

# GREEN SKILLS, WORKPLACE INNOVATIONS AND JUST TRANSITION

En utblick mot det europeiska policyfältet  
Snabba omställningar:Hållbar utveckling-Hållbart  
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# The Green Transition towards a Climate-Neutral Economy

- *The global environmental, climate and biodiversity challenges require an urgent global response. The green transition and the move towards sustainability, including the transition to a climate-neutral economy, is triggering the need for a fundamental transformation of our society across a wide range of sectors. Europe must lead by example, by delivering on ambitious environmental, climate and biodiversity goals, enhancing growth, competitiveness, and quality job creation, while protecting the environment and ensuring a just transition to a more resource-efficient and circular economy.*
- **Source: EU Council conclusions on skills and competences for the green transition. March 7, 2023**

# The ILO Green Jobs Programme (GJP) and ILO-UNEP definitions

- GJP/Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency.
- Green jobs help: a) Improve energy and raw materials efficiency b) Limit greenhouse gas emissions c) Minimize waste and pollution d) Protect and restore ecosystems e) Support adaptation to the effects of climate change
- ILO-UNEP/ Agriculture, manufacturing, construction, installation, and maintenance, as well as scientific and technical, administrative, and service-related activities.
- Green Jobs help: a) Protect and restore ecosystems and bio-diversity, b) reduce energy, materials, and water consumption through high-efficiency and avoidance strategies, c) de-carbonize the economy, d) minimize or altogether avoid generation of all forms of waste and pollution

## ***Green Jobs – A Literature Review, Stanef-Puică et. al. (2022)***

- *“In the literature, there is currently no universally accepted definition of “green job” [40], and the concept of “green job” seems to be in a state of permanent construction [32]. On the other hand, it seems that most authors choose to address the issue of green jobs starting from the definition given by an international body, such as the definition provided by the partnership between the Program United Nations Environment Program (UNEP), the International Trade Union Confederation (ITUC), the International Organization of Employers (IOE) and the International Labor Organization (ILO). Although progress has been made in the broader definition of green jobs, the lack of a common definition may raise issues as to the exact highlighting of areas and the exact number of such jobs”*
- *“The results of the review show that although there is no uniformity in the definition of the concept, there is, however, a convergence towards an initial acceptance of the 2008 UNEP/ILO/IOE/ITUC Report.”*

# Global perspectives on Green Skills

- “Simply put, green skills are the knowledge, abilities, values, and attitudes needed to live in, develop and support a sustainable and resource-efficient society.
- The need to transition towards more environmentally sustainable modes of production and consumption has become imperative, for developed as well as for developing countries.”
- Structural changes lead to increased demand for some tasks and a decrease for others. - New economic activity will create new occupations and there will be a need for new skills profiles, qualifications, and training frameworks. - Many existing occupations and industries will experience greening changes to tasks within their jobs, and this will require adjustments to the current training and qualification frameworks for these occupations
- Source: <https://www.unido.org/stories/what-are-green-skills>

# Skills for the Green Transition

- Engineering and technical skills: hard skills encompassing competences involved with the design, construction and assessment of technology usually mastered by engineers and technicians.
- Science skills: competences stemming from bodies of knowledge broad in scope and essential to innovation activities, for example physics and biology.
- Operation management skills: know-how related to change in organizational structure required to support green activities and an integrated view of the firm through life-cycle management, lean production, and cooperation with external actors, including customers.
- Monitoring skills: technical and legal aspects of business activities that are fundamentally different way from the remit of engineering or of science.

# The European Skills Agenda supporting the Green Economy

- “The European Skills Agenda is a five-year plan to help individuals and businesses develop more and better skills and to put them to use, by:
- strengthening **sustainable competitiveness**, as set out in the [European Green Deal](#)
- ensuring **social fairness**, putting into practice the first principle of the [European Pillar of Social Rights](#):
- access to education, training and lifelong learning for everybody, everywhere in the EU
- building **resilience** to react to crises, based on the lessons learnt during the COVID-19 pandemic

# Towards greener workplace innovations



- Employee-driven workplace innovations
- Jobs, teams and technology
- Co-created leadership and employee voice
- Structures. Management and process
- Source: Workplace Innovations Europe



# Just transition and environmental equity

- Research addressing 'environmental equity', claims that hazardous waste facilities are located disproportionately in minority areas.
- The predominant issues of the Environmental Justice movement in the United States are race and environmental inequality (Mohai and Saha 2015).
- In Europe the focus has been on poverty, health inequalities and social exclusion (Wilkinson and Pickett 2018).
- A recent UN report (Achiame 2022) claims that the devastating effects of ecological crisis are borne disproportionately by racially, ethnically and nationally marginalised groups.
- Those facing discrimination, exclusion and conditions of systemic inequality because of their race, ethnicity or national origin are disproportionately concentrated in global 'sacrifice zones' Source: ETUI(a.a. 2023)

# The future of EU Funds for Cohesion and a Just Transition: with or without workers?

- To define ETUC key priorities and demands regarding the new regulations for cohesion funding for the programming period 2021-2027 (including the Just Transition Fund) and the implementation/revision of the European Code of Conduct on Partnership on the basis of concrete experience.
- To assess the involvement of trade unions in all the steps of the management of the Cohesion Policy funding, including in the development of Just Transition Territorial Plans
- As well as identify the challenges and formulate recommendations for all actors involved to improve trade unions involvement and to support the design of a trade union internal strategy.
- Source: <https://www.etuc.org/en/eu-cohesion-funds-and-just-transition>

# Call for a special EJWI issue on Green Skills, Workplace Innovations and Just Transition

- Open call on Green Jobs and Green Skills - To be published open access late autumn 2024
- Editorial team: Kenneth Abrahamsson, LTU, Denis Coelho, JU, Steven Dhondt, TNO&KU Leuven, Ulrika Harlin, Rise& Chris Mathieu, LU
- and Richard Ennals, editor in chief, European Journal of Workplace Innovations
- In connection with the RISE.network on Green Transition and Working Life (GOA/Katrin Skagert, RISE)



# European Journal of Workplace Innovation – purpose and mission

- *European Journal of Workplace Innovation (EJWI) is an open-access, net-based, peer reviewed and English-language journal. The Journal invites research-based empirical, theoretical or synoptic articles focusing on innovation and workplace development*
- *To develop insights into workplace innovation and provide case studies from Europe as well as comparative studies from other continents*
- *Develop and present new theories in the field of workplace innovation and to increase international publication within the field*
- *To become an important publication channel for workplace innovation researches as well as the international research community*
- <https://journal.uia.no/index.php/EJWI>

# Open call and time schedule

- *The Call for Papers opened in July 2023.*
- *Abstracts should be submitted by 31st December 2023.*
- *Authors will be notified regarding acceptance of abstracts by 13th March 2024.*
- *Full text is due 31st May 2024.*
- *Review process will be in Summer/Autumn 2024.*
- *Final text will be requested by 31st October 2024.*
- *Publication expected in EJWI 9.2 late Autumn 2024.*
- *Further info: [kenneth.abrahamsson@ltu.se](mailto:kenneth.abrahamsson@ltu.se) and +46705468353*

# European Agencies for Green Transition

- <https://www.eurofound.europa.eu/en/topic/just-transition>
- <https://www.eurofound.europa.eu/en/resources/presentation/2023/towards-fair-green-transition-implications-employment-relations-and>
- <https://www.cedefop.europa.eu/en/projects/skills-and-jobs-green-transition>
- <https://osha.europa.eu/en/emerging-risks/circular-economy>
- <https://www.ela.europa.eu/en/campaigns/road-fair-transport>



# Green Jobs, Green Economy and Just Transition

Castillo, Monica, Green jobs, green economy, just transition and related concepts: A review of definitions developed through intergovernmental processes and international organizations, Geneva: International Labour Office, 2023

[https://www.ilo.org/wcmstp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_883704.pdf](https://www.ilo.org/wcmstp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_883704.pdf)

Cedefop (2019). *Skills for green jobs: 2018 update: European synthesis report*.

Luxembourg: Publications Office. Cedefop reference series, 109. <https://data.europa.eu/doi/10.2801/036464>

Cedefop and Eurofound (2023). *Fostering skills use for sustained business performance: evidence from the European Company Survey*. Luxembourg: Publications Office of the European Union. <http://data.europa.eu/doi/10.2801/425052>

ILO (2019). *Skills for a greener future: A global view based on 32 country studies*. Geneva: ILO. [https://www.ilo.org/skills/pubs/WCMS\\_732214/lang--en/index.htm](https://www.ilo.org/skills/pubs/WCMS_732214/lang--en/index.htm)