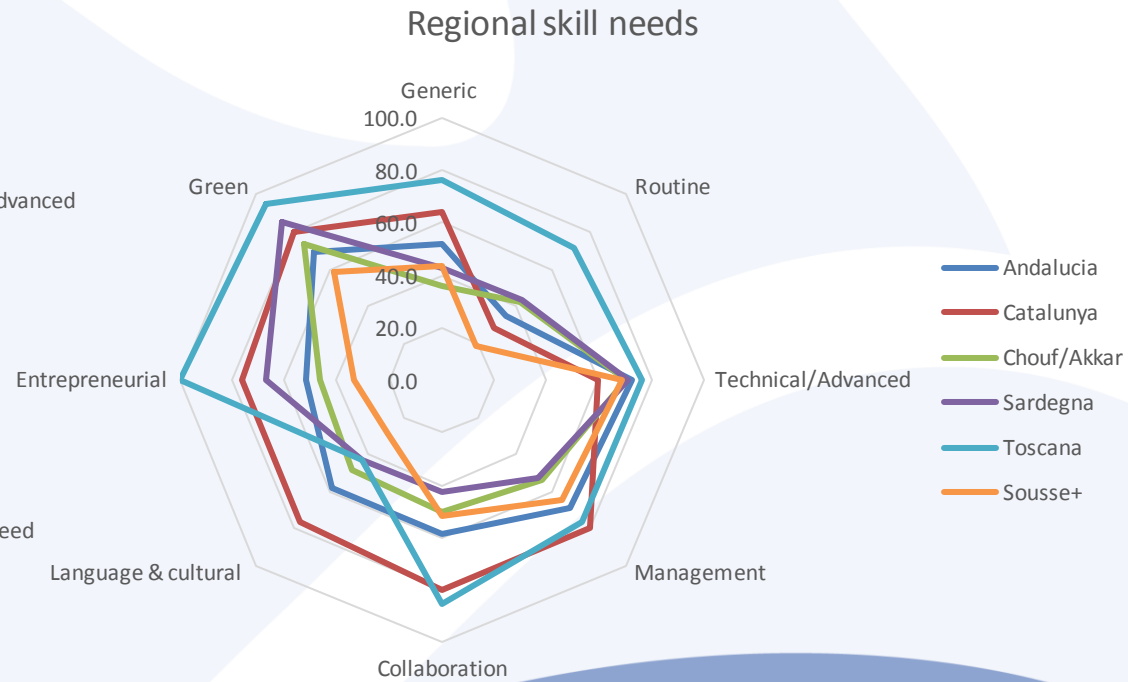
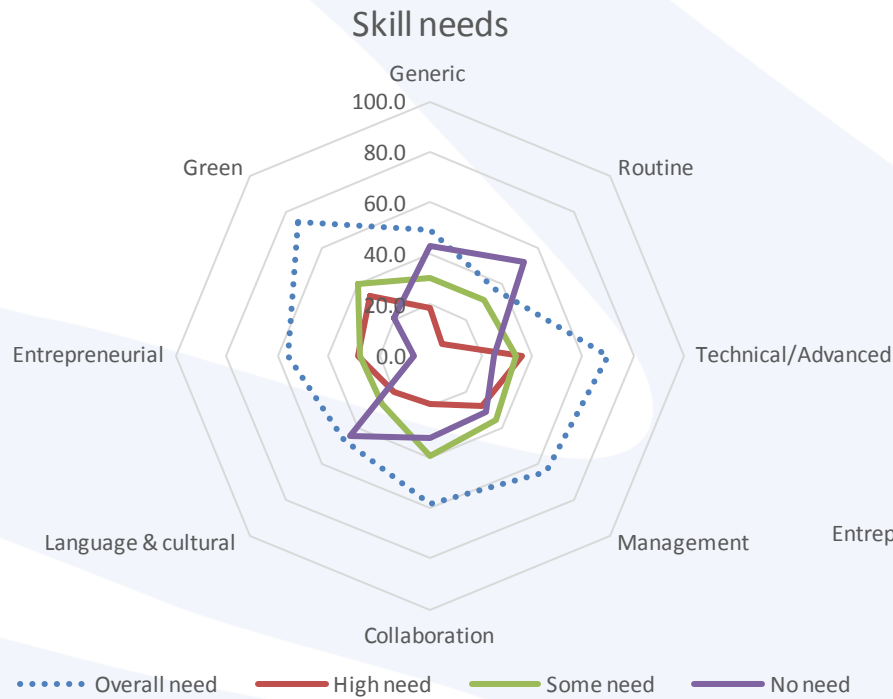
Company interaction - overall



Firm interaction



Skills utilisation

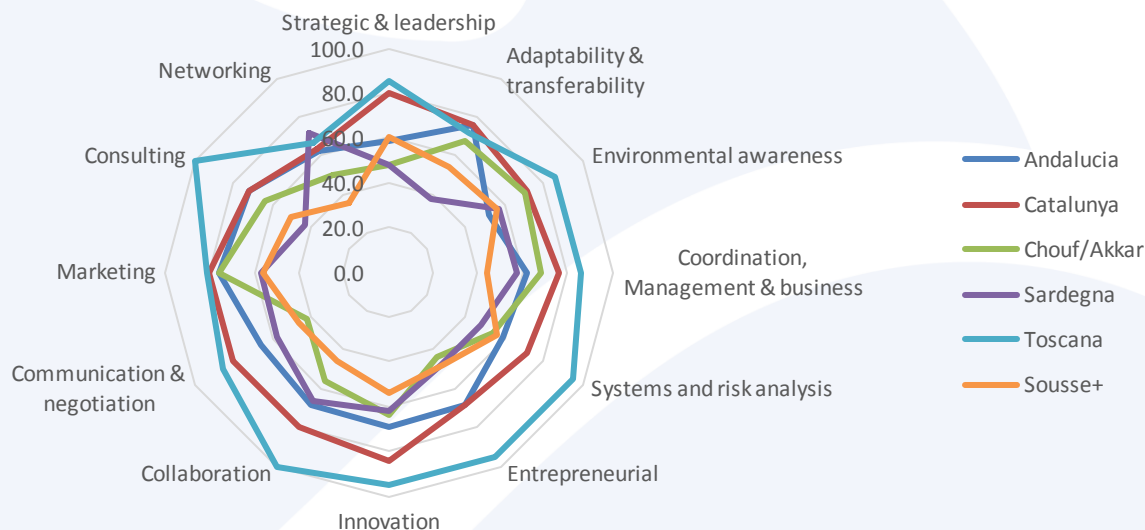


Skills utilisation

Green skill needs

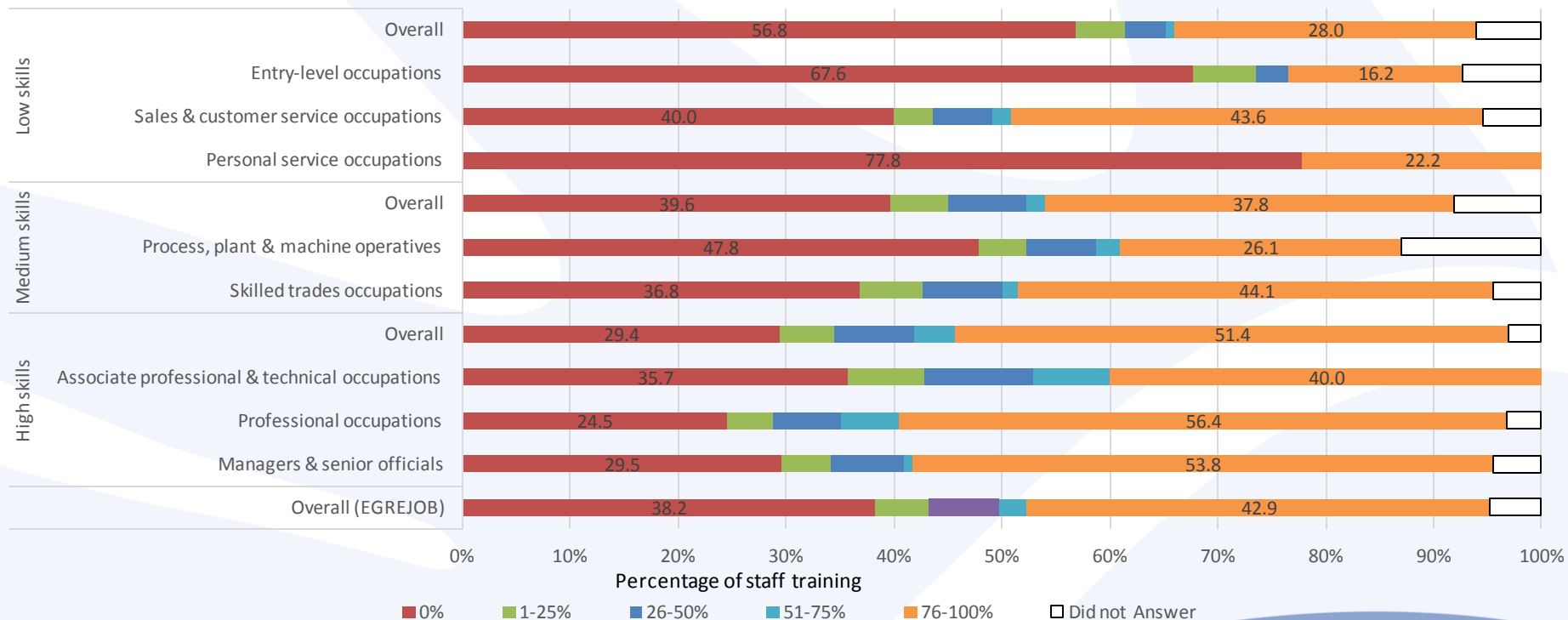


Regional green skill needs



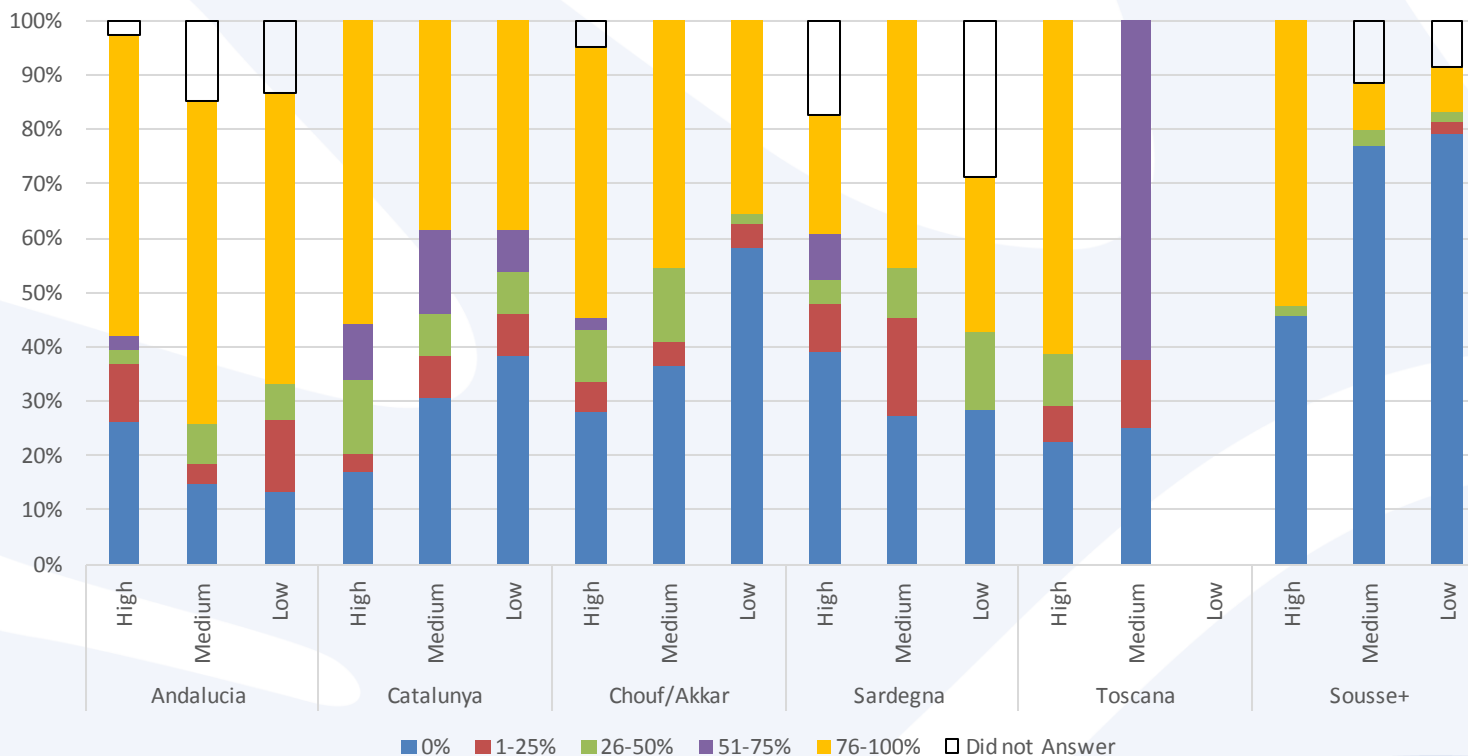
Skills development

Occupational training



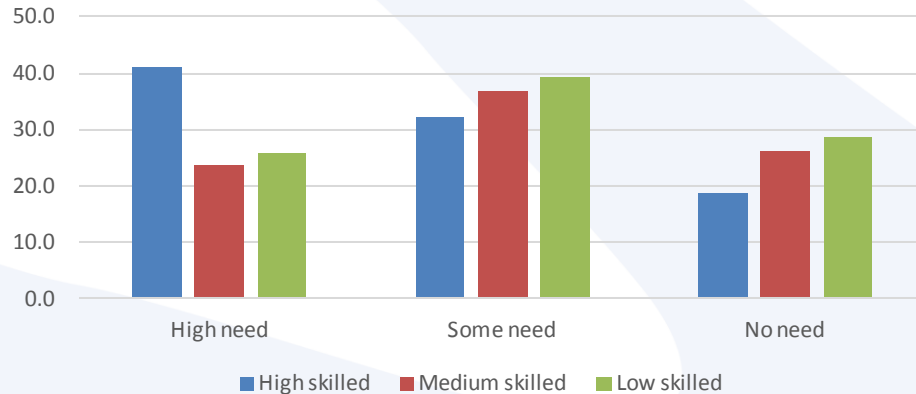
Skills development

Regional occupational training

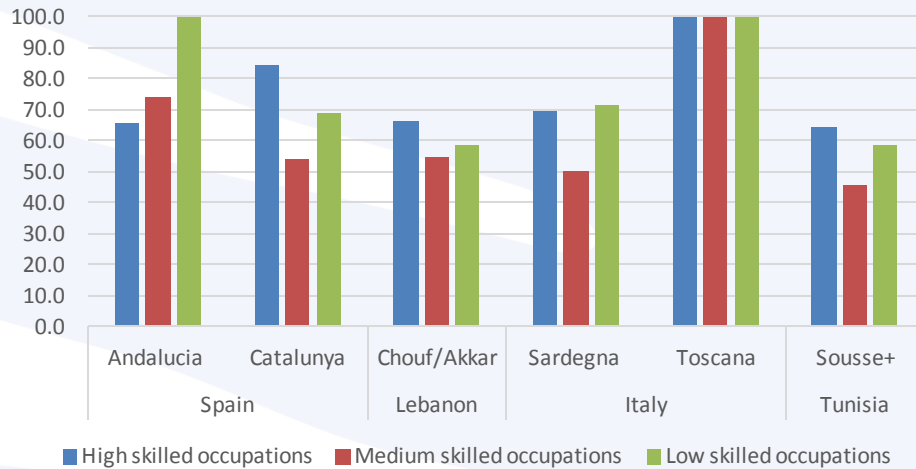


Skills development

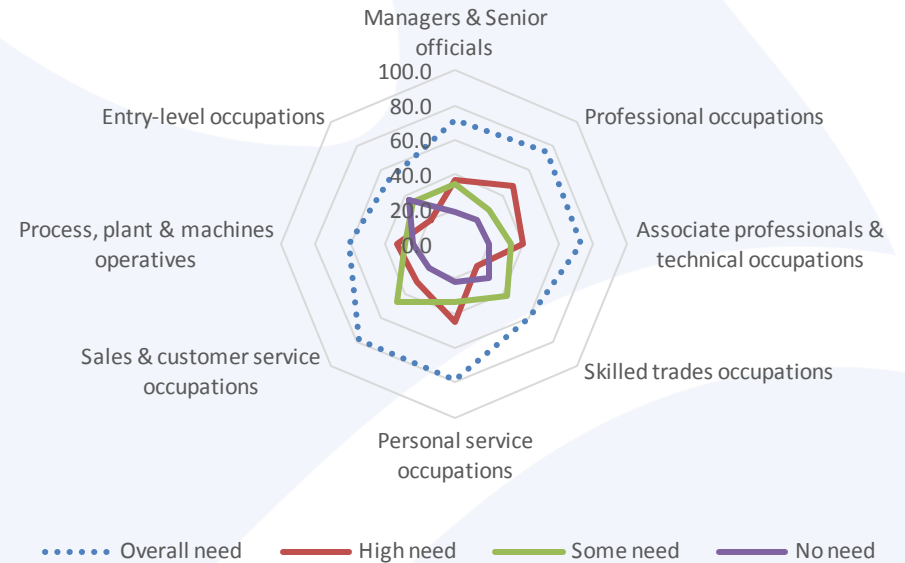
Occupation skill level upgrading



Regional occupation skill upgrade needs



Occupation skill upgrade



EGREJOB
EURO-MEDITERRANEAN GREEN JOBS

Decent job pilot analysis - overview

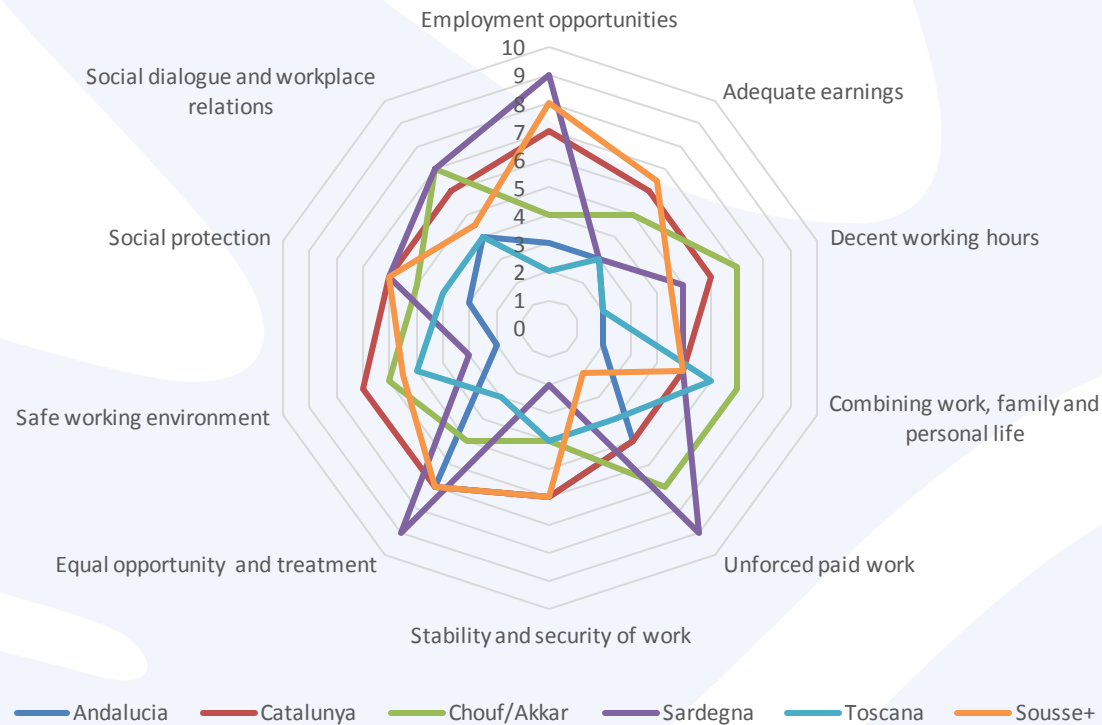
DECENT JOB INDICATORS	Andalucia	Catalunya	Chouf/Akkar	Sardegna	Toscana	Sousse+
1. Employment opportunities	Green	Yellow	Yellow	Red	Green	Red
2. Adequate earnings	Green	Yellow	Yellow	Green	Green	Yellow
3. Decent working hours	Green	Yellow	Yellow	Yellow	Green	Yellow
4. Combining work, family and personal life	Green	Yellow	Yellow	Yellow	Yellow	Yellow
5. Unforced paid work	Yellow	Yellow	Yellow	Red	Yellow	Green
6. Stability and security of work	Yellow	Yellow	Yellow	Green	Yellow	Yellow
7. Equal opportunity and treatment	Yellow	Yellow	Yellow	Red	Green	Yellow
8. Safe working environment	Green	Yellow	Yellow	Green	Yellow	Yellow
9. Social protection	Green	Yellow	Yellow	Yellow	Yellow	Yellow
10. Social dialogue and workplace relations	Yellow	Yellow	Yellow	Yellow	Yellow	Yellow

Legend		Score between:
Fair	Green	1-3
Incomplete	Yellow	4-7
Non-acceptable	Red	8-10



Decent job pilot analysis

Decent jobs pilot analysis



Key conclusions

- Stagnate business growth;
- Gender and age imbalance;
- Occupation skill disparity;
- Full-time employment status;
- Regional differences in company interaction.

Investment in
green
economy

Skill utilisation

Skill development

- Green skill needs - CEPA 9 and CReMA 13.B;
- Trend for 'some' skill need over 'high need';
- Regional differences for company skill needs;
 - The need for all green skill sub-categories;
 - Newly established/smaller firms – comprehensive set of green skill needs
 - Mature firms – specific greens skill needs

- Employee training is either majority of staff or no training is provided;
- Regional differences occur with employee training;
- Clear need for skill upgrading;
- Regional differences in skill upgrading needs.

Regional highlights

Andalucia (Spain) 29 firms

- All CReMA 13.B sector
- Majority micro enterprises
- Half in operation over 10 years
- Gender preference for male employees aged between 24-49 years old
- Just under half employed in medium skilled occupations
- Mostly on a full-time basis
- Generally a low company interaction rate
- Most interaction within the core business environment
- Technical/advanced and green skills needs
- Green skills include adaptability/transferability and marketing
- Over half of the firms provide 75-100% of staff with training
- Majority of the firms require occupation skill upgrading.

Catalunya (Spain) 25 firms

- Sectors - CReMA 13.B; CEPA 9; CReMA 16; CEPA 3; CReMA 13.A; CReMA 10 and CReMA 13.C
- Majority micro enterprises
- Over half in operation over 10 years
- Gender preference for male employees aged between 24-49 years old
- Over half are employed in medium skilled occupations
- Most company interaction occurs with the core business environment
- Other interaction - industry associations and business consultants
- Management, collaboration and green skills were needed
- Innovation skills (green skill sub-category)
- Over half of firms with high skilled occupations provide 76-100% of staff with training
- Majority of firms with high skilled occupations require skill upgrading

Chouf/Akkar (Lebanon) 50 firms

- Sectors - CEPA 6; 9; 3; 2; and CReMA 10
- Majority being micro and small enterprises
- Most in operation for over 10 years
- Gender preference for male employees aged between 24-49 years old
- Quarter of staff employed are aged less than 25 years old
- Most employed in low skilled occupations
- Most company interaction occurs with the core business environment
- Green and technical/advanced skills are needed
- Green skills - marketing, environmental awareness, adaptability/transferability and coordination, management/business skills.
- Half of firms with high skilled occupations provide 76-100% of staff with training
- Over half of the firms with low skilled occupations provide no training
- Over half of firms with low, medium and high skilled occupations require skills upgrading



Regional highlights

Sardegna (Italy) 21 firms

- Sectors - CReMA 13; CEPA 8; CReMA 13.A; 13.B; CEPA 3; 4; 7; 9; CReMA 13.C; and CReMA 15
- Majority being micro enterprises
- Varied in operation, mostly over 10 years
- Male gender preference, small portion of female employees and aged between 25 to 49 years old
- Majority employees in high skilled occupations
- Company interaction - clients, suppliers and university researchers/consultants
- Green and technical/advanced skills needed
- Green skills - networking and collaboration
- Less than half of the firms with medium skilled occupations provide 76-100% of staff with training
- Many firms provide no training
- Majority of firms with low skilled occupations require skill upgrading

Sousse+ (Tunisia) 48 firms

- Sectors - CEPA 3 and CReMA 13
- Majority micro enterprises
- Just under half in operation for 5-9 years
- Male gender preference
- Quarter of staff are female
- Most aged between 25-49 years old
- Balance occupation structure on a full-time basis
- Most interaction with core business environment
- High interaction with competitors, informal networks and government departments
- Technical/advanced and management skills needed
- Low need for green skills
- Green skills - strategic/leadership, marketing and environmental awareness
- Majority of firms with low to medium occupations provide no training
- Over half of firms with high skilled occupations provide training for 76-100% of staff
- Over half of firms with high and low skilled occupations require skill upgrading

Toscana (Italy) 21 firms

- All from CReMA 13.B sector
- Majority micro enterprises
- Majority in operation between 5-9 years or over 10 years
- A more equal gender profile
- Most staff aged between 25-49 years old, quarter are aged 50-64 years old
- Majority are employed in high skilled occupations
- Most interaction core within core business environment.
- Majority of firms interact with industry cluster and over half with firms' value chain and business consultants
- Entrepreneurial, green and collaboration skills needed
- Green skills - collaboration and consulting, systems/risk analysis, entrepreneurial and innovation skills
- Over half of firms with high skilled occupations provide training to 76-100% of staff
- All firms identified the need for occupational skill upgrading



Thank you

For comments contact:

Alice Vozza (a.vozza@itcilo.org), Cristina Martinez (c.martinez@westernsydney.edu.au),

Tamara Weyman (t.weyman@bigpond.com)

