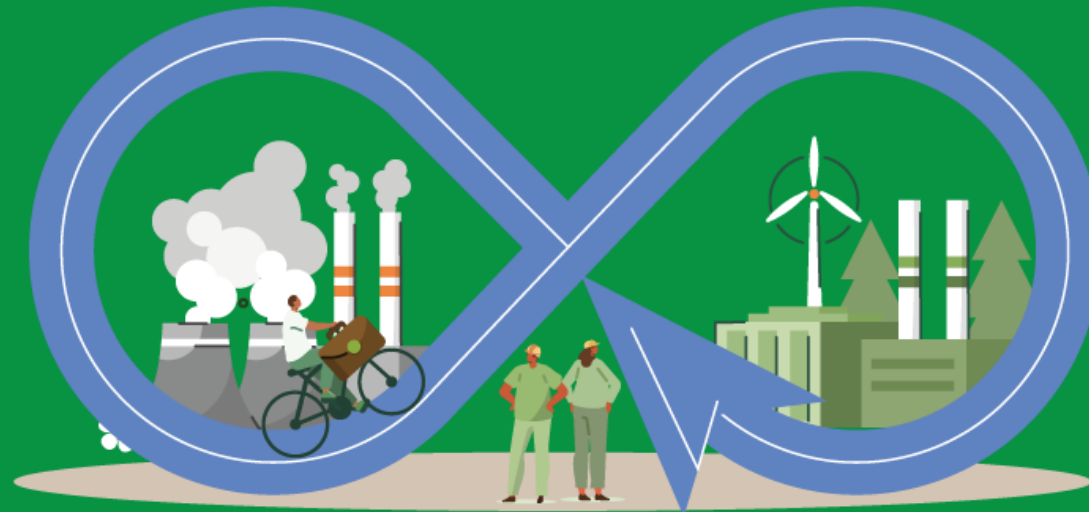




# BRIDGING THE GREAT GREEN DIVIDE

JOB CREATION AND LOCAL ECONOMIC DEVELOPMENT 2023



Local Employment and Economic  
Development (LEED) Programme  
GOOD JOBS, GREAT PLACES

 @OECD\_local  [www.linkedin.com/company/oecd-local](https://www.linkedin.com/company/oecd-local)  [www.oecd.org/cfe/leed/](https://www.oecd.org/cfe/leed/)



# Different mega-trends impact on the skills demand

1

Automation and digitalisation

2

Demographic change

3

Evolving supply chain dynamics

4

The green transition



# Bridging the Great Green Divide



**1** The green transition and jobs, what do we know?

**2** Implications for local jobs, skills and economic development

**3** Lessons from past transitions

**4** The way forward: local actions for a green future










# How do we define green jobs?



**Green jobs have**  
at least **10%** of tasks  
directly supporting  
**sustainable development**



Proportion of green jobs

	Green	Partially green	Non-green
High-skilled	Solar Energy Systems Engineers 	Civil Engineers 	Accountants 
Medium-skilled	Wind Energy Project Managers 	Transportation and Systems Inspectors 	Sales Managers 
Low-skilled	Recyclable Material Collectors 	Plumbers 	Extraction Workers 

# Local labour markets are greening... slowly

Little change in share of green jobs...

... but the demand for green-task jobs is growing



Around **18%** of workers in the OECD have jobs with a significant share of **green tasks**, up from **16%** a decade ago



# Green job divides

A photograph of a man in a white shirt and hard hat looking at a smartphone in a field of golden grass. In the background, several wind turbines are visible against a clear blue sky. A large green diagonal shape is overlaid on the left side of the image.

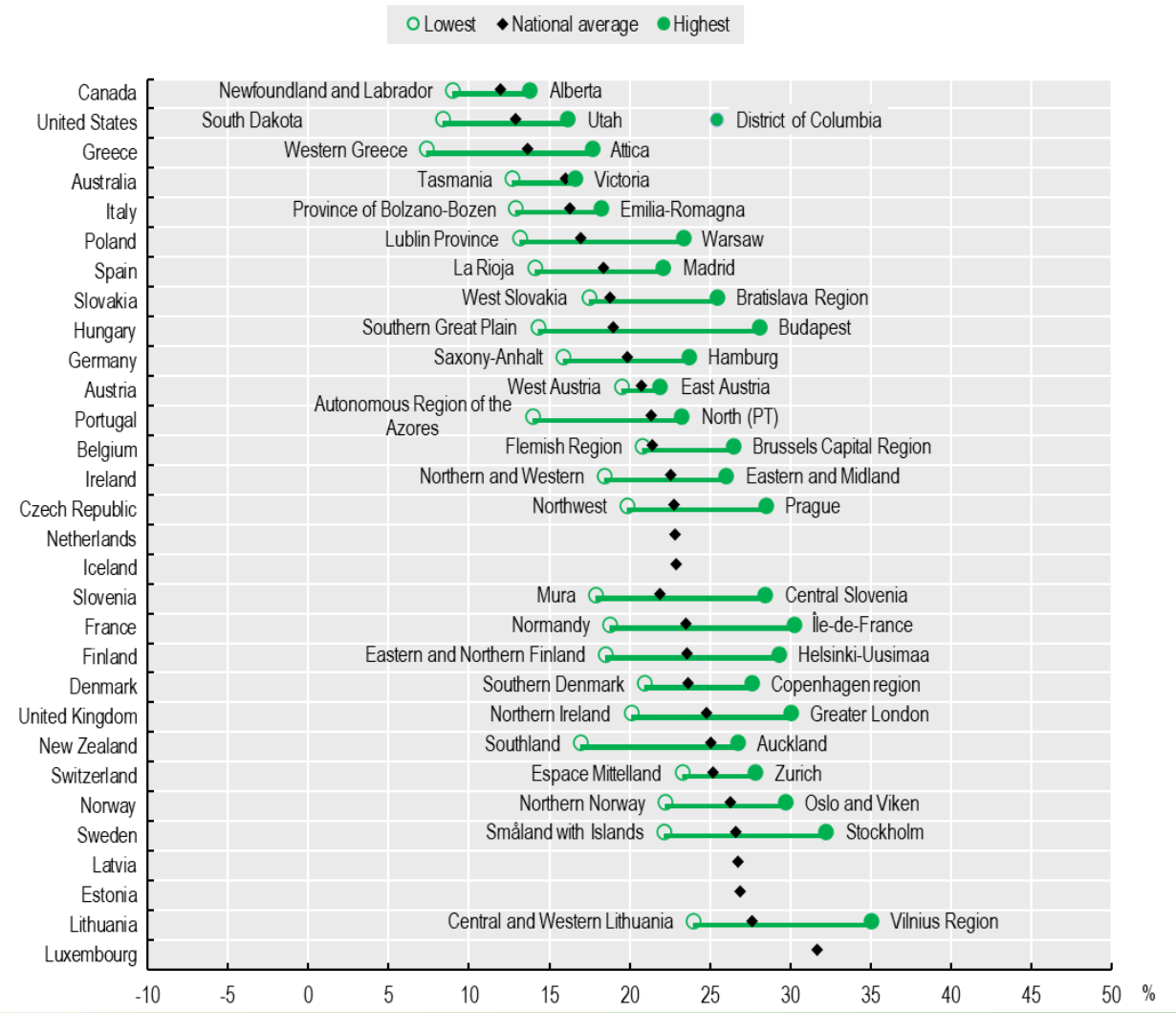


# Divides across places: geography of green jobs

## Share of green tasks jobs

**Less than 10%** in South Dakota (US), Western Greece, Newfoundland and Labrador (Canada)

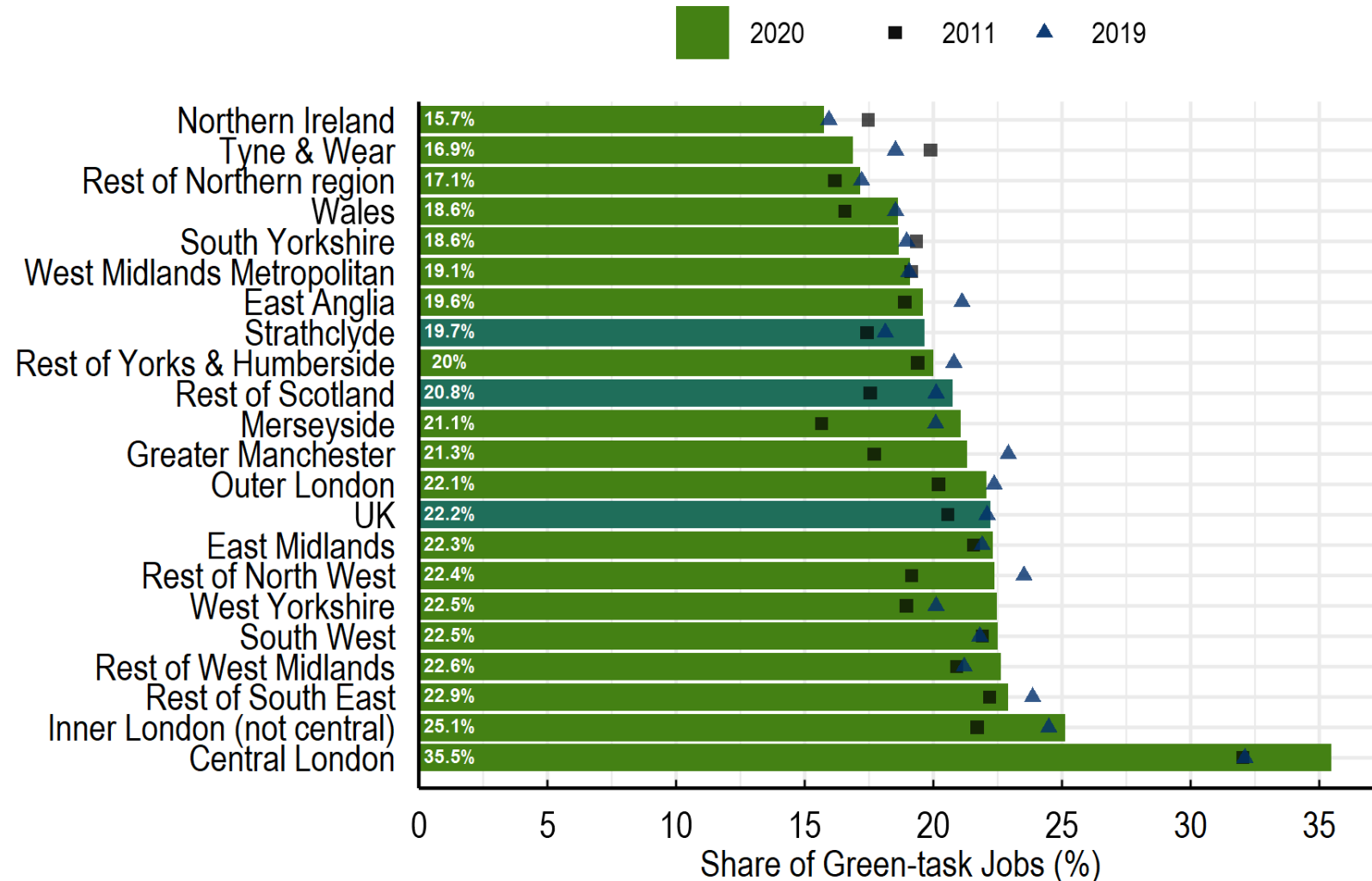
**30% or more** in Stockholm, (Sweden), Oslo & Viken (Norway), Île-de-France (France)





# UK regional labour markets are greener than the OECD average

- 22.2% of workers in green-task jobs; 4.5 percentage points above the OECD average of 17.7%.
- 17 out of 21 regions recorded an increase in the share of green-task jobs (on average around 2 p.p.) between 2011 and 2020
- **Scotland** is slightly below the UK average with 20.3% of workers in green-task jobs

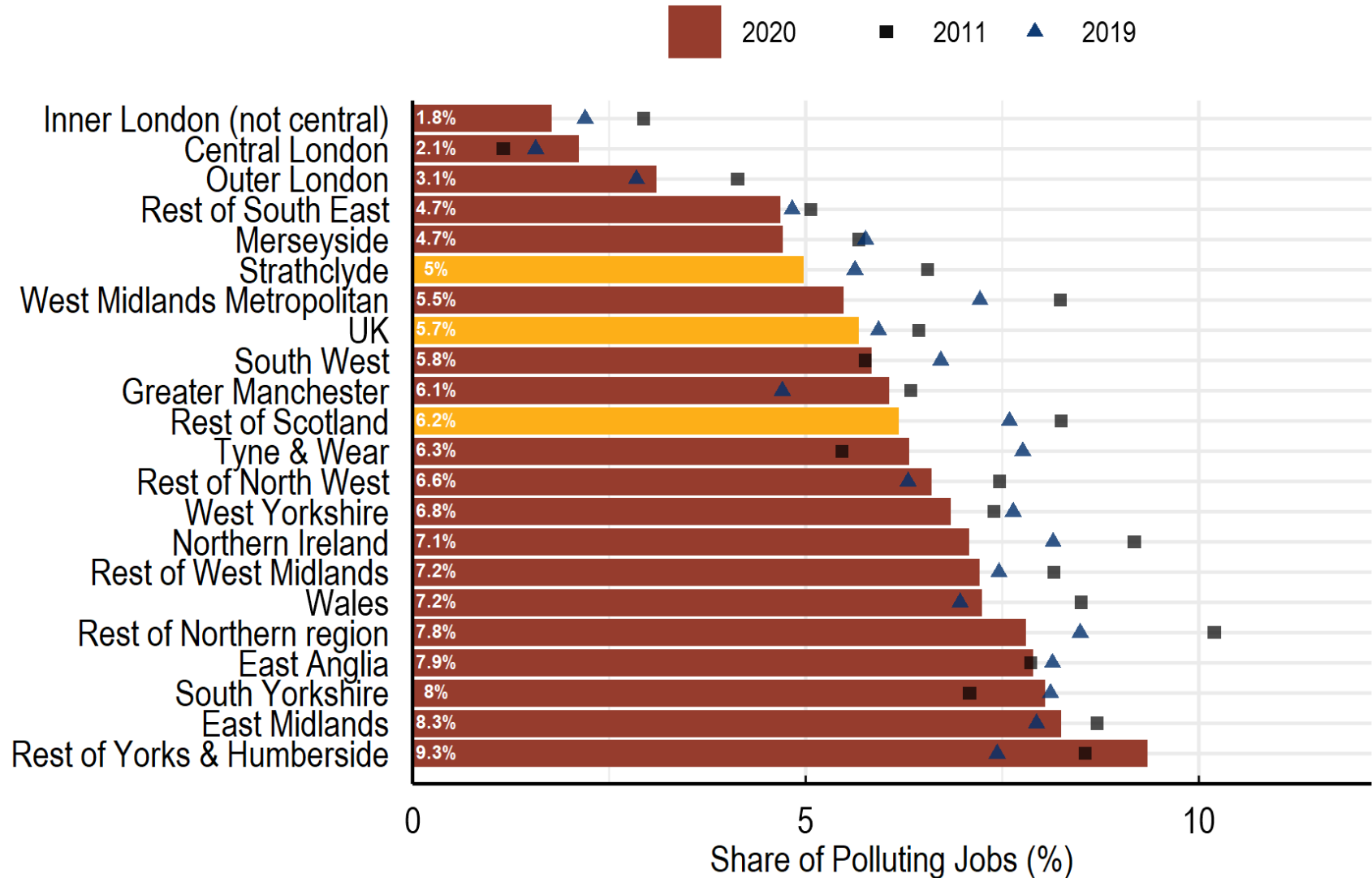






# And fewer polluting jobs at risk in the UK

- On average around 5.7% of UK workers are employed in polluting jobs.
- At 11.7%, the OECD average is 6 p.p. higher
- 15 out of 21 UK regions recorded a decrease in the share of polluting jobs (on average around -1 p.p.) between 2011 and 2020
- **Scotland** is very close to the UK average with 5.7% of workers in polluting jobs





# Divides by gender

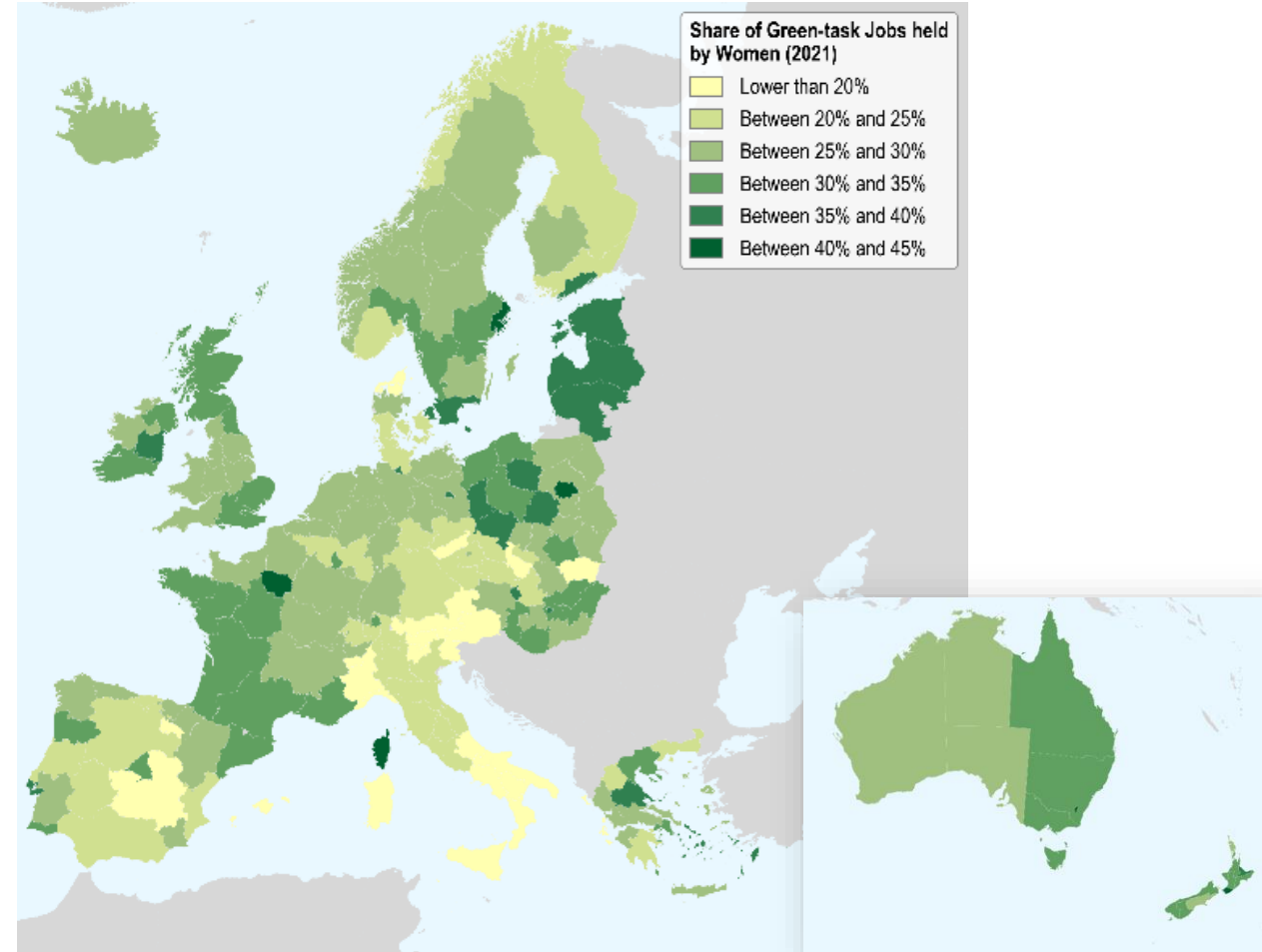


In a subset of OECD countries, over **20 million women** would need to change to green jobs to reach gender parity

Green jobs



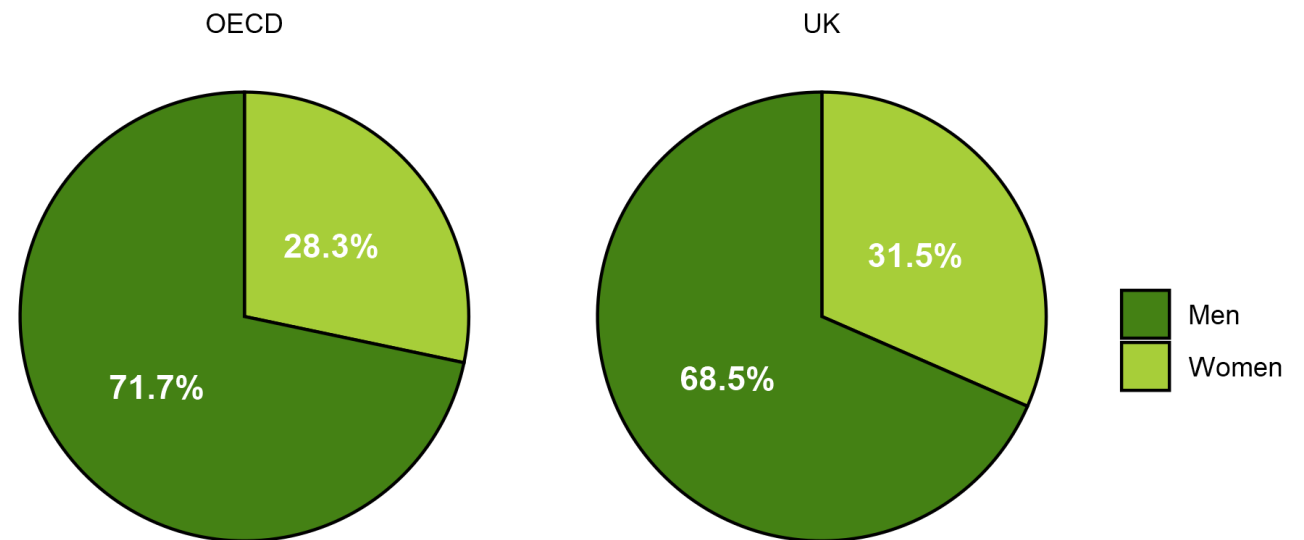
Non-green jobs





# More women in green jobs in the UK

- Share of women in green jobs in the UK is higher (31.5%) than in the OECD (28%).
- Highest in London and the South East, lowest in West Yorkshire, Wales and the West Midlands
- 17 out of 21 regions recorded an increase in the share of women in green jobs (on average +7 p.p.) between 2011 and 2020.
- In **Scotland**, the share of women in green-task jobs is slightly below the UK average with 30.7%





**The way forward: actions to  
bridge the green jobs divide  
across communities**

# Local and national success drivers from past transitions



Similarities in transitions from coal, digitalisation, globalisation, however the green transition is more policy than market driven



Share a clear and long-term **vision and strategy**



Anticipate and pursue **proactive measures**



Build **strong coalitions** focussing on social inclusion



Invest in local **re-skilling programmes**



Invest in **attractiveness of the region and innovation**

# Examples of local green initiatives



## Strategy to close the green skills gaps in Copenhagen

Strategy developed in **collaboration** with a range of local and regional actors

Includes **initiatives** to:

- **Attract young people** to green career opportunities in vocational education
- **Increase female participation** in relevant professions
- **Support business** in reskilling their employees



## Workforce Development and Training in New York

**For jobseekers:** paid internships at clean energy businesses, fellowship for individuals from underserved communities

**For businesses:** funding to develop a training offer in clean energy economy, support to train employees in selected green industries



## Ecobuild.brussels

- **Cluster** to make brussels a low-carbon city by 2050
- Serves as a platform for **networking and collaboration**
- Offers **support** in developing a business plan, in finding regional subsidies and in obtaining planning and environmental permits

# Thank you!

For more information on the OECD's work on local employment and skills policies visit <https://oe.cd/localskills>

**Kristine Langenbacher**

Head of Unit, Employment and Skills

OECD Centre for Entrepreneurship,  
SMEs, Regions and Cities

[Kristine.Langenbacher@oecd.org](mailto:Kristine.Langenbacher@oecd.org)





# How can we measure green jobs?



Green jobs can be classified in two ways

**Top down**

Industry/Sector



Industries/GHG



**Bottom up**

Occupations



Tasks or skills



**Our approach is bottom-up.**

We measure jobs with **green tasks** for regions across 30 OECD countries.







# Divides across workers in skills and pay



## Employees in green-task jobs have:

- Higher levels of formal education
- Higher average skills levels
- 20-30% higher wage premium relative to non-green jobs



## Workers in polluting jobs are least likely to participate in trainings

## Highly educated workers are over-represented in green-task jobs

