



# CIRCULAR JOBS BULLETIN

2020

# WHAT IS THE CIRCULAR JOBS MONITOR?

The circular economy presents labour markets with varying opportunities, including generating jobs in service and labour-intensive industries and redistributing jobs across geographies. But to tap into this potential, we need to gather evidence on which circular jobs and skills currently exist in specific sectors and territories. Which jobs are already part of the circular economy? Where are these jobs located? How are these jobs distributed across sectors and how are they related to circular strategies?

To answer these questions, Circle Economy has developed the Circular Jobs Monitor, an online tool that gathers, displays, and keeps track of the number and range of jobs that are part of the circular economy.

The Circular Jobs Monitor provides policymakers, economists, and labour organisations with insights into the relationship between the circular economy and the labour market. These insights facilitate the design of evidence-based strategies for promoting the circular economy, required education pathways, and a benchmark of current circular activity against which to monitor future progress.

Policymakers use the monitor to:

- Provide a starting point to define which sectors should be included in circular strategy development
- Monitor the progress of circular economy policies and impact on the labour market, when data is reviewed regularly

Economists and labour organisations use the monitor to:

- Access data
- Understand the geographic distribution of circular jobs
- Align their efforts with the skills needs of different regions, industries and sectors
- Attain a baseline for defining sectors for scenario modelling

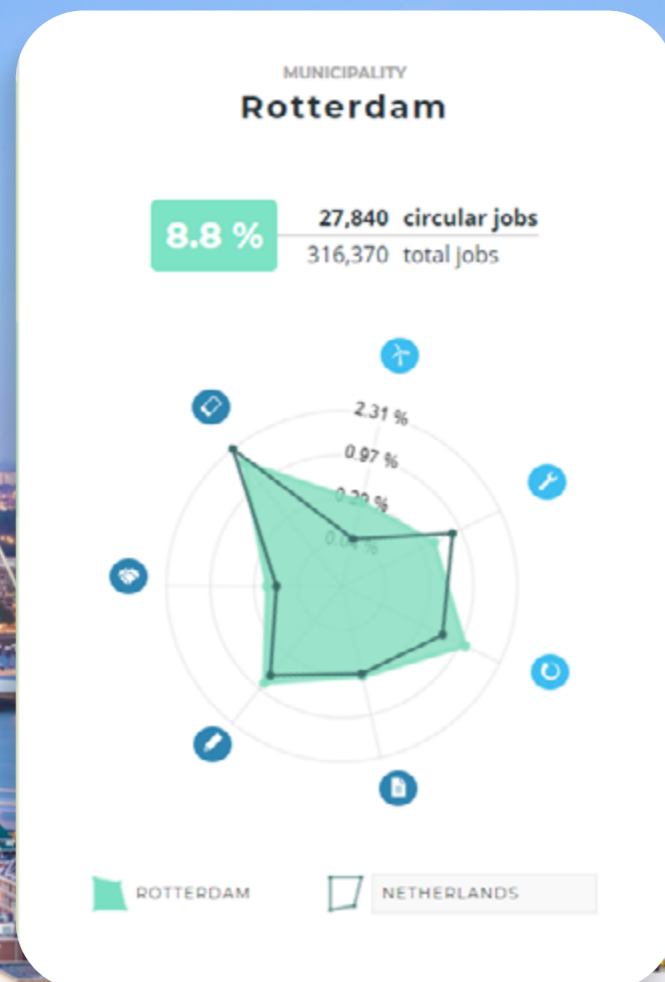
Tackling unemployment is high priority on political agendas across the world, particularly against the backdrop of the covid-19 pandemic. Quantifying the circular economy in terms of its impact on jobs can strengthen the argument for businesses and governments to focus on circular economy activities.

[How to interpret and use data on the Circular Jobs Monitor](#)

The Circular Jobs Monitor uses Circle Economy's definition of circular jobs: a circular job is any occupation that is directly involved in or indirectly supports a circular economy strategy, such as renewable energy, repair or recycling. We distinguish between three types of circular jobs: core, enabling and indirectly circular jobs. You can find more information and examples of circular jobs [here](#).

The Circular Jobs Monitor classifies over 2000 sectors using industry standard classification systems, such as The Statistical Classification of Economic Activities (NACE). It can be used to map the amount and distribution of circular jobs in any territory, whether it be a city, region or nation. You can read more about the methodology used for the Circular Jobs Monitor [here](#).

For each territory that is entered on the monitor, an overall number and percentage of circular jobs are generated. This total is also broken down by sector, circular economy strategies and across core, enabling and indirectly circular jobs. The monitor also allows you to explore how circular jobs are distributed across regions, provinces and down to the municipal level.



## JOBS IN THE CIRCULAR ECONOMY

A circular job is any occupation that directly involves or indirectly supports one of the [strategies of the circular economy](#). We differentiate between three types of circular jobs: core, enabling and indirectly circular jobs.

- **Core circular jobs** are all jobs that ensure the closure of raw material cycles, including jobs in repair, renewable energy, waste and resource management. They form the core of the circular economy.
- **Enabling circular jobs** are jobs that remove barriers for and enable the acceleration and upscaling of core circular activities, including jobs that arise in leasing, education, design and digital technology. They form the supporting shell of the circular economy.
- **Indirect circular jobs** are jobs that indirectly uphold the circular economy. These jobs occur in other sectors that do not play a direct role in furthering the transition to the circular economy but can still adopt circular strategies. They include jobs that provide services to core circular strategies, including jobs in information services, logistics and the public sector.

### CORE CIRCULAR JOBS



#### PRIORITISE REGENERATIVE RESOURCES

Ensure renewable, reusable, non-toxic resources are utilised as materials and energy in an efficient way.

**Agronomic advisors** support healthy soil nourishment with organic fertiliser from composted manure and crop remnants. They combine strong interpersonal skills with ecological knowledge.



#### STRETCH THE LIFETIME

While resources are in-use, maintain, repair and upgrade them to maximise their lifetime and give them a second life through take back strategies when applicable.

**Repair technicians** repair appliances, machines or vehicles. They possess strong technical and manual skills which can be acquired through a formal and informal education and training.



#### USE WASTE AS A RESOURCE

Utilise waste streams as a source of secondary resources and recover waste for reuse and recycling.

**Process operators** sort waste for sellable products, for example to produce livestock feed made from waste flows. Although classed as practical-skill work, knowledge of the quality of incoming raw materials is crucial.

### ENABLING CIRCULAR JOBS



#### DESIGN FOR THE FUTURE

Adopt a systemic perspective during the design process, to employ the right materials for appropriate lifetime and extended future use.

**Circular equipment engineers** design products to enable parts and resource recovery after the product's use phase. They excel in complex problem solving on a technical level designs for the future.



#### RETHINK THE BUSINESS MODEL

Consider opportunities to create greater value and align incentives through business models that build on the interaction between products and services.

**Demand planners** oversee supply and demand to make refurbishment a profitable business model. This role requires logical thinking and reasoning.



#### INCORPORATE DIGITAL TECHNOLOGY

Track and optimise resource use and strengthen connections between supply-chain actors through digital, online platforms and technologies.

**Building information managers** maintain data on construction components so as to keep track of these physical assets. They understand how to integrate and interpret virtual information management systems.



#### TEAM UP TO CREATE JOINT VALUE

Work together throughout the supply chain, internally within the organisation and with the public sector to increase transparency and create shared value.

**Procurement professionals** stimulate the demand for secondary materials and discern and connect new suppliers in order to do so. This profile points to the need for entrepreneurial, interpersonal skills.



#### STRENGTHEN AND ADVANCE KNOWLEDGE

Develop research, structure knowledge, encourage innovation networks and disseminate findings with integrity.

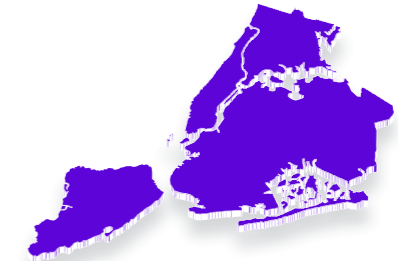
**Teachers** transfer knowledge and skills to the current and future workforce so as to equip workers with skills for circular economy strategies.

### INDIRECT CIRCULAR JOBS

Examples of indirectly circular jobs are:

- The **courier**, who uses and maintains a fleet of secondhand bikes to bring packages to and from consumers as part of a reverse logistics scheme;
- The **bank**, which uses repair services to maintain the electrical equipment used in its day to day operations;
- The **farmer**, who utilises renewable energy in the production of their agricultural products.

# CIRCULAR JOBS SNAPSHOT



## AMSTERDAM

| PARTNER                  | GOAL   |
|--------------------------|--|
| Amsterdam Economic Board | Mapping circular jobs in the Amsterdam Metropolitan Area |

**OUTCOME**

**9.6%** (54,259 in total)

of jobs in Amsterdam are currently generated by the circular economy

**CIRCULAR EMPLOYMENT**

In comparison to the rest of the Netherlands, Amsterdam has a high share of circular employment. This illustrates the strong position the city is in for helping to drive the transition to the circular economy.

**DIGITAL SPECIALISM**

Amsterdam shows a distinct digital specialism, as 47% of circular jobs in Amsterdam are enabling jobs related to the incorporation of digital technology in circular strategies.

**47%**

**STRATEGY**

The municipality of Amsterdam uses these results to support the integration of circular economy in educational programmes and make the case for a wider set of social dimensions to be included in the city's circular economy strategy.

## SCOTLAND

| PARTNER             | GOAL                              |
|---------------------|-----------------------------------|
| Zero Waste Scotland | Mapping circular jobs in Scotland |

**OUTCOME**

**8.1%** (204,427 in total)

of jobs in Scotland are currently generated by the circular economy

**REGIONAL RANGE**

7% ————— 9.8%

Most circular jobs are located in South Western and Eastern Scotland. However, in relative terms, there are no significant regional differences across Scotland in the share of circular jobs, which ranged from 7% to 9.8% in line with the national picture.

**FINDINGS**

Zero Waste Scotland, skills agencies and the Scottish Government are using findings from our monitor and those included in our wider report to inform Scotland's Green Recovery and Climate Emergency action plan.

[Explore what jobs are generated by the circular economy in other cities, regions and nations on the monitor!](#)

## FLANDERS

| PARTNER                  | GOAL                             |
|--------------------------|----------------------------------|
| King Baudouin Foundation | Mapping circular jobs in Belgium |

**OUTCOME**

**7.5%** (148,000 in total)

of jobs in Flanders are currently generated by the circular economy. This is directly comparable to the national picture, which found 7.5% (262,000) of jobs in Belgium are circular.

**ENABLING CIRCULAR ACTIVITIES**

Typical for a region of its size, circular jobs in Flanders are mainly generated in core and indirectly circular sectors. Still, with over 30,000 jobs generated by enabling circular activities (21% of all circular jobs), Flanders performs strongly in service-oriented circular sectors. Antwerp and Ghent are important clusters for circular employment.

**21%**

**FINDINGS**

These findings and those in our wider report on Belgium's other regions are being used to inform further research into the quality, inclusivity and skills required for circular jobs.

## NEW YORK CITY

| PARTNER                               | GOAL  |
|---------------------------------------|---|
| The New York Circular City Initiative | Mapping circular jobs in New York City's Boroughs |

**OUTCOME**

**2.2%** (90,398 in total)

of jobs in New York City are currently generated by the circular economy.

**ENABLING CIRCULAR ACTIVITIES**

The Monitor highlights that most circular jobs lie within Manhattan, in fields like design and digital technology. They include, for example, jobs of product developers who find innovative ways of utilising textiles waste in new products or jobs of data analysts who track supply and match supply and demand of secondary materials.

**STRATEGY**

**11k** new jobs      **11bn** economic benefits      **0** waste

These findings were included in a wider report setting out a circularity model for New York City that could create over 11,000 new jobs, deliver over \$11bn in economic benefits and reduce waste to zero.

## WHAT OUR USERS SAY ABOUT THE CIRCULAR JOBS MONITOR



Measuring the state of the circular economy is difficult, but has been crucial for understanding the progress Scotland is making in realising the circular economy. The methodology has helped us get a sense of where Scotland's labour market is now and how we can measure progress in the future. The Circular Jobs Monitor makes our results accessible to an international audience and enables us to see regional variations that can support policy development.

*Leonore te Bokkel, Assistant Economist,  
Zero Waste Scotland*



The Circular Jobs Monitor provides Cornwall Council with the opportunity to make decisions that will further enhance our development of a sustainable and circular economy for Cornwall and the Isles of Scilly.

*Peter Lefort, Cornwall Council's Carbon Neutral Cornwall Sector and Partnerships Lead*

## HELP US GROW THE MONITOR

The monitor currently provides data for several territories in Northern Europe and North America. We are now looking to expand to territories across the globe and to allow for deeper analyses, including for observing trends and evolutions in the labour market over time. To do so, we require both local collaborations and access to employment data.

Would you like to help us grow the Circular Jobs Monitor? There are various ways to collaborate with us and we value all contributions. Get in touch today to explore adding a new region or country to the monitor, or other opportunities for collaboration.

