

## IDENTIFICATION OF GREEN OCCUPATIONS AND SKILL NEEDS IN THE CYPRUS ECONOMY 2024 - 2030

The European Union, through the European Green Deal, has set ambitious targets that encompass the deployment of policies and measures to support the effort to become climate-neutral by 2050. An essential prerequisite for the achievement of these targets is the availability of properly trained human resources, possessing the necessary knowledge, skills and attitudes.

The Human Resource Development Authority of Cyprus (HRDA), realising the extent and scope of the change that the transition to a green economy will bring to the labour market, has conducted the above study<sup>1</sup>.

### A. Aim of the study

The main aim of the study is to examine and analyse the green economy and green occupations, to map out the green economy of Cyprus and to identify green skill needs in the Cyprus economy for the period 2024-2030.

### B. Scope of the study

The study provides employment and labour demand forecasts for the economic sectors and occupations with participation in the green economy for the period 2024-2030. Additionally, it identifies the green skill needs for specific occupations of the green economy of Cyprus.

### C. Green economy in the European Union

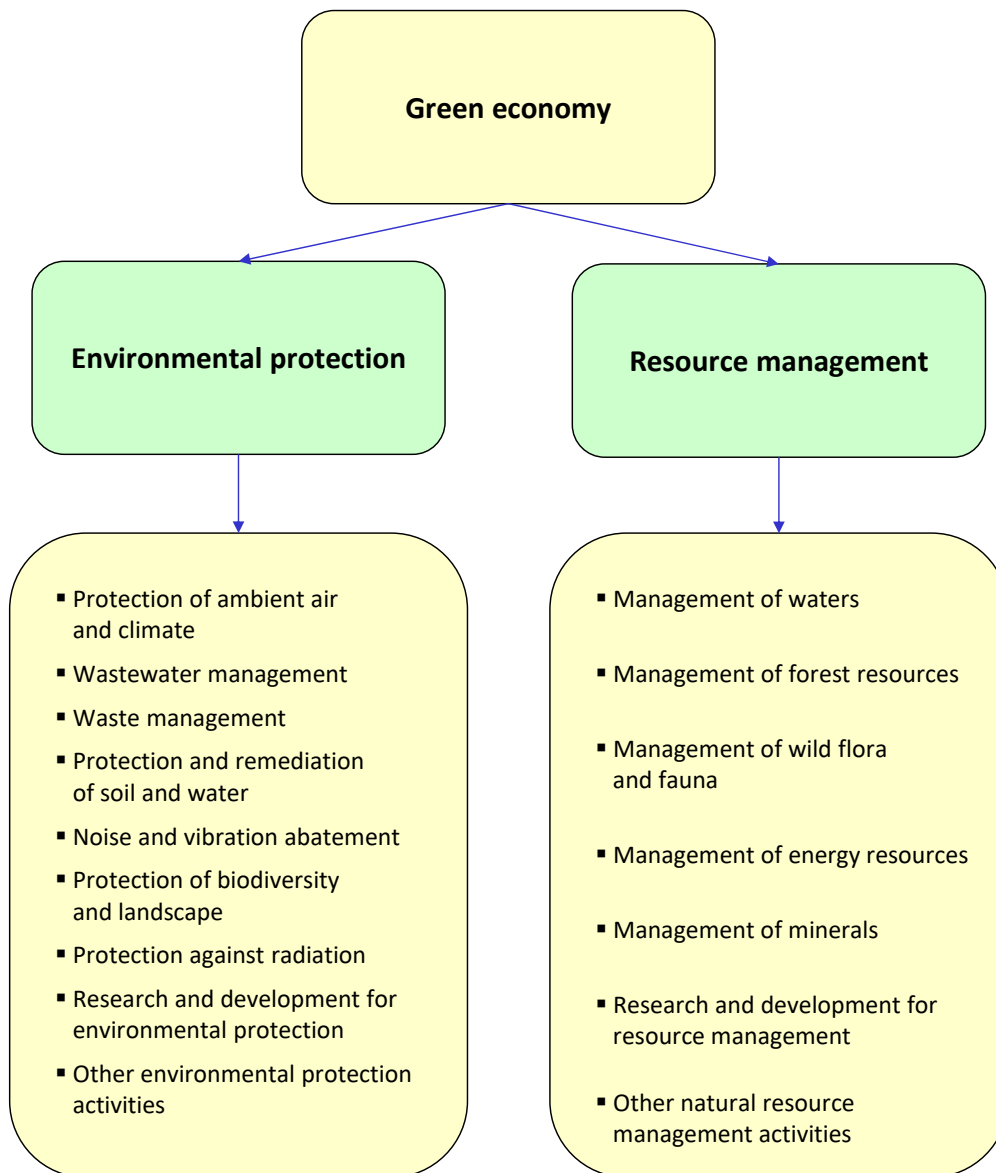
According to the European Statistical Service (Eurostat) definition:

The green economy consists of all activities, which produce goods and services that measure, control, prevent, treat, minimise and restore environmental damages to air, water and soil, as well as problems related to waste, noise and biodiversity. Thus, the green economy includes technologies, goods and services, which reduce environmental degradation and minimise pollution and the use of natural resources.

The activities of the green economy fall into two groups: the environmental protection activities and the resource management activities. The environmental protection activities include technologies, goods and services that are specifically related to protecting the environment from the harmful effects of socio-economic activities, by preventing/reducing pollution and degradation phenomena or restoring and repairing environmental damage where it occurs. The resource management activities include technologies, goods and services that reduce the need for using non-renewable resources.

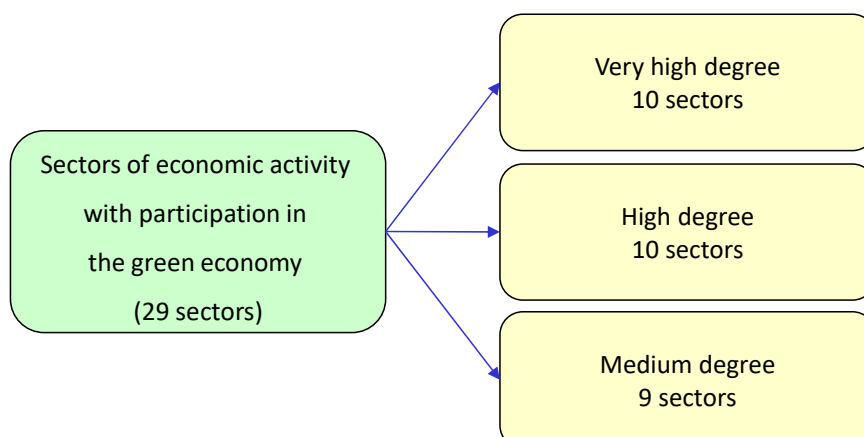
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<sup>1</sup> The study updates the information included in the HRDA's study entitled [«Identification of Green Skill Needs in the Cyprus Economy 2017-2023»](#), which was completed in 2018.

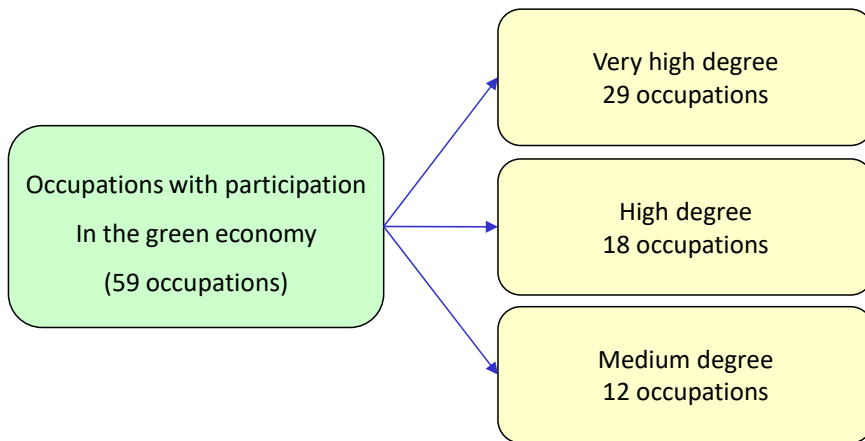


#### D. Green economy in Cyprus and forecasts for employment demand

The green economy of Cyprus consists of 29 economic sectors and 59 occupations spanning the entire spectrum of the Cyprus labour market, which are grouped into three main categories according to their degree of participation: Very high, high and medium degree.



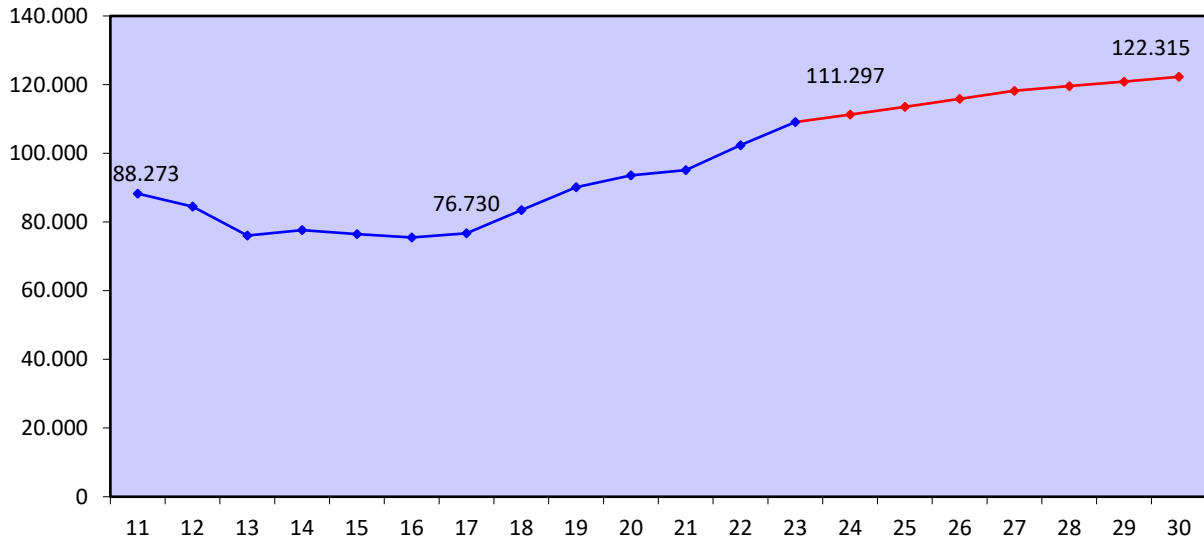
Sectors of economic activity with a very high degree of participation in the green economy	
➤	Electricity and gas supply
➤	Water collection, treatment and supply
➤	Sewerage
➤	Waste collection, treatment and disposal activities
➤	Remediation activities and other waste management services
➤	Civil engineering
➤	Specialised construction activities
➤	Computer programming, consultancy and related activities
➤	Information service activities
➤	Architectural and engineering activities



Occupations with a very high degree of participation in the green economy	
<b>Professionals</b>	
➤ Meteorologists	➤ Electrical engineers
➤ Chemists	➤ Electronics engineers
➤ Farming, forestry and fisheries advisers	➤ Architects
➤ Environmental protection professionals	➤ Designers
➤ Production engineers	➤ Town and traffic planners
➤ Civil engineers	➤ Environmental and occupational health and hygiene professionals
➤ Environmental engineers	➤ Software and applications developers and analysts
➤ Mechanical engineers	➤ Database and network professionals
➤ Chemical engineers	
<b>Technicians</b>	
➤ Chemical and physical science technicians	➤ Mechanical engineering technicians
➤ Civil engineering technicians	➤ Power production plant operators
➤ Electrical engineering technicians	➤ Incinerator and water treatment plant operators
➤ Electronics engineering technicians	
<b>Craft workers</b>	
➤ Insulation workers	➤ Air conditioning and refrigeration mechanics
➤ Glaziers	➤ Building electricians
➤ Plumbers and pipe fitters	

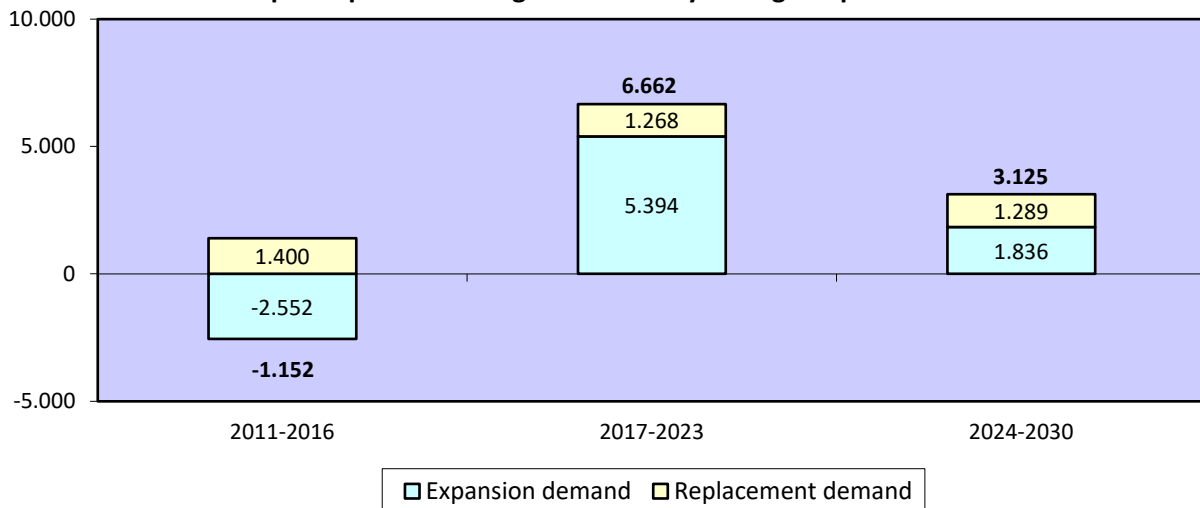
Total employment in the sectors of economic activity with participation in the green economy of Cyprus during the period 2024-2030, is forecasted to exhibit an upward trend. As a result, in 2030, 122.315 persons or almost one out of four employed persons will work in economic sectors with participation in the green economy.

**Total employment in the sectors of economic activity with participation in the green economy during the period 2011-2030**



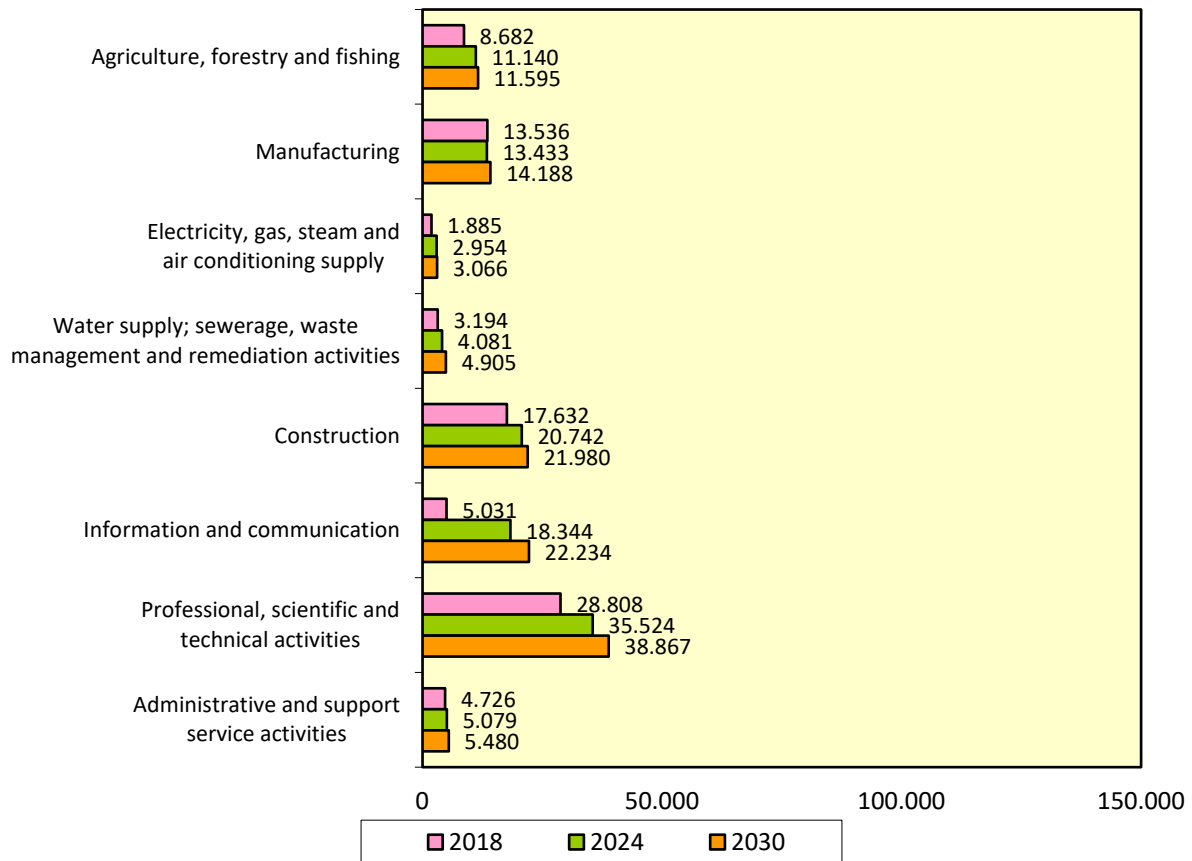
Total annual employment demand is estimated at 3.125 persons or 2,7% which corresponds to 24,8% of total employment demand for the Cyprus economy.

**Annual average total employment demand in the sectors of economic activity with participation in the green economy during the period 2011-2030**

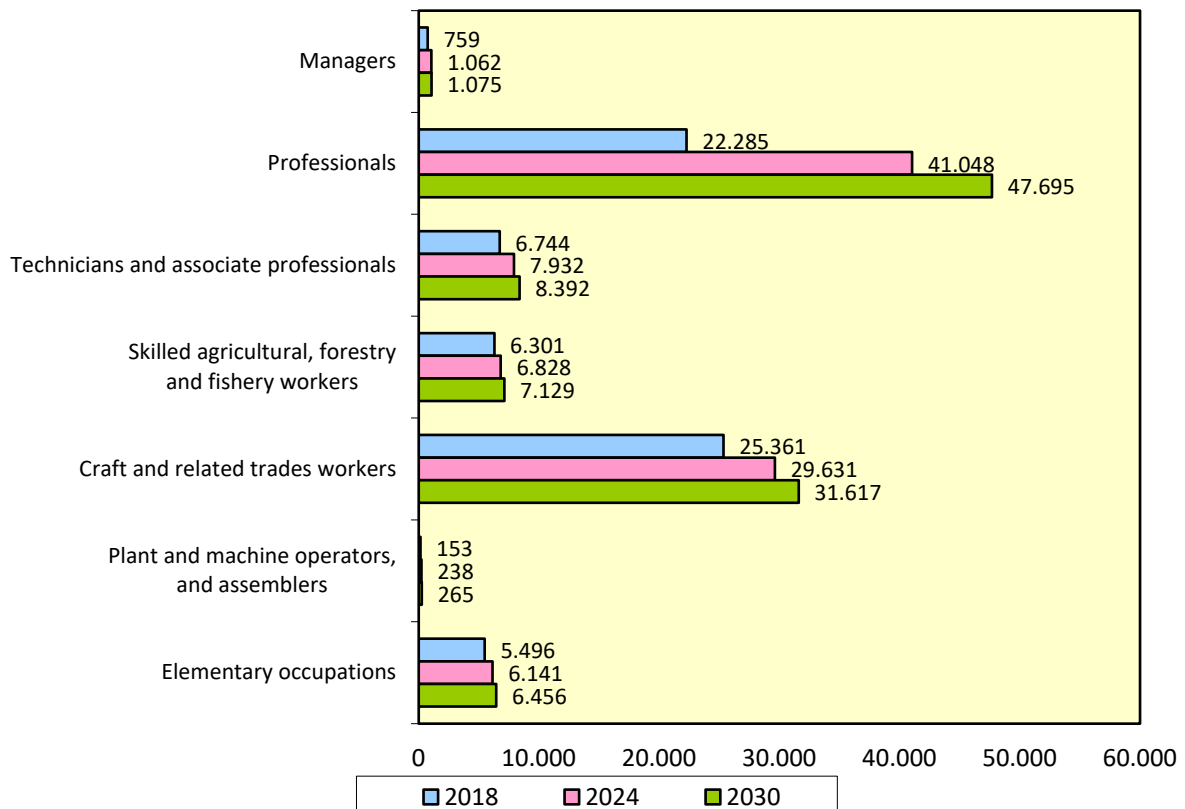


Most employed persons in the green economic sectors will work in the Professional, scientific and technical activities sector. Nearly one out of three employed persons in the green economy will be employed in this sector, which also exhibits the largest annual total employment demand with 873 persons or 2,3% during the period 2024-2030.

**Employment forecasts in the 8 main sectors of economic activity  
of the green economy for 2018, 2024 and 2030**



**Employment forecasts in the 7 main occupational categories  
of the green economy for 2018, 2024 and 2030**



The second largest green economic sector, which also exhibits a significant upward trend, is the Information and communication sector. The sector is expected to maintain its robust growth potential, resulting in over than one out of six employed persons of the green economy being employed in this sector. The annual total employment demand is expected to reach 808 persons or 4,1%, with the majority of these (80,2%) created due to expansion demand (648 persons).

Regarding the occupations with participation in the green economy, the occupational category with the largest share of employment will be Professionals. Specifically, their number is projected to increase from 41.048 persons in 2024 (44,2% of total employment), to 47.695 persons in 2030 (46,5% of total employment) exhibiting the largest percentage increase of the period 2024-2030 (16,2%).

Equally important is the employment in the occupational category of Craft and related trades workers, where their number will increase from 29.631 persons in 2024 (31,9% of total employment), to 31.617 persons in 2030 (30,8% of total employment) registering an increase of 6,7%.

## **E. Identification of green skill needs in Cyprus**

The acquisition of the necessary knowledge and skills by the persons employed in green occupations, is a fundamental prerequisite for the achievement of the transition to a green economy. Similarly important is the cultivation of a lifelong learning mindset, enabling the workforce to continuously upgrade and enhance the basic and specialised skills and knowledge needed in their occupation.

Towards this direction, the study identifies the main thematic categories of knowledge and skills of the occupations with participation in the green economy. These can be used in the design of specialised training programmes.

The majority of the identified green skills are new skills that relate to new green technologies, environmental legislation and environmental issues. These skills, due to the factors that influence them, are constantly evolving and require a high degree of specialisation. Additionally, a significant number of identified green skills are existing skills adapted to the needs of the green economy and are indispensable for the development of a greener economy, such as project management, strategic planning, entrepreneurial skills, processes optimisation, personnel management and quality management.

## **F. Suggestions**

The study concludes with specific suggestions aiming for the timely and planned response to the future situation of the labour market resulting from the transition to a green economy. The suggestions concern the following strategies:

- Employment.
- Education.
- Training.

Essential components for the implementation of the suggestions put forward and for their effectiveness are the synergy and complementarity of the policies: environmental, economic, social, education and employment. Therefore, it is essential to establish a coherent framework for collaboration and coordination among the stakeholders responsible for the formulation and implementation of these strategies so that these interventions have the greatest effectiveness with the minimum requirements in financial and human resources.