



WORKING IN THE CIRCULAR ECONOMY



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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.

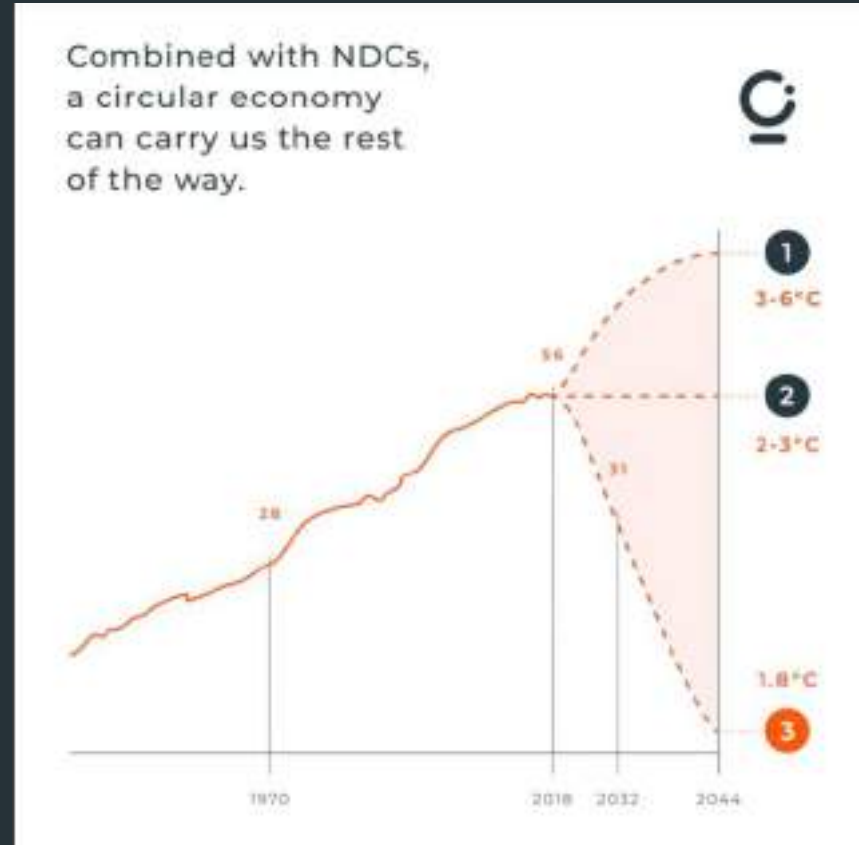
Millions are without
work or experiencing
in-work poverty

Around **90%** of total CO² emissions stem from **10 industries** that account for just **16% of employment**

THE CIRCULAR ECONOMY OFFERS A SOLUTION

If implemented, current NDCs will only close 15% of the emissions gap [2]

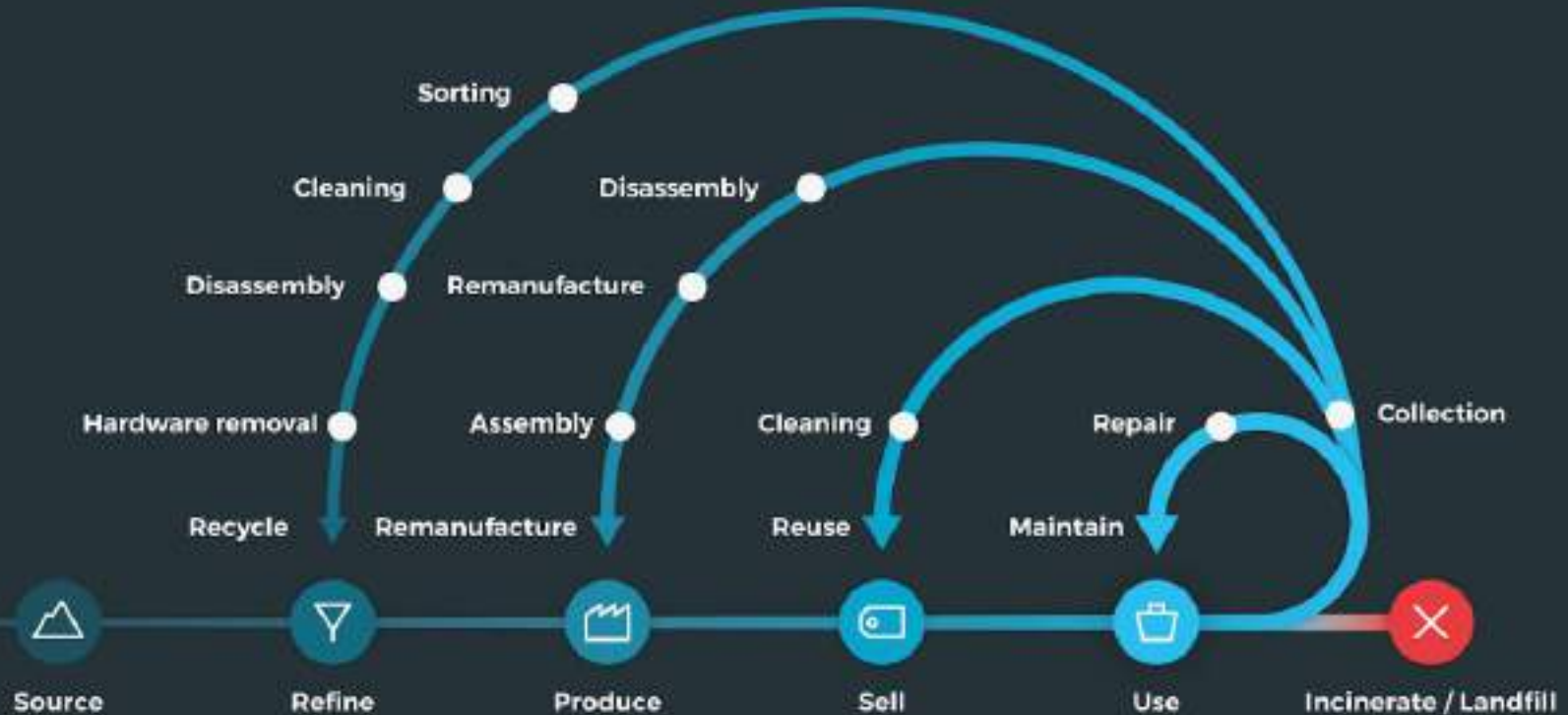
Combined with the NDCs enacted globally, the circular economy can close the emissions gap [3]



It also presents opportunities to **strengthen regions** and **jobs** while addressing the challenges of **resource scarcity** and **climate change**



MATERIAL-INTENSIVE TO LABOUR-INTENSIVE



CIRCULAR JOBS

A CIRCULAR JOB is any occupation that directly involves one of the strategies of the circular economy or indirectly supports such activities.



CORE CIRCULAR
JOBS



ENABLING
CIRCULAR JOBS



INDIRECTLY
CIRCULAR JOBS

CIRCLE ECONOMY'S

CORE ELEMENTS



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)



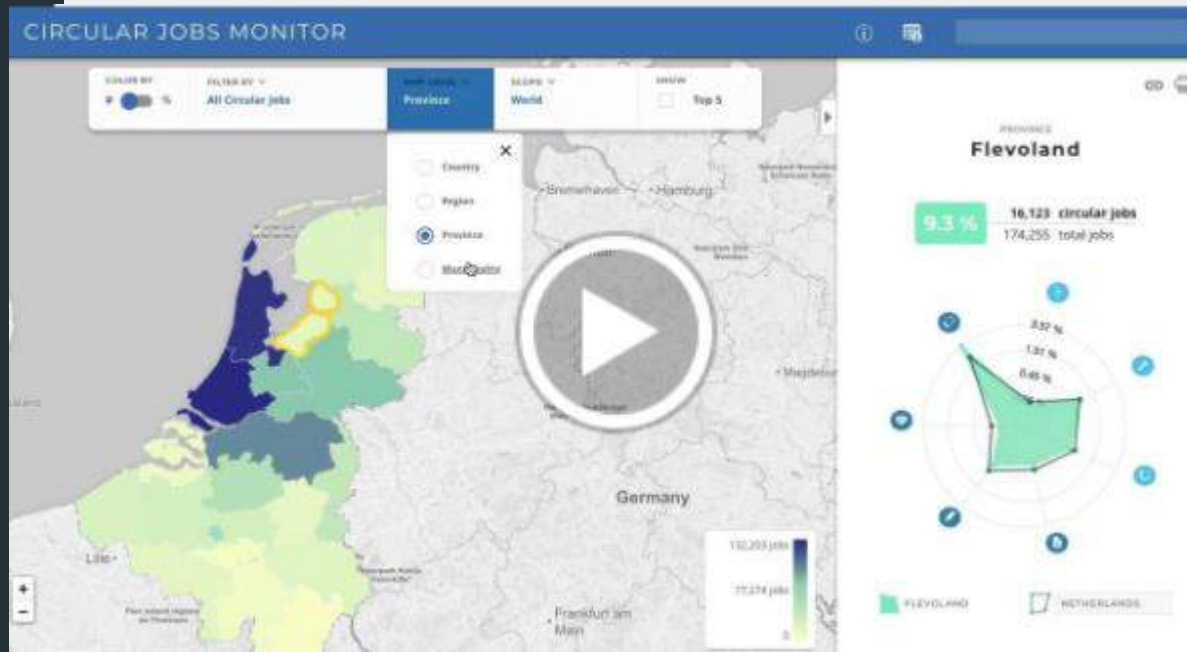
The **Circular Jobs Initiative**
addresses **knowledge and data**
gaps to ensure the circular economy
transition is **positive for work and**
workers.

CIRCULAR JOBS MONITOR

8.1 %

OF JOBS IN THE BRUSSELS
CAPITAL REGION ARE
CIRCULAR*

*according to 2017 data



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.”



OPPORTUNITIES	CHALLENGES
Job creation	
<ul style="list-style-type: none"> - Positive, modest net employment gains 	<ul style="list-style-type: none"> - Impacts will vary across regions
Harnessing skills	
<ul style="list-style-type: none"> - Valorisation of existing skills 	<ul style="list-style-type: none"> - Requires targeted skills development, including for at risk groups
Job quality	
<ul style="list-style-type: none"> - Challenge existing structures, particularly in growing/emerging 	<ul style="list-style-type: none"> - Need to avoid blindspots and 'linear lock-in'
Competitiveness	
<ul style="list-style-type: none"> - Up & down-stream competitiveness - Attract talent 	<ul style="list-style-type: none"> - Innovation dependent on available skills - Measures to ensure fair competition

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



Circle Economy (2021) Labour Market Impacts of the Circular Economy: A briefing for social partners

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>