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Financing the Green Transition

- **Transnational Workshop**
- The framework of new job profiles and related skills in the financial sector to support the green economy. Results from the online survey and interviews by Margherita Roiatti (Fondazione ADAPT)

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- **Methodology:** multilingual online survey (supplementary exploratory methodological tool)
- **Anonymity requirement**
- **Platform for survey administration:** Survey Monkey
- **Co-design of the survey outline** (collaboration between COO, ULOD and ADAPT, Fondazione ADAPT)
- **Translation of questions by Associate organisations**



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Aim(s) of the survey

The survey aims to collect information and opinions on the role of the insurance/financial sectors in the context of the ecological transition, also in view of the new European regulatory provisions.

*In addition, it aims to identify the financial and advisory needs of the sectors most involved in the ecological transition, in order to also **identify the emerging professional figures and skills** needed to meet the requirements of the labour markets and sectors involved, and in this sense **adapt the financial and insurance sector to a new credit paradigm based on social and environmental sustainability.***



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Thematic Sections

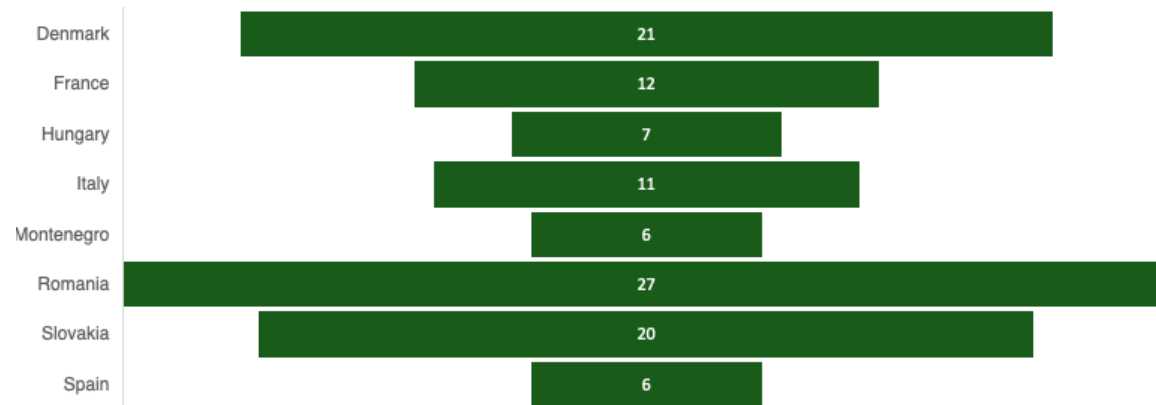
- Section #1 – General information about the respondent
- Section #2 – Setting the scene
- Section #3 – Green Transition and Green Finance: employment prospects and impact on the financial sector. A focus on Green Finance strategic Occupational Profiles
- Section #4 – A focus on “Green Credit Skills”



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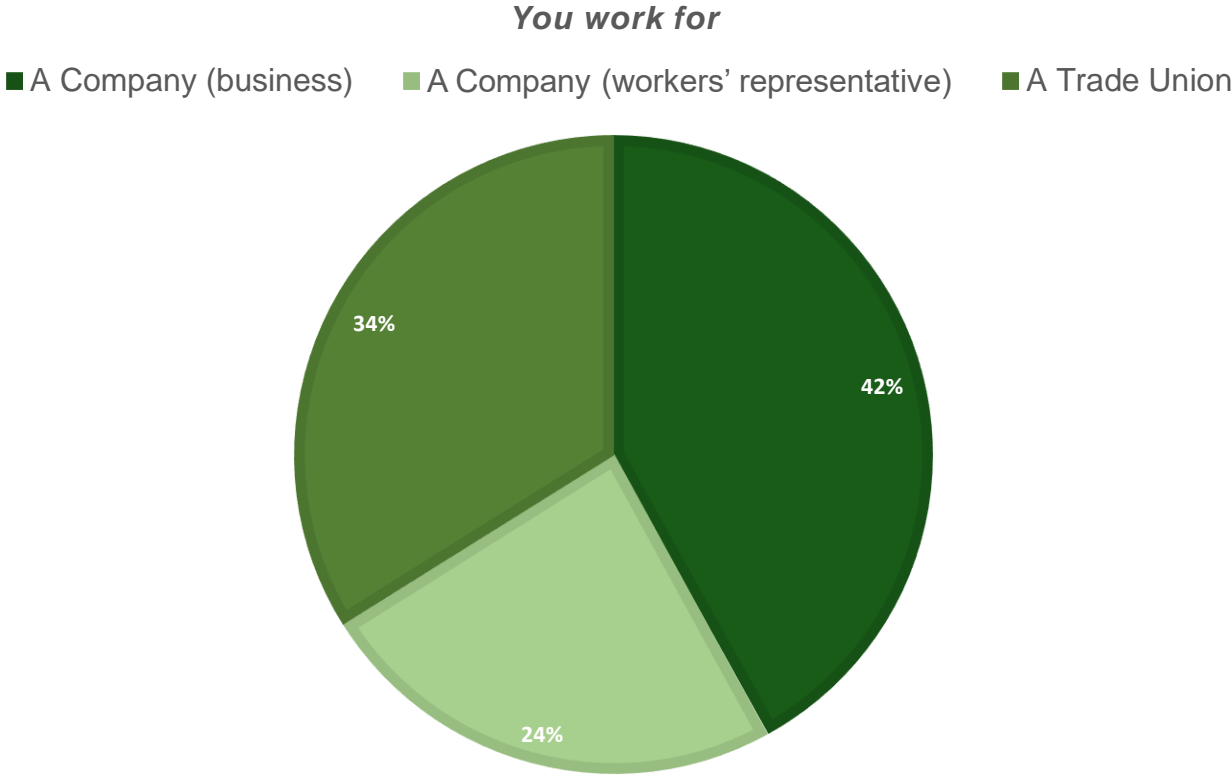
Key insights – General information about respondents

Graph 1: GreenFin online survey – geographical coverage



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Graph 2: GreenFin online survey – respondents' affiliation

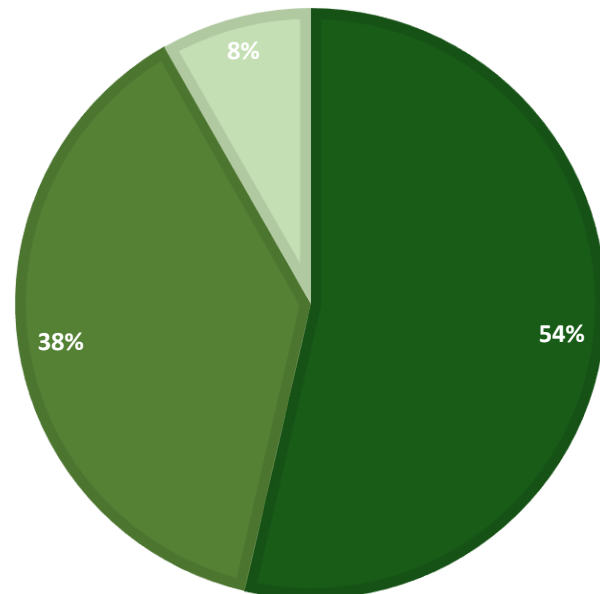


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Figure 3: GreenFin online survey – sectors

In which sector(s)/industry(ies) does your organisation/company operate? (NACE classification)

- Financial service activities, except insurance and pension funding
- Insurance, reinsurance and pension funding, except compulsory social security
- Activities auxiliary to financial services and insurance activities



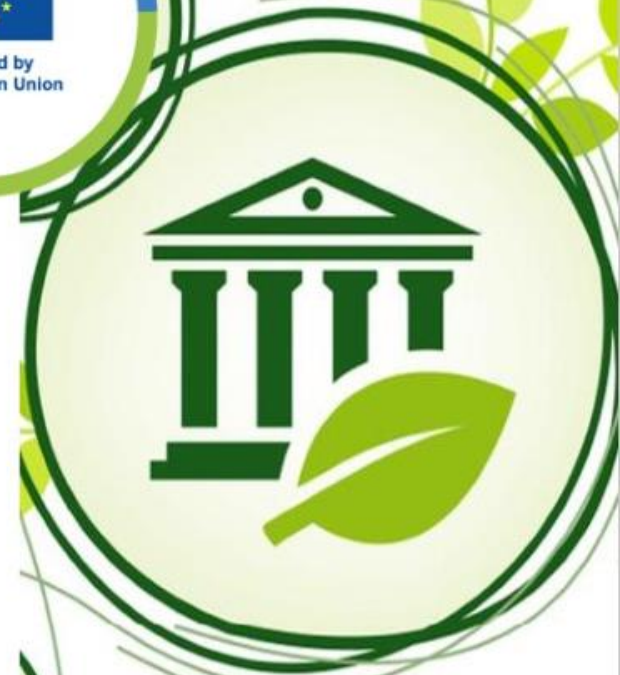
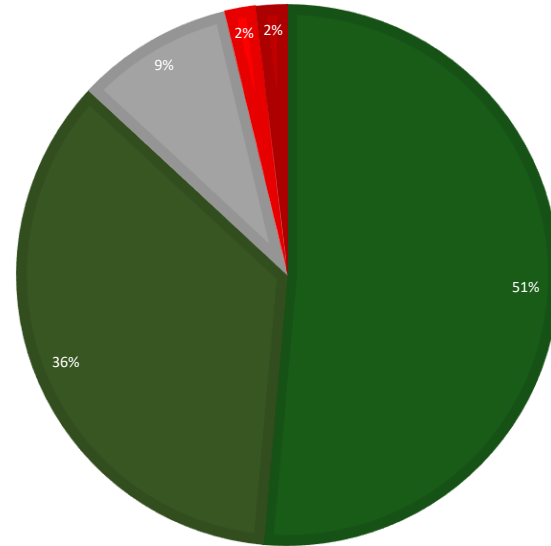
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Key insights – Setting the scene

Graph 4: GreenFin online survey – workers in the financial/insurance sector and European “green” targets

"Workers in the financial sector need to contribute to transforming the European Union into a modern, resource-efficient and competitive economy"

■ Agree ■ Strongly agree ■ Neutral ■ Disagree ■ Strongly disagree



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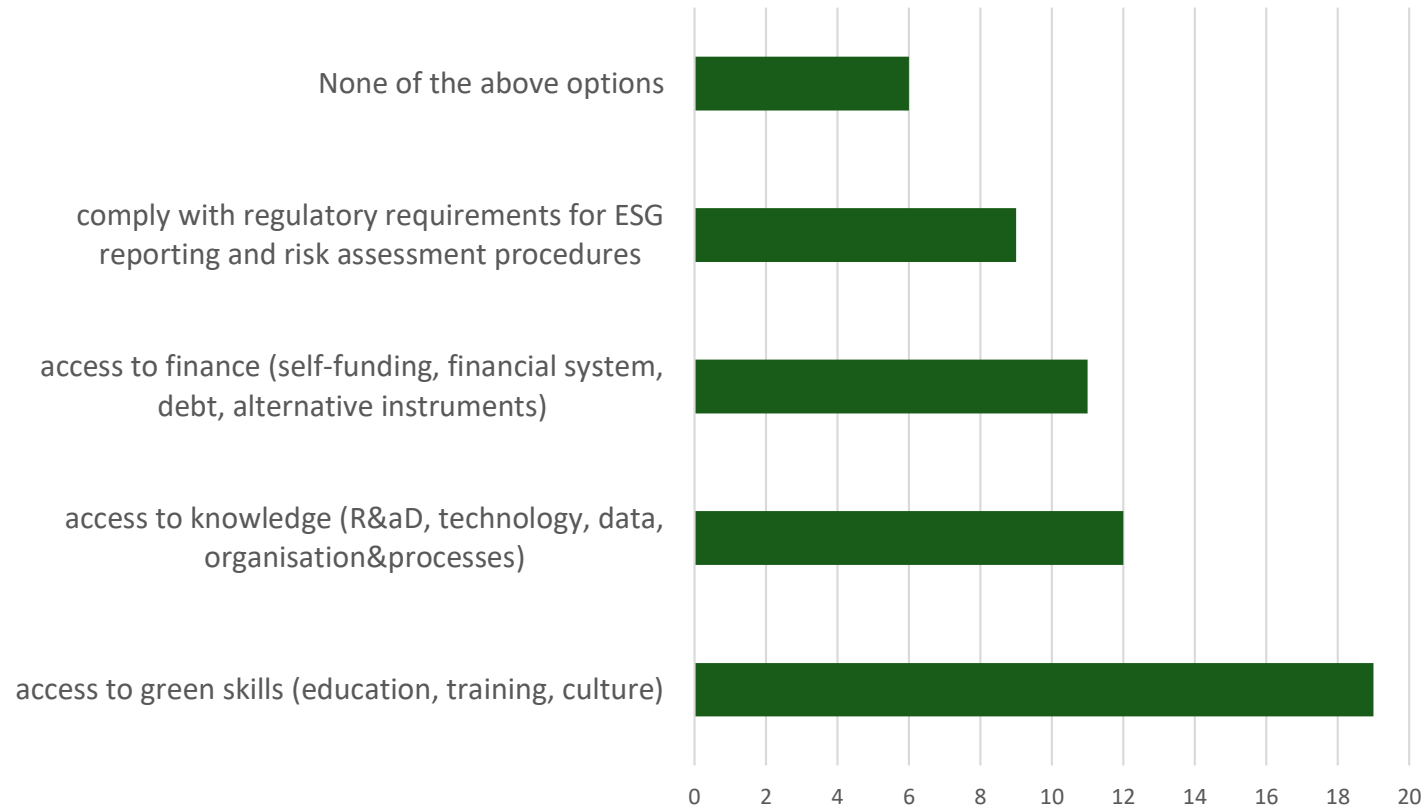
Table 1: GreenFin online survey: a selection of recent initiatives in the field of environmental sustainability (organisation/company level)

Examples	Respondent ID
<p><i>We have established a procurement policy outlining the overarching objectives and framework for the company's efficient and sustainable procurement practices, and it is imperative that all employees adhere to this policy. In conjunction with the procurement policy, we have also compiled an appendix that provides guidelines pertaining to social responsibility for our suppliers.</i></p>	<p>R16 - DK - A Company (workers' representative)- Insurance, reinsurance and pension funding, except compulsory social security</p>
<p><i>Extensive adoption of hybrid meeting formats.</i></p>	<p>R35 - FR - Trade Union- Insurance, reinsurance and pension funding, except compulsory social security</p>
<p><i>Exploring the feasibility of funding investments in sustainable energy sources or improving the energy efficiency of a building</i></p>	<p>R62 - SK - A Company (workers' representative)- Financial services other than insurance and pension funding</p>
<p><i>We will be arranging two seminars for members of our Network for Safety at Work. Among various topics covered, we will address issues related to the concept of a just transition.</i></p>	<p>R105 - MN - Trade Union- Financial services other than insurance and pension funding</p>
<p><i>My group is actively promoting financing options for environmentally friendly vehicles or residences, accompanied by discounted interest rates.</i></p>	<p>R109 - IT – Company- Insurance, reinsurance and pension funding, except compulsory social security</p>



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Graph 5: GreenFin online survey – type of barriers for companies in the green economy



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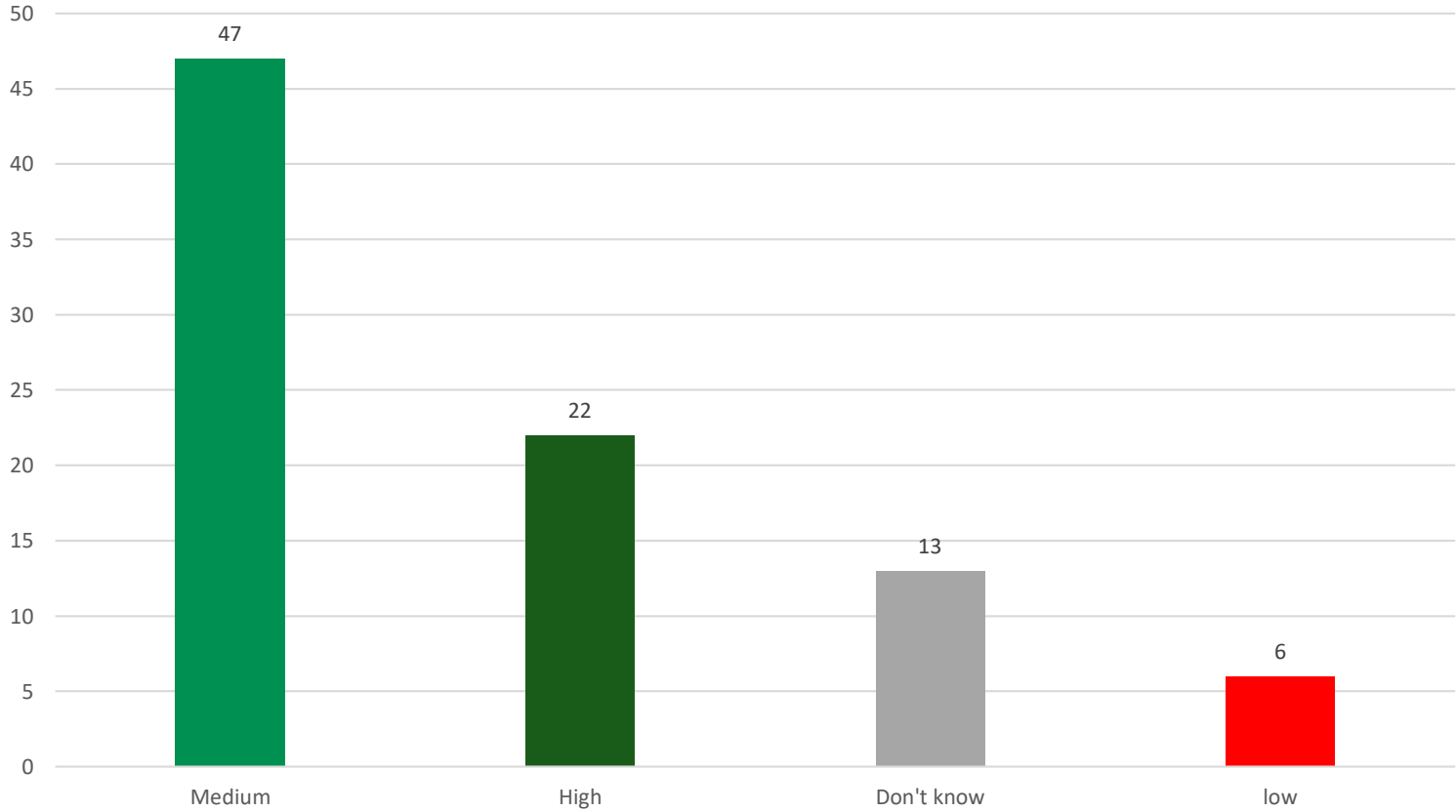
Key insights – Green Transition and Green Finance: employment prospects and impact on the financial sector. A focus on Green Finance strategic Occupational Profiles

Figure 1: “Top three” professions in the horizon until 2023 in the finance and insurance sectors



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Graph 6: GreenFin online survey – average education level of workers within the finance and insurance sector

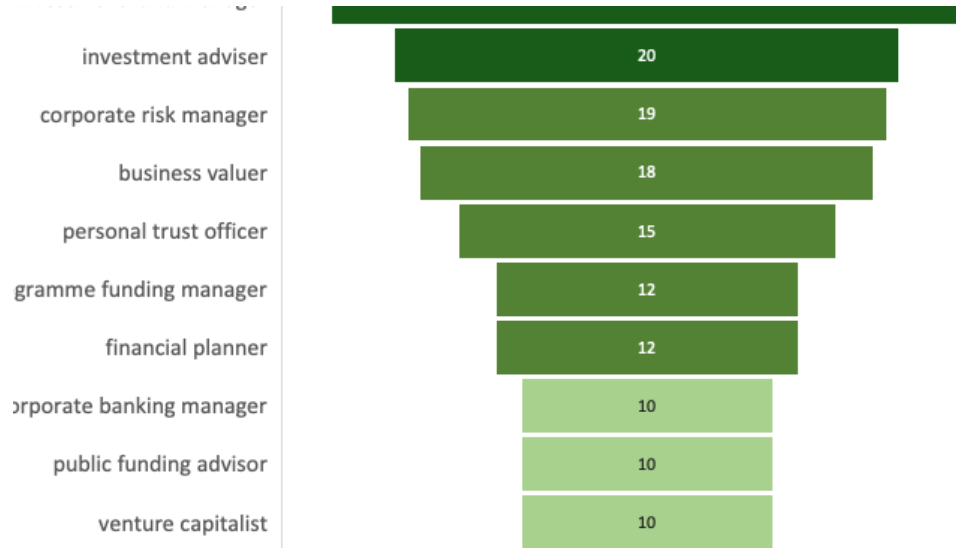


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Graph 7: GreenFin online survey – examples of emerging and new occupations



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Key insights – A focus on “Green Credit Skills”

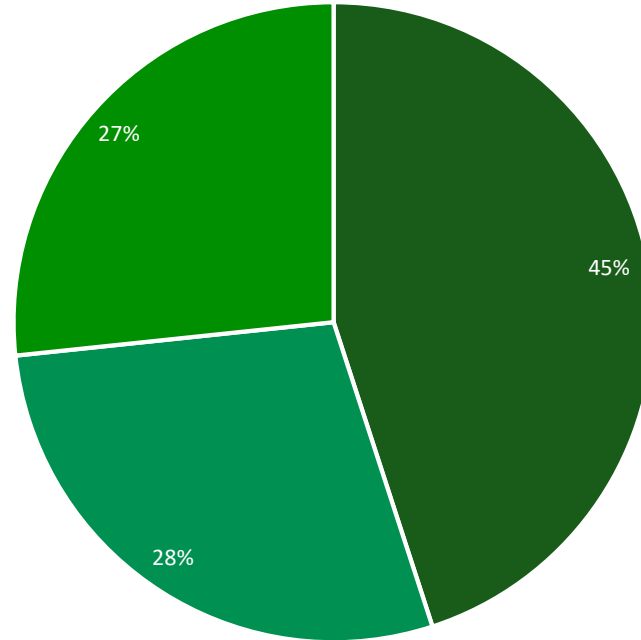
Table 2: GreenFin online survey – green skills main features (level of importance – countries)

Country	Environmental awareness	Job specific skills concerning new green product/services/processes	Being practically involved in saving energy, protecting ecosystems etc.	Being responsible for environmental management
Denmark	4,33	3,92	3,83	3,91
France	4,64	4,33	4,64	4,18
Hungary	5,00	5,00	4,67	4,67
Italy	4,33	4,00	4,11	4,33
Montenegro	4,66	4,45	4,45	4,42
Romania	4,47	4,11	4,42	4,21
Slovakia	4,11	3,75	4,22	3,89
Spain	4,75	4,25	4,5	4,5
Cross-county average values	4,54	4,23	4,36	4,26



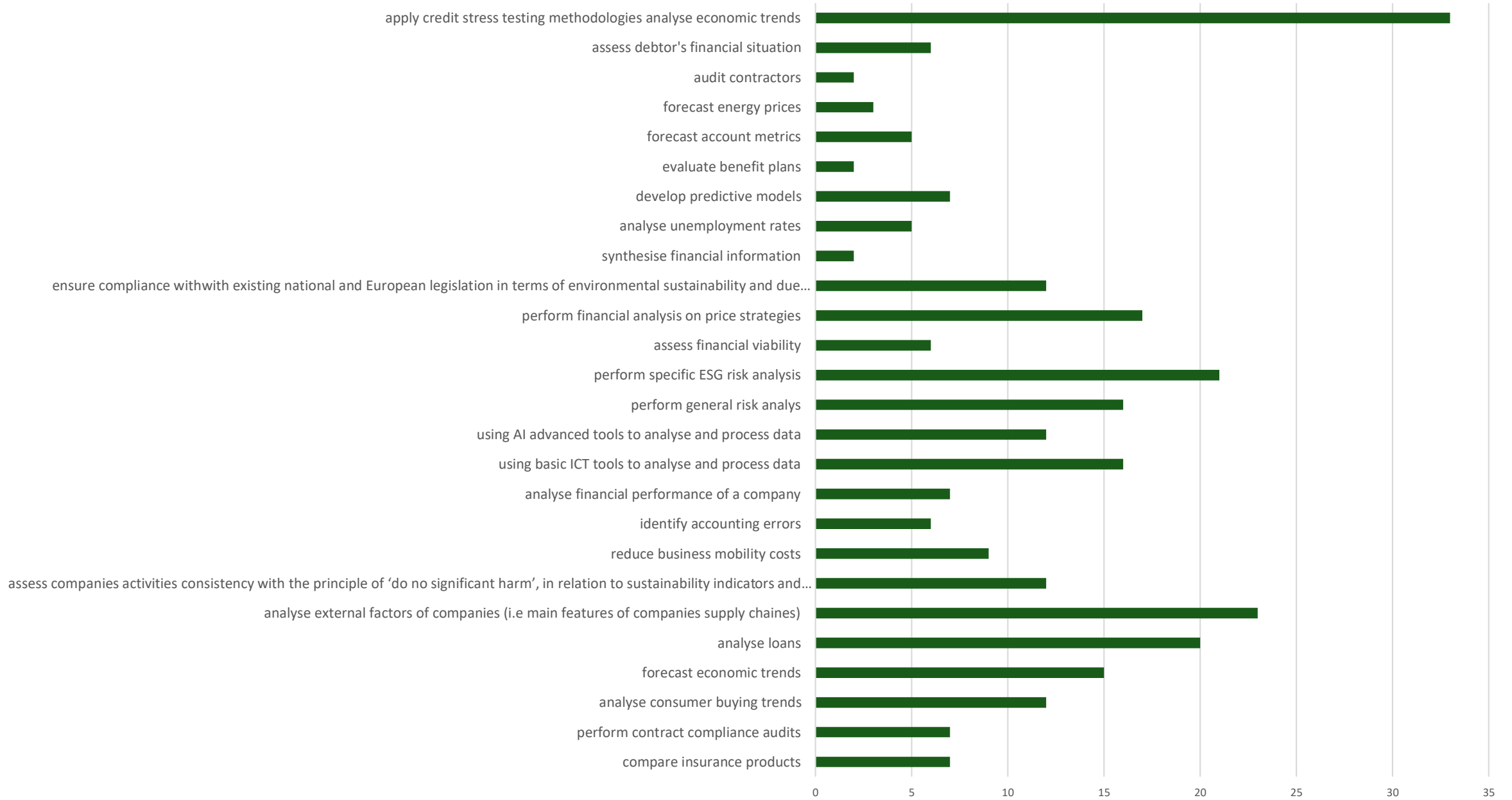
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Graph 8: GreenFin online survey – green credit skills and high-level job profiles



- The sector/my organisation needs staff with new green skills (transversal skills) to perform their tasks
- The sector/my organisation needs staff with new green skills (technical skills) to perform their tasks
- The sector/my organisation needs completely new professional profiles and skills to perform their tasks





Graph 9: GreenFin online survey – emerging and strategic green credit skills

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Table 3: GreenFin online survey: SMEs, expertise and eco-innovation: a selection of examples

Examples	Respondent ID
<i>Provide them with data so they understand 'what's in it for "us"'</i>	R5–DK–A Company (workers' representative) –Insurance, reinsurance and pension funding, except compulsory social security
<i>More efficient training and new attractive green products.</i>	R25–ES–Trade Union–Services and Mobility
<i>Concrete awareness on the ground through mandatory (or strongly recommended) training for all stakeholders.</i>	R31–FR–Trade Union–Financial services other than insurance and pension funding
<i>Joint workshops with representatives from other institutions</i>	R47–HU–Trade Union–Financial services other than insurance and pension funding
<i>Conferences, publications, professional seminars</i>	R66–SK–Company–Insurance, reinsurance and pension funding, except compulsory social security
<i>Through programs such as application and access to, for example, IRF credit lines, which would encourage the adoption of new technologies and procedural changes aimed at 'greening' primary business activities</i>	R104–MN–Company–Technical testing and analysis
<i>Internal training and with interprofessional funds; involving workers, establishing commissions with worker participation</i>	R107–IT–Trade Union–Insurance, reinsurance and pension funding, except compulsory social security
<i>Collaboration with other SMEs</i>	R109–IT–Company–Financial services other than insurance and pension funding



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Graph 10: GreenFin online survey – training & consulting needs of SMEs



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Thanks for your attention!

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