What employment opportunities & challenges does circularity bring?

What is the role of social partners in a just circular transition?
TIME IS RUNNING OUT.

The world is consuming
100 billion tonnes of materials
and has warmed up by 1 degree.
Millions are without work or experiencing in-work poverty
Around 90% of total CO\textsuperscript{2} emissions stem from 10 industries that account for just 16% of employment.
If implemented, current NDCs will only close 15% of the emissions gap [2]

Combined with the NDCs enacted globally, the circular economy can close the emissions gap [3]
It also presents opportunities to **strengthen regions** and **jobs** while addressing the challenges of **resource scarcity** and **climate change**
MATERIAL-INTENSIVE TO LABOUR-INTENSIVE
A CIRCULAR JOB is any occupation that directly involves one of the strategies of the circular economy or indirectly supports such activities.
CIRCLE ECONOMY'S CORE ELEMENTS

- Prioritise Regenerative Resources
- Stretch the Lifetime
- Use Waste as a Resource
CIRCLE ECONOMY'S
ENABLING ELEMENTS

Design for the Future
Rethink the Business Model
Incorporate Digital Technology
Team Up to Create Joint Value
Strengthen and Advance Knowledge
New business models and forms of employment

Avoid trade-offs between targets
(Schroeder et al, 2018)
The Circular Jobs Initiative addresses **knowledge and data gaps** to ensure the circular economy transition is **positive for work and workers**.
8.1% of jobs in the Brussels Capital Region are circular*

*according to 2017 data

http://jobsmonitor.circle-economy.com/
FOCUS AREAS | LABOUR MARKET CHALLENGES

1. SKILLING THE WORKFORCE
2. DECENT WORK
3. INCLUSIVE JOB OPPORTUNITIES
MAXIMISING THE VALUE OF PEOPLE AND MATERIALS

60% of oil and gas platforms in the North Sea will be decommissioned by 2030

Opportunities

➔ 1 million tonnes of materials available for reuse
➔ Skilled workforce with materials expertise
➔ Human capital and materials that could be applied in remanufacturing & renewables
➔ Retain industry and jobs locally

“If they know how to build it, it’s easier to dismantle it.”
<table>
<thead>
<tr>
<th>OPPORTUNITIES</th>
<th>CHALLENGES</th>
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<tbody>
<tr>
<td><strong>Job creation</strong></td>
<td></td>
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<tr>
<td>- Positive, modest net employment gains</td>
<td>- Impacts will vary across regions</td>
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<tr>
<td><strong>Harnessing skills</strong></td>
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<tr>
<td>- Valorisation of existing skills</td>
<td>- Requires targeted skills development, including for at risk groups</td>
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<tr>
<td><strong>Job quality</strong></td>
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<tr>
<td>- Challenge existing structures, particularly in growing/emerging</td>
<td>- Need to avoid blindspots and 'linear lock-in'</td>
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<tr>
<td><strong>Competitiveness</strong></td>
<td></td>
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<tr>
<td>- Up &amp; down-stream competitiveness</td>
<td>- Innovation dependent on available skills</td>
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<tr>
<td>- Attract talent</td>
<td>- Measures to ensure fair competition</td>
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</tbody>
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*Circle Economy (2021) Labour Market Impacts of the Circular Economy: A briefing for social partners*
THE ROLE OF SOCIAL PARTNERS

1. Translate circular challenges into opportunities
1. Create access to training and upskilling
1. Act as a redistributive power
1. Limit trade-offs between socio-economic and environmental targets
1. Promote industry 5.0

**KEY TAKEAWAYS**

- Net job creation cannot be the only focus: **job quality, inclusion** and **skills** are guiding pillars for a just transition

- Must avoid trade-offs and acting now to put in place long-term plans

- Reflect industrial changes in training and education, co-designing solutions with industry + government + education
https://www.circle-economy.com/circular-jobs-initiative
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http://circle-economy.com/circular-jobs-initiative/resources