



"Analyse du potentiel de transition entre les professions non vertes et vertes en fonction des compétences des travailleurs"

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ABSTRACT

L'objectif de notre analyse est d'évaluer le potentiel de transition des travailleurs entre les emplois non verts et les emplois verts par le biais de leurs compétences générales cognitives, organisationnelles, technologiques, sociales et physiques. En faisant l'hypothèse que la transition entre des professions est plus aisée lorsque les compétences qu'elles requièrent sont semblables, nous avons utilisé la distance angulaire comme métrique afin de calculer la proximité au sein de chaque combinaison d'emplois non verts et verts. Pour cela, nous avons utilisé les données belges, néerlandaises et françaises des compétences du Programme for the International Assessment of Adult Competencies (PIAAC). Nous avons également estimé l'importance des emplois verts au moyen des données belges de l'Enquête sur les Forces de Travail (EFT). Selon la définition large des emplois verts à laquelle nous référons, ils représentaient 35% de l'emploi total belge en 2019, et se trouvaient principalement dans le secteur de la construction, dans l'industrie manufacturière, dans le commerce, dans le secteur du transport et dans celui des activités spécialisées, scientifiques et techniques. Nous concluons également que les travailleurs exerçant une profession non verte plutôt intellectuelle (par opposition à manuelle) auraient a priori plus facile à se réorienter vers un emploi vert également plus intellectuel, que vers une profession verte manuelle. La transition à partir de professions non vertes manuelles est plus aisée vers des emplois ...

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1. Annexe 1 : Liste des professions vertes, de leurs codes ISCO et O*NET et des catégories auxquelles elles appartiennent

Sources : nos propres associations basées sur The National Center for O* NET Development (s.d.) et International Labour Office (2012)

ISCO-08 Codes	ISCO-08 Descriptions	Green Job Type	O*NET Description	O*NET-SOC
1111	Legislators			
1112	Senior Government Officials			
1113	Traditional Chiefs and Heads of Villages			
1114	Senior Officials of Special-interest Organizations			
1120	Managing Directors and Chief Executives	Green New & Emerging	Chief Sustainability Officers	11-1011.03
		Green Enhanced Skills	General and Operations Managers	11-1021.00
1211	Finance Managers			
1212	Human Resource Managers			
1213	Policy and Planning Managers			
1219	Business Services and Administration Managers Not Elsewhere Classified	Green New & Emerging	Wind Energy Project Managers	11-9199.10
		Green New & Emerging	Regulatory Affairs Specialists	13-1041.07
1221	Sales and Marketing Managers	Green Enhanced Skills	Marketing Managers	11-2021.00
1222	Advertising and Public Relations Managers	Green New & Emerging	Green Marketers	11-2011.01
1223	Research and Development Managers	Green Enhanced Skills	Architectural and Engineering Managers	11-9041.00

		Green New & Emerging	Biofuels/Biodiesel Technology and Product Development Managers	11-9041.01
		Green Increased Demand	Natural Sciences Managers	11-9121.00
		Green New & Emerging	Water Resource Specialists	11-9121.02
1311	Agricultural and Forestry Production Managers	Green Enhanced Skills	Farm and Ranch Managers	11-9013.02
		Green Enhanced Skills	General and Operations Managers	11-1021.00
1312	Aquaculture and Fisheries Production Managers	Green Enhanced Skills	Farm and Ranch Managers	11-9013.02
		Green Enhanced Skills	General and Operations Managers	11-1021.00
1321	Manufacturing Managers	Green Increased Demand	Industrial Production Managers	11-3051.00
		Green New & Emerging	Geothermal Production Managers	11-3051.02
		Green New & Emerging	Biofuels Production Managers	11-3051.03
		Green New & Emerging	Biomass Power Plant Managers	11-3051.04
		Green New & Emerging	Methane/Landfill Gas Collection System Operators	11-3051.05
		Green New & Emerging	Hydroelectric Production Managers	11-3051.06
		Green Enhanced Skills	General and Operations Managers	11-1021.00

1322	Mining Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1323	Construction Managers	Green Enhanced Skills	Construction Managers	11-9021.00
		Green Enhanced Skills	General and Operations Managers	11-1021.00
1324	Supply, Distribution and Related Managers	Green Enhanced Skills	Transportation Managers	11-3071.01
		Green Enhanced Skills	Storage and Distribution Managers	11-3071.02
		Green New & Emerging	Logistics Managers	11-3071.03
		Green Enhanced Skills	General and Operations Managers	11-1021.00
1330	Information and Communications Technology Services Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1341	Child Care Services Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1342	Health Services Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1343	Aged Care Services Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1344	Social Welfare Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00

1345	Education Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1346	Financial and Insurance Services Branch Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1349	Professional Services Managers Not Elsewhere Classified	Green Enhanced Skills	General and Operations Managers	11-1021.00
		Green New & Emerging	Regulatory Affairs Managers	11-9199.01
		Green New & Emerging	Compliance Managers	11-9199.02
		Green New & Emerging	Supply Chain Managers	11-9199.04
		Green New & Emerging	Wind Energy Operations Managers	11-9199.09
		Green New & Emerging	Brownfield Redevelopment Specialists and Site Managers	11-9199.11
		Green New & Emerging	Sustainability Specialists	13-1199.05
1411	Hotel Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1412	Restaurant Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1420	Retail and Wholesale Trade Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00
1431	Sports, Recreation and Cultural Centre Managers	Green Enhanced Skills	General and Operations Managers	11-1021.00

1439	Services Managers Not Elsewhere Classified	Green Enhanced Skills	General and Operations Managers	11-1021.00
2111	Physicists and Astronomers	Green New & Emerging	Remote Sensing Scientists and Technologists	19-2099.01
2112	Meteorologists	Green Enhanced Skills	Atmospheric and Space Scientists	19-2021.00
		Green New & Emerging	Remote Sensing Scientists and Technologists	19-2099.01
2113	Chemists	Green Increased Demand	Chemists	19-2031.00
		Green Increased Demand	Material Scientists	19-2032.00
2114	Geologists and Geophysicists	Green Enhanced Skills	Geoscientists, Except Hydrologists and Geographers	19-2042.00
		Green Increased Demand	Hydrologists	19-2043.00
		Green New & Emerging	Remote Sensing Scientists and Technologists	19-2099.01
2120	Mathematicians, Actuaries and Statisticians			
2131	Biologists, Botanists, Zoologists and Related Professionals	Green Enhanced Skills	Soil and Plant Scientists	19-1013.00
		Green Increased Demand	Zoologists and Wildlife Biologists	19-1023.00
2132	Farming, Forestry and Fisheries Advisers	Green Enhanced Skills	Soil and Plant Scientists	19-1013.00

		Green Increased Demand	Farm and Home Management Advisors	25-9021.00
2133	Environmental Protection Professionals	Green Enhanced Skills	Soil and Water Conservationists	19-1031.01
		Green Increased Demand	Environmental Scientists and Specialists, Including Health	19-2041.00
		Green New & Emerging	Climate Change Analysts	19-2041.01
		Green New & Emerging	Environmental Restoration Planners	19-2041.02
		Green New & Emerging	Industrial Ecologists	19-2041.03
		Green New & Emerging	Energy Auditors	13-1199.01
		2141	Industrial and Production Engineers	Green Increased Demand
Green New & Emerging	Industrial Engineering Technologists			17-3029.05
Green New & Emerging	Manufacturing Engineering Technologists			17-3029.06
2142	Civil Engineers	Green Enhanced Skills	Civil Engineers	17-2051.00
		Green New & Emerging	Transportation Engineers	17-2051.01
2143	Environmental Engineers	Green Enhanced Skills	Environmental Engineers	17-2081.00
		Green New & Emerging	Water/Wastewater Engineers	17-2081.01

2144	Mechanical Engineers	Green Enhanced Skills	Aerospace Engineers	17-2011.00
		Green Enhanced Skills	Mechanical Engineers	17-2141.00
		Green New & Emerging	Fuel Cell Engineers	17-2141.01
		Green New & Emerging	Automotive Engineers	17-2141.02
		Green New & Emerging	Electromechanical Engineering Technologists	17-3029.03
		Green New & Emerging	Mechanical Engineering Technologists	17-3029.07
		2145	Chemical Engineers	Green Increased Demand
2146	Mining Engineers, Metallurgists and Related Professionals			
2149	Engineering Professionals Not Elsewhere Classified	Green Increased Demand	Industrial Safety and Health Engineers	17-2111.01
		Green Enhanced Skills	Nuclear Engineers	17-2161.00
		Green New & Emerging	Biochemical Engineers	17-2199.01
		Green New & Emerging	Validation Engineers	17-2199.02
		Green New & Emerging	Energy Engineers	17-2199.03
		Green New & Emerging	Manufacturing Engineers	17-2199.04
		Green New & Emerging	Mechatronics Engineers	17-2199.05

		Green New & Emerging	Microsystems Engineers	17-2199.06
		Green New & Emerging	Photonics Engineers	17-2199.07
		Green New & Emerging	Robotics Engineers	17-2199.08
		Green New & Emerging	Nanosystems Engineers	17-2199.09
		Green New & Emerging	Wind Energy Engineers	17-2199.10
		Green New & Emerging	Solar Energy Systems Engineers	17-2199.11
		Green New & Emerging	Nanotechnology Engineering Technologists	17-3029.11
2151	Electrical Engineers	Green Enhanced Skills	Electrical Engineers	17-2071.00
		Green New & Emerging	Electrical Engineering Technologists	17-3029.02
		Green New & Emerging	Electromechanical Engineering Technologists	17-3029.03
2152	Electronics Engineers	Green Enhanced Skills	Electronics Engineers, Except Computer	17-2072.00
		Green New & Emerging	Electronics Engineering Technologists	17-3029.04
2153	Telecommunications Engineers	Green Enhanced Skills	Electronics Engineers, Except Computer	17-2072.00
2161	Building Architects	Green Enhanced Skills	Architects, Except Landscape and Naval	17-1011.00
2162	Landscape Architects	Green Enhanced Skills	Landscape Architects	17-1012.00

2163	Product and Garment Designers	Green Increased Demand	Commercial and Industrial Designers	27-1021.00
2164	Town and Traffic Planners	Green Enhanced Skills	Urban and Regional Planners	19-3051.00
		Green New & Emerging	Transportation Planners	19-3099.01
2165	Cartographers and Surveyors			
2166	Graphic and Multimedia Designers			
2211	Generalist Medical Practitioners			
2212	Specialist Medical Practitioners			
2221	Nursing Professionals			
2222	Midwifery Professionals			
2230	Traditional and Complementary Medicine Professionals			
2240	Paramedical Practitioners			
2250	Veterinarians			
2261	Dentists			
2262	Pharmacists			
2263	Environmental and Occupational Health and Hygiene Professionals	Green Increased Demand	Occupational Health and Safety Specialists	29-9011.00
2264	Physiotherapists			
2265	Dieticians and Nutritionists			
2266	Audiologists and Speech Therapists			
2267	Optometrists and Ophthalmic Opticians			
2269	Health Professionals Not Elsewhere Classified			
2310	University and Higher Education Teachers			
2320	Vocational Education Teachers			
2330	Secondary Education Teachers			
2341	Primary School Teachers			

2342	Early Childhood Educators			
2351	Education Methods specialists			
2352	Special Needs Teachers			
2353	Other Language Teachers			
2354	Other Music Teachers			
2355	Other Arts Teachers			
2356	Information Technology Trainers	Green Enhanced Skills	Training and Development Specialists	13-1151.00
2359	Teaching Professionals Not Elsewhere Classified			
2411	Accountants			
2412	Financial and Investment Advisers	Green Enhanced Skills	Financial Analysts	13-2051.00
		Green Enhanced Skills	Personal Financial Advisors	13-2052.00
2413	Financial Analysts	Green Enhanced Skills	Financial Analysts	13-2051.00
2421	Management and Organization Analysts	Green New & Emerging	Logistics Engineers	13-1081.01
		Green New & Emerging	Logistics Analysts	13-1081.02
2422	Policy Administration Professionals			
2423	Personnel and Careers Professionals			
2424	Training and Staff Development Professionals	Green Enhanced Skills	Training and Development Specialists	13-1151.00
2431	Advertising and Marketing Professionals			
2432	Public Relations Professionals	Green Enhanced Skills	Public Relations Specialists	27-3031.00

2433	Technical and Medical Sales Professionals (excluding ICT)	Green New & Emerging	Solar Sales Representatives and Assessors	41-4011.07
		Green Enhanced Skills	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011.00
2434	Information and Communications Technology Sales Professionals	Green Enhanced Skills	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011.00
2511	Systems Analysts			
2512	Software Developers	Green Increased Demand	Software Developers, Systems Software	15-1133.00
2513	Web and Multimedia Developers			
2514	Applications Programmers			
2519	Software and Applications Developers and Analysts Not Elsewhere Classified	Green New & Emerging	Geospatial Information Scientists and Technologists	15-1199.04
2521	Database Designers and Administrators			
2522	Systems Administrators			
2523	Computer Network Professionals			
2529	Database and Network Professionals Not Elsewhere Classified	Green New & Emerging	Geospatial Information Scientists and Technologists	15-1199.04
2611	Lawyers			
2612	Judges			
2619	Legal Professionals Not Elsewhere Classified	Green Enhanced Skills	Arbitrators, Mediators, and Conciliators	23-1022.00
2621	Archivists and Curators			
2622	Librarians and Related Information Professionals			
2631	Economists	Green New & Emerging	Environmental Economists	19-3011.01
2632	Sociologists, Anthropologists and Related Professionals			
2633	Philosophers, Historians and Political Scientists			

2634	Psychologists			
2635	Social Work and Counselling Professionals			
2636	Religious Professionals			
2641	Authors and Related Writers			
2642	Journalists	Green Enhanced Skills	Reporters and Correspondents	27-3022.00
2643	Translators, Interpreters and Other Linguists			
2651	Visual Artists			
2652	Musicians, Singers and Composers			
2653	Dancers and Choreographers			
2654	Film, Stage and Related Directors and Producers			
2655	Actors			
2656	Announcers on Radio, Television and Other Media			
2659	Creative and Performing Artists Not Elsewhere Classified			
3111	Chemical and Physical Science Technicians	Green Increased Demand	Chemical Technicians	19-4031.00
		Green Enhanced Skills	Geophysical Data Technicians	19-4041.01
		Green Enhanced Skills	Geological Sample Test Technicians	19-4041.02
		Green New & Emerging	Remote Sensing Technicians	19-4099.03
		Green New & Emerging	Biofuels Processing Technicians	51-8099.01
3112	Civil Engineering Technicians	Green Enhanced Skills	Construction and Building Inspectors	47-4011.00

3113	Electrical Engineering Technicians	Green Enhanced Skills	Electro-Mechanical Technicians	17-3024.00
		Green New & Emerging	Robotics Technicians	17-3024.01
		Green Enhanced Skills	Electrical Engineering Technicians	17-3023.03
3114	Electronics Engineering Technicians	Green Increased Demand	Electronics Engineering Technicians	17-3023.01
3115	Mechanical Engineering Technicians	Green Enhanced Skills	Electro-Mechanical Technicians	17-3024.00
		Green New & Emerging	Robotics Technicians	17-3024.01
		Green New & Emerging	Automotive Engineering Technicians	17-3027.01
3116	Chemical Engineering Technicians			
3117	Mining and Metallurgical Technicians	Green Enhanced Skills	Geophysical Data Technicians	19-4041.01
		Green Enhanced Skills	Geological Sample Test Technicians	19-4041.02
3118	Draughtspersons	Green Increased Demand	Architectural Drafters	17-3011.01
3119	Physical and Engineering Science Technicians Not Elsewhere Classified	Green Enhanced Skills	Environmental Engineering Technicians	17-3025.00
		Green Enhanced Skills	Industrial Engineering Technicians	17-3026.00

		Green New & Emerging	Photonics Technicians	17-3029.08
		Green New & Emerging	Manufacturing Production Technicians	17-3029.09
		Green New & Emerging	Fuel Cell Technicians	17-3029.10
		Green New & Emerging	Nanotechnology Engineering Technicians	17-3029.12
		Green Enhanced Skills	Nuclear Equipment Operation Technicians	19-4051.01
3121	Mining Supervisors			
3122	Manufacturing Supervisors	Green Increased Demand	First-Line Supervisors of Production and Operating Workers	51-1011.00
3123	Construction Supervisors	Green New & Emerging	Solar Energy Installation Managers	47-1011.03
3131	Power Production Plant Operators	Green Enhanced Skills	Nuclear Power Reactor Operators	51-8011.00
		Green Increased Demand	Power Distributors and Dispatchers	51-8012.00
		Green Enhanced Skills	Power Plant Operators	51-8013.00
		Green New & Emerging	Methane/Landfill Gas Generation System Technicians	51-8099.02
		Green New & Emerging	Biomass Plant Technicians	51-8099.03
		Green New & Emerging	Hydroelectric Plant Technicians	51-8099.04
3132	Incinerator and Water Treatment Plant Operators			

3133	Chemical Processing Plant Controllers	Green Increased Demand	Chemical Plant and System Operators	51-8091.00
3134	Petroleum and Natural Gas Refining Plant Operators	Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00
3135	Metal Production Process Controllers			
3139	Process Control Technicians Not Elsewhere Classified			
3141	Life Science Technicians (excluding Medical)	Green Enhanced Skills	Environmental Science and Protection Technicians, Including Health	19-4091.00
3142	Agricultural Technicians	Green Enhanced Skills	Agricultural Technicians	19-4011.01
		Green New & Emerging	Precision Agriculture Technicians	19-4099.02
3143	Forestry Technicians	Green Increased Demand	Forest and Conservation Technicians	19-4093.00
3151	Ships' Engineers			
3152	Ships' Deck Officers and Pilots			
3153	Aircraft Pilots and Related Associate Professionals			
3154	Air Traffic Controllers			
3155	Air Traffic Safety Electronics Technicians			
3211	Medical Imaging and Therapeutic Equipment Technicians			
3212	Medical and Pathology Laboratory Technicians			
3213	Pharmaceutical Technicians and Assistants			
3214	Medical and Dental Prosthetic Technicians			
3221	Nursing Associate Professionals			
3222	Midwifery Associate Professionals			

3230	Traditional and Complementary Medicine Associate Professionals			
3240	Veterinary Technicians and Assistants			
3251	Dental Assistants and Therapists			
3252	Medical Records and Health Information Technicians			
3253	Community Health Workers			
3254	Dispensing Opticians			
3255	Physiotherapy Technicians and Assistants			
3256	Medical Assistants			
3257	Environmental and Occupational Health Inspectors and Associates	Green Enhanced Skills	Occupational Health and Safety Technicians	29-9012.00
		Green Enhanced Skills	Transportation Vehicle, Equipment and Systems Inspectors, Except Aviation	53-6051.07
		Green Increased Demand	Agricultural Inspectors	45-2011.00
3258	Ambulance Workers			
3259	Health Associate Professionals Not Elsewhere Classified			
3311	Securities and Finance Dealers and Brokers	Green New & Emerging	Securities and Commodities Traders	41-3031.03
3312	Credit and Loans Officers			
3313	Accounting Associate Professionals			
3314	Statistical, Mathematical and Related Associate Professionals			
3315	Valuers and Loss Assessors			
3321	Insurance Representatives			
3322	Commercial Sales Representatives	Green New & Emerging	Energy Brokers	41-3099.01

3323	Buyers	Green Increased Demand	Buyers and Purchasing Agents, Farm Products	13-1021.00
		Green Enhanced Skills	Wholesale and Retail Buyers, Except Farm Products	13-1022.00
3324	Trade Brokers	Green New & Emerging	Securities and Commodities Traders	41-3031.03
3331	Clearing and Forwarding Agents	Green New & Emerging	Freight Forwarders	43-5011.01
		Green Enhanced Skills	Shipping, Receiving and Traffic Clerks	43-5071.00
3332	Conference and Event Planners			
3333	Employment Agents and Contractors			
3334	Real Estate Agents and Property Managers			
3339	Business Services Agents Not Elsewhere Classified	Green New & Emerging	Financial Quantitative Analysts	13-2099.01
		Green New & Emerging	Risk Management Specialists	13-2099.02
		Green New & Emerging	Investment Underwriters	13-2099.03
3341	Office Supervisors			
3342	Legal Secretaries			
3343	Administrative and Executive Secretaries			
3344	Medical Secretaries			
3351	Customs and Border Inspectors			
3352	Government Tax and Excise Officials			
3353	Government Social Benefits Officials			
3354	Government Licensing Officials			
3355	Police Inspectors and Detectives			

3359	Government Regulatory Associate Professionals Not Elsewhere Classified			
3411	Legal and Related Associate Professionals			
3412	Social Work Associate Professionals			
3413	Religious Associate Professionals			
3421	Athletes and Sports Players			
3422	Sports Coaches, Instructors and Officials			
3423	Fitness and Recreation Instructors and Programme Leaders			
3431	Photographers			
3432	Interior Designers and Decorators			
3433	Gallery, Museum and Library Technicians			
3434	Chefs			
3435	Other Artistic and Cultural Associate Professionals			
3511	Information and Communications Technology Operations Technicians			
3512	Information and Communications Technology User Support Technicians	Green New & Emerging	Geographic Information Systems Technicians	15-1199.05
3513	Computer Network and Systems Technicians			
3514	Web Technicians			
3521	Broadcasting and Audiovisual Technicians			
3522	Telecommunications Engineering Technicians			
4110	General Office Clerks			
4120	Secretaries (general)			
4131	Typists and Word Processing Operators			
4132	Data Entry Clerks			
4211	Bank Tellers and Related Clerks			
4212	Bookmakers, Croupiers and Related Gaming Workers			
4213	Pawnbrokers and Money-lenders			
4214	Debt Collectors and Related Workers			

4221	Travel Consultants and Clerks			
4222	Contact Centre Information Clerks	Green Increased Demand	Customer Service Representatives	43-4051.00
4223	Telephone Switchboard Operators			
4224	Hotel Receptionists			
4225	Inquiry Clerks			
4226	Receptionists (general)			
4227	Survey and Market Research Interviewers			
4229	Client Information Workers Not Elsewhere Classified			
4311	Accounting and Bookkeeping Clerks			
4312	Statistical, Finance and Insurance Clerks			
4313	Payroll Clerks			
4321	Stock Clerks	Green Enhanced Skills	Shipping, Receiving and Traffic Clerks	43-5071.00
4322	Production Clerks	Green Increased Demand	Production, Planning, and Expediting Clerks	43-5061.00
4323	Transport Clerks	Green Increased Demand	Dispatchers, Except Police, Fire, and Ambulance	43-5032.00
		Green New & Emerging	Freight Forwarders	43-5011.01
		Green Enhanced Skills	Shipping, Receiving and Traffic Clerks	43-5071.00
4411	Library Clerks			
4412	Mail Carriers and Sorting Clerks			
4413	Coding, Proofreading and Related Clerks			
4414	Scribes and Related Workers			
4415	Filing and Copying Clerks			

4416	Personnel Clerks			
4419	Clerical Support Workers Not Elsewhere Classified			
5111	Travel Attendants and Travel Stewards			
5112	Transport Conductors			
5113	Travel Guides			
5120	Cooks			
5131	Waiters			
5132	Bartenders			
5141	Hairdressers			
5142	Beauticians and Related Workers			
5151	Cleaning and Housekeeping Supervisors in Offices, Hotels and Other Establishments			
5152	Domestic Housekeepers			
5153	Building Caretakers			
5161	Astrologers, Fortune-tellers and Related Workers			
5162	Companions and Valets			
5163	Undertakers and Embalmers			
5164	Pet Groomers and Animal Care Workers			
5165	Driving Instructors			
5169	Personal Services Workers Not Elsewhere Classified			
5211	Stall and Market Salespersons			
5212	Street Food Salespersons			
5221	Shopkeepers	Green Enhanced Skills	General and Operations Managers	11-1021.00
5222	Shop Supervisors			
5223	Shop Sales Assistants			
5230	Cashiers and Ticket Clerks			
5241	Fashion and Other Models			
5242	Sales Demonstrators			

5243	Door-to-door Salespersons			
5244	Contact Centre Salespersons			
5245	Service Station Attendants			
5246	Food Service Counter Attendants			
5249	Sales Workers Not Elsewhere Classified			
5311	Child Care Workers			
5312	Teachers' Aides			
5321	Health Care Assistants			
5322	Home-based Personal Care Workers			
5329	Personal Care Workers in Health Services Not Elsewhere Classified			
5411	Firefighters			
5412	Police Officers			
5413	Prison Guards			
5414	Security Guards			
5419	Protective Services Workers Not Elsewhere Classified	Green Increased Demand	Fish and Game Wardens	33-3031.00
6111	Field Crop and Vegetable Growers	Green Increased Demand	First-Line Supervisors of Agricultural Crop and Horticultural Workers	45-1011.07
6112	Tree and Shrub Crop Growers			
6113	Gardeners; Horticultural and Nursery Growers	Green Increased Demand	First-Line Supervisors of Agricultural Crop and Horticultural Workers	45-1011.07
6114	Mixed Crop Growers	Green Increased Demand	First-Line Supervisors of Agricultural Crop and Horticultural Workers	45-1011.07
6121	Livestock and Dairy Producers			
6122	Poultry Producers			
6123	Apiarists and Sericulturists			

6129	Animal Producers Not Elsewhere Classified			
6130	Mixed Crop and Animal Producers			
6210	Forestry and Related Workers	Green Increased Demand	First-Line Supervisors of Logging Workers	45-1011.05
		Green Increased Demand	Forest and Conservation Workers	45-4011.00
6221	Aquaculture Workers			
6222	Inland and Coastal Waters Fishery Workers			
6223	Deep-sea Fishery Workers			
6224	Hunters and Trappers			
6310	Subsistence Crop Farmers			
6320	Subsistence Livestock Farmers			
6330	Subsistence Mixed Crop and Livestock Farmers			
6340	Subsistence Fishers, Hunters, Trappers and Gatherers			
7111	House Builders	Green Enhanced Skills	Construction Managers	11-9021.00
7112	Bricklayers and Related Workers			
7113	Stonemasons, Stone Cutters, Splitters and Carvers			
7114	Concrete Placers, Concrete Finishers and Related Workers	Green Increased Demand	Cement Masons and Concrete Finishers	47-2051.00
7115	Carpenters and Joiners	Green Increased Demand	Construction Carpenters	47-2031.01
		Green Increased Demand	Rough Carpenters	47-2031.02

7119	Building Frame and Related Trades Workers Not Elsewhere Classified	Green Enhanced Skills	Hazardous Materials Removal Workers	47-4041.00
		Green New & Emerging	Solar Thermal Installers and Technicians	47-4099.02
		Green New & Emerging	Weatherization Installers and Technicians	47-4099.03
7121	Roofers	Green Enhanced Skills	Roofers	47-2181.00
7122	Floor Layers and Tile Setters			
7123	Plasterers			
7124	Insulation Workers	Green Increased Demand	Insulation Workers, Floor, Ceiling, and Wall	47-2131.00
7125	Glaziers			
7126	Plumbers and Pipe Fitters	Green Enhanced Skills	Pipe Fitters and Steamfitters	47-2152.01
		Green Enhanced Skills	Plumbers	47-2152.02
7127	Air Conditioning and Refrigeration Mechanics	Green Enhanced Skills	Heating and Air Conditioning Mechanics and Installers	49-9021.01
		Green Increased Demand	Refrigeration Mechanics and Installers	49-9021.02
		Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7131	Painters and Related Workers			
7132	Spray Painters and Varnishers			
7133	Building Structure Cleaners			

7211	Metal Moulders and Coremakers			
7212	Welders and Flame Cutters	Green Increased Demand	Welders, Cutters, and Welder Fitters	51-4121.06
		Green Increased Demand	Solderers and Brazers	51-4121.07
7213	Sheet Metal Workers	Green Increased Demand	Boilermakers	47-2011.00
		Green Enhanced Skills	Sheet Metal Workers	47-2211.00
7214	Structural Metal Preparers and Erectors	Green Increased Demand	Structural Iron and Steel Workers	47-2221.00
		Green Increased Demand	Structural Metal Fabricators and Fitters	51-2041.00
7215	Riggers and Cable Splicers			
7221	Blacksmiths, Hammersmiths and Forging Press Workers			
7222	Toolmakers and Related Workers			
7223	Metal Working Machine Tool Setters and Operators	Green Increased Demand	Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011.00
		Green Enhanced Skills	Machinists	51-4041.00
		Green Increased Demand	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031.00

		Green Increased Demand	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032.00
7224	Metal Polishers, Wheel Grinders and Tool Sharpeners			
7231	Motor Vehicle Mechanics and Repairers	Green Enhanced Skills	Automotive Specialty Technicians	49-3023.02
		Green Enhanced Skills	Bus and Truck Mechanics and Diesel Engine Specialists	49-3031.00
		Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7232	Aircraft Engine Mechanics and Repairers	Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7233	Agricultural and Industrial Machinery Mechanics and Repairers	Green Increased Demand	Industrial Machinery Mechanics	49-9041.00
		Green Increased Demand	Millwrights	49-9044.00
		Green New & Emerging	Wind Turbine Service Technicians	49-9081.00
		Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7234	Bicycle and Related Repairers	Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7311	Precision-instrument Makers and Repairers	Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7312	Musical Instrument Makers and Tuners			

7313	Jewellery and Precious Metal Workers			
7314	Potters and Related Workers			
7315	Glass Makers, Cutters, Grinders and Finishers			
7316	Signwriters, Decorative Painters, Engravers and Etchers			
7317	Handicraft Workers in Wood, Basketry and Related Materials			
7318	Handicraft Workers in Textile, Leather and Related Materials			
7319	Handicraft Workers Not Elsewhere Classified			
7321	Pre-press Technicians			
7322	Printers			
7323	Print Finishing and Binding Workers			
7411	Building and Related Electricians	Green Increased Demand	Electricians	47-2111.00
		Green New & Emerging	Solar Photovoltaic Installers	47-2231.00
7412	Electrical Mechanics and Fitters	Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
		Green Increased Demand	Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094.00
7413	Electrical Line Installers and Repairers	Green Increased Demand	Electrical Power-Line Installers and Repairers	49-9051.00
		Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7421	Electronics Mechanics and Servicers	Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00

		Green Increased Demand	Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094.00
7422	Information and Communications Technology Installers and Servicers	Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00
7511	Butchers, Fishmongers and Related Food Preparers			
7512	Bakers, Pastry-cooks and Confectionery Makers			
7513	Dairy Products Makers			
7514	Fruit, Vegetable and Related Preservers			
7515	Food and Beverage Tasters and Graders	Green Increased Demand	Agricultural Inspectors	45-2011.00
7516	Tobacco Preparers and Tobacco Products Makers			
7521	Wood Treaters			
7522	Cabinet-makers and Related Workers			
7523	Woodworking Machine Tool Setters and Operators			
7531	Tailors, Dressmakers, Furriers and Hatters			
7532	Garment and Related Patternmakers and Cutters			
7533	Sewing, Embroidery and Related Workers			
7534	Upholsterers and Related Workers			
7535	Pelt Dressers, Tanners and Fellmongers			
7536	Shoemakers and Related Workers			
7541	Underwater Divers			
7542	Shotfirers and Blasters			
7543	Product Graders and Testers (excluding Foods and Beverages)	Green Enhanced Skills	Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061.00
7544	Fumigators and Other Pest and Weed Controllers			
7549	Craft and Related Workers Not Elsewhere Classified			

8111	Miners and Quarriers	Green Enhanced Skills	Continuous Mining Machine Operators	47-5041.00
8112	Mineral and Stone Processing Plant Operators			
8113	Well Drillers and Borers and Related Workers	Green Enhanced Skills	Service Unit Operators, Oil, Gas, and Mining	47-5013.00
8114	Cement, Stone and Other Mineral Products Machine Operators	Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00
8121	Metal Processing Plant Operators			
8122	Metal Finishing, Plating and Coating Machine Operators			
8131	Chemical Products Plant and Machine Operators	Green Increased Demand	Chemical Equipment Operators and Tenders	51-9011.00
		Green Enhanced Skills	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012.00
		Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00
8132	Photographic Products Machine Operators			
8141	Rubber Products Machine Operators	Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00
8142	Plastic Products Machine Operators	Green Increased Demand	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031.00
		Green Increased Demand	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032.00
		Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00

8143	Paper Products Machine Operators			
8151	Fibre Preparing, Spinning and Winding Machine Operators			
8152	Weaving and Knitting Machine Operators			
8153	Sewing Machine Operators			
8154	Bleaching, Dyeing and Fabric Cleaning Machine Operators			
8155	Fur and Leather Preparing Machine Operators			
8156	Shoemaking and Related Machine Operators			
8157	Laundry Machine Operators			
8159	Textile, Fur and Leather Products Machine Operators Not Elsewhere Classified			
8160	Food and Related Products Machine Operators	Green Enhanced Skills	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	51-9012.00
8171	Pulp and Papermaking Plant Operators			
8172	Wood Processing Plant Operators			
8181	Glass and Ceramics Plant Operators	Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00
8182	Steam Engine and Boiler Operators	Green Increased Demand	Stationary Engineers and Boiler Operators	51-8021.00
8183	Packing, Bottling and Labelling Machine Operators			
8189	Stationary Plant and Machine Operators Not Elsewhere Classified			
8211	Mechanical Machinery Assemblers	Green Enhanced Skills	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-2011.00
		Green Increased Demand	Engine and Other Machine Assemblers	51-2031.00

8212	Electrical and Electronic Equipment Assemblers	Green Increased Demand	Electrical and Electronic Equipment Assemblers	51-2022.00
8219	Assemblers Not Elsewhere Classified	Green Increased Demand	Team Assemblers	51-2092.00
8311	Locomotive Engine Drivers	Green Increased Demand	Locomotive Engineers	53-4011.00
8312	Railway Brake, Signal and Switch Operators	Green Increased Demand	Railroad Conductors and Yardmasters	53-4031.00
8321	Motorcycle Drivers			
8322	Car, Taxi and Van Drivers			
8331	Bus and Tram Drivers	Green Increased Demand	Bus Drivers, Transit and Intercity	53-3021.00
8332	Heavy Truck and Lorry Drivers	Green Enhanced Skills	Heavy and Tractor-Trailer Truck Drivers	53-3032.00
8341	Mobile Farm and Forestry Plant Operators			
8342	Earthmoving and Related Plant Operators	Green Increased Demand	Operating Engineers and Other Construction Equipment Operators	47-2073.00
8343	Crane, Hoist and Related Plant Operators			
8344	Lifting Truck Operators	Green Increased Demand	Industrial Truck and Tractor Operators	53-7051.00
8350	Ships' Deck Crews and Related Workers			
9111	Domestic Cleaners and Helpers			
9112	Cleaners and Helpers in Offices, Hotels and Other Establishments			
9121	Hand Launderers and Pressers			

9122	Vehicle Cleaners			
9123	Window Cleaners			
9129	Other Cleaning Workers			
9211	Crop Farm Labourers			
9212	Livestock Farm Labourers			
9213	Mixed Crop and Livestock Farm Labourers			
9214	Garden and Horticultural Labourers			
9215	Forestry Labourers	Green Increased Demand	Forest and Conservation Workers	45-4011.00
9216	Fishery and Aquaculture Labourers			
9311	Mining and Quarrying Labourers			
9312	Civil Engineering Labourers	Green Increased Demand	Rail-Track Laying and Maintenance Equipment Operators	47-4061.00
9313	Building Construction Labourers	Green Enhanced Skills	Construction Laborers	47-2061.00
		Green Increased Demand	Helpers--Carpenters	47-3012.00
9321	Hand Packers			
9329	Manufacturing Labourers Not Elsewhere Classified	Green New & Emerging	Recycling and Reclamation Workers	51-9199.01
		Green Increased Demand	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00
9331	Hand and Pedal Vehicle Drivers			
9332	Drivers of Animal-drawn Vehicles and Machinery			
9333	Freight Handlers	Green New & Emerging	Recycling Coordinators	53-1021.01

		Green Increased Demand	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00
9334	Shelf Fillers			
9411	Fast Food Preparers			
9412	Kitchen Helpers			
9510	Street and Related Services Workers			
9520	Street Vendors (excluding Food)			
9611	Garbage and Recycling Collectors	Green Enhanced Skills	Refuse and Recyclable Material Collectors	53-7081.00
9612	Refuse Sorters	Green Enhanced Skills	Refuse and Recyclable Material Collectors	53-7081.00
9613	Sweepers and Related Labourers			
9621	Messengers, Package Deliverers and Luggage Porters			
9622	Odd-job Persons	Green Enhanced Skills	Maintenance and Repair Workers, General	49-9071.00
		Green Increased Demand	Helpers--Installation, Maintenance, and Repair Workers	49-9098.00
		Green New & Emerging	Geothermal Technicians	49-9099.01
9623	Meter Readers and Vending-machine Collectors			
9624	Water and Firewood Collectors	Green Increased Demand	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00
9629	Elementary Workers Not Elsewhere Classified			
0110	Commissioned Armed Forces Officers			
0210	Non-commissioned Armed Forces Officers			
0310	Armed Forces Occupations, Other Ranks			

2. Annexe 2 : Cas particuliers de la transposition des codes de l'O*NET Standard Occupational Classification (O*NET-SOC) vers les codes de l'International Standard Classification of Occupations (ISCO)

Pour la partie consistant à faire correspondre les codes O*NET-SOC des professions vertes aux codes ISCO-08, un tableau de conversion du Bureau of Labor Statistics (2015), établissant une correspondance entre les codes SOC 2010 et les codes ISCO-08, a été utilisé. Pour une partie des professions vertes, la transposition des codes O*NET-SOC en codes ISCO était directe car le tableau de conversion ne proposait qu'un code ISCO par code SOC. Cependant, pour toute une série de professions vertes, le passage des codes O*NET-SOC aux codes de l'ISCO était moins évident, notamment parce que les codes O*NET-SOC sont plus précis que les codes SOC présents dans le tableau de conversion¹, rendant difficile la transposition directe de ce type de codes. Le tableau 1 ci-dessous détaille donc les professions vertes classifiées selon l'O*NET-SOC pour lesquelles nous avons dû décider arbitrairement quels seraient les codes ISCO qui leur correspondraient. Pour ce faire, les documents « *International Standard Classification of Occupations (ISCO-08): Volume 1: Structure, groupe definitions and correspondence tables* » de l'International Labour Office (2012) et « *Standard Occupational Classification Manual* » de l'Executive Office of the President Office of Management and Budget (2018) ont été utilisés. Ces documents offrent une description des professions listées dans les deux classifications (SOC et ISCO). Les associations entre les codes SOC et les codes ISCO listées dans le tableau 1 ci-dessous ont donc été établies arbitrairement à l'aide des documents mentionnés précédemment.

Le document « *The Organising Framework for Occupations (OFO) 2013* » du département *Higher Education & Training* de la République d'Afrique du Sud, du gouvernement fédéral d'Allemagne, de la Deutsche Gesellschaft für Internationale Zusammenarbeit et d'IT Aware (2013) a également été utilisé dans la mesure où certains titres de professions identiques à ceux de la classification O*NET-SOC sont repris comme exemples de professions que l'on peut retrouver dans plusieurs catégories de la classification qu'ils utilisent et dont la structure est similaire à celle de l'ISCO.

La suite de cette section explicite quelques remarques qui peuvent être faites à la suite de la transposition des codes O*NET-SOC à des codes ISCO. Tout d'abord, il doit être souligné que des codes O*NET-SOC ont souvent été associés à plusieurs codes ISCO afin de représenter toutes les facettes des professions classifiées par Dierdorff, Norton, Drewes, Kroustalis, Rivkin & Lewis (2009). L'ISCO semble également opter pour une approche plus sectorielle. Par exemple, le code O*NET-SOC 11-1021.00 « *General Operations Managers* » a dû être associé à 19 codes ISCO allant du code 1311 « *Agricultural and Forestry Production Managers* » au code 1439 « *Services Managers Not Elsewhere Classified* ».

De plus, certaines professions considérées comme vertes par l'O*NET ne semblent pas avoir leur propre catégorie dans l'ISCO. C'est particulièrement le cas pour les professions en lien avec la géographie et l'informatique, qui ont recours à un *Geographic Information System* (GIS) ou un *Global Positioning System* (GPS). Les professions concernées ont donc été associées aux

¹ Les codes SOC sont exprimés sous cette forme « XX-XXXX » alors que les codes O*NET-SOC sont représentés de la sorte : « XX-XXXX.XX » ; le « .XX » ajoutant une précision par rapport aux codes SOC.

codes ISCO les plus proches de la description des codes O*NET-SOC en question, sans toutefois pouvoir offrir une équivalence parfaite.

L'O*NET-SOC offrant une précision supplémentaire à la SOC, les professions vertes relatives à différentes sources d'énergie, comme la profession « *Biomass Plant Technicians* » (O*NET-SOC 51-8099.03) ou encore « *Hydroelectric Plant Technicians* » (O*NET-SOC 51-8099.04), sont beaucoup plus détaillées que dans l'ISCO.

Finalement, là où l'O*NET-SOC distingue les « *technicians* » des « *technologists* », l'ISCO ne tient pas explicitement compte de leurs différences. Le travail d'un technicien « *typically involves equipment installation, troubleshooting and repair, testing and measuring, maintenance and adjustment, manufacturing, or operation* » (Canton State University of New York, s.d., deuxième paragraphe). À la différence des ingénieurs dont le travail se concentre plutôt sur les aspects théoriques de l'ingénierie et de la technologie, celui des technologues se centre plutôt sur la mise en application de ces théories. Les technologues apparaissant dans les exemples des codes de professions du deuxième groupe principal « *Professionals* », les codes O*NET-SOC mentionnant le statut de technologue ont donc été associés aux ingénieurs et scientifiques de ce groupe 2 dans l'ISCO. Les techniciens ont, quant à eux, leur propre groupe dans l'ISCO, à savoir le troisième, « *Technicians and Associate Professionals* ».

Tableau 1 – Cas particuliers de la transposition des codes O*NET-SOC vers les codes ISCO

Green Job	SOC Title	O*NET SOC Code	SOC Code	ISCO Code	ISCO Title
Green Enhanced Skills	General and Operations Managers	11- 1021.00	11- 1021	1311	Agricultural and Forestry Production Managers
				1312	Aquaculture and Fisheries Production Managers
				1321	Manufacturing Managers
				1322	Mining Managers
				1323	Construction Managers
				1324	Supply, Distribution & Related Managers
				1330	Information and Communications Technology Services Managers
				1341	Child Care Services Managers
				1342	Health Services Managers
				1343	Aged Care Services Managers
				1344	Social Welfare Managers
				1345	Education Managers
				1346	Financial & Insurance Services Branch Managers
				1349	Professional Services Managers Not Elsewhere Classified
				1411	Hotel Managers
1412	Restaurant Managers				
1420	Retail and Wholesale Trade Managers				
1431	Sports, Recreation and Cultural Centre Managers				
1439	Services Managers Not Elsewhere Classified				
Green Enhanced Skills	Farm and Ranch Managers	11- 9013.02	11- 9013	1311	Agricultural and Forestry Production Managers
				1312	Aquaculture and Fisheries Production Managers

Green Enhanced Skills	Construction managers	11-9021.00	11-9021	1323	Construction Managers
Green New & Emerging	Regulatory Affairs Managers	11-9199.01	11-9199	1349	Professional services managers not elsewhere classified
Green New & Emerging	Compliance Managers	11-9199.02	11-9199	1349	Professional services managers not elsewhere classified
Green New & Emerging	Supply Chain Managers	11-9199.04	11-9199	1349	Professional services managers not elsewhere classified
Green New & Emerging	Wind Energy Operations Managers	11-9199.09	11-9199	1349	Professional services managers not elsewhere classified
Green New & Emerging	Wind Energy Project Managers	11-9199.10	11-9199	1219	Business Services and Administration Managers
Green New & Emerging	Brownfield Redevelopment Specialists and Site Managers	11-9199.11	11-9199	1349	Professional services managers not elsewhere classified
Green New & Emerging	Regulatory Affairs Specialists	13-1041.07	13-1041	1219	Business Services and Administration Managers
Green Enhanced Skills	Training and Development Specialists	13-1151.00	13-1151	2424	Training and Staff Development Professionals
Green New & Emerging	Energy Auditors	13-1199.01	13-1199	2133	Environmental Protection Professionals

Green New & Emerging	Sustainability Specialists	13-1199.05	13-1199	1349	Professional services managers not elsewhere classified
Green Enhanced Skills	Financial Analysts	13-2051.00	13-2051	2413	Financial Analysts
Green New & Emerging	Geospatial Information Scientists and Technologists	15-1199.04	15-1199	2519	Software and Applications Developers and Analysts Not Elsewhere Classified
				2529	Database and Network Professionals Not Elsewhere Classified
Green New & Emerging	Geographic Information Systems Technicians	15-1199.05	15-1199	3512	Information and Communications Technology User Support Technicians
Green Enhanced Skills	Electronics Engineers, Except Computer	17-2072.00	17-2072	2152	Electronics Engineers
				2153	Telecommunications Engineers
Green Increased Demand	Electronics Engineering Technicians	17-3023.01	17-3023	3114	Electronics Engineering Technicians
Green Enhanced Skills	Electrical Engineering Technicians	17-3023.03	17-3023	3113	Electrical Engineering Technicians
Green Enhanced Skills	Electro-Mechanical Technicians	17-3024.00	17-3024	3113	Electrical Engineering Technicians
				3115	Mechanical Engineering Technicians
Green New & Emerging	Robotics Technicians	17-3024.01	17-3024	3113	Electrical Engineering Technicians
				3115	Mechanical Engineering Technicians
Green New & Emerging	Electrical Engineering Technologists	17-3029.02	17-3029	2151	Electrical Engineers
				2151	Electrical Engineers

Green New & Emerging	Electromechanical Technologists	Engineering	17-3029.03	17-3029	2144	Mechanical Engineers
Green New & Emerging	Electronics Engineering Technologists		17-3029.04	17-3029	2152	Electronics Engineers
Green New & Emerging	Industrial Engineering Technologists		17-3029.05	17-3029	2141	Industrial and Production Engineers
Green New & Emerging	Manufacturing Technologists	Engineering	17-3029.06	17-3029	2141	Industrial and Production Engineers
Green New & Emerging	Mechanical Engineering Technologists		17-3029.07	17-3029	2144	Mechanical Engineers
Green New & Emerging	Photonics Technicians		17-3029.08	17-3029	3119	Physical and Engineering Science Technicians Not Elsewhere Classified
Green New & Emerging	Manufacturing Production Technicians		17-3029.09	17-3029	3119	Physical and Engineering Science Technicians Not Elsewhere Classified
Green New & Emerging	Fuel Cell Technicians		17-3029.10	17-3029	3119	Physical and Engineering Science Technicians Not Elsewhere Classified
Green New & Emerging	Nanotechnology Technologists	Engineering	17-3029.11	17-3029	2149	Engineering Professionals Not Elsewhere Classified
Green New & Emerging	Nanotechnology Technicians	Engineering	17-3029.12	17-3029	3119	Physical and Engineering Science Technicians Not Elsewhere Classified

Green Increased Demand	Material Scientists	19-2032.00	19-2032	2113	Chemists
Green New & Emerging	Remote Sensing Scientists and Technologists	19-2099.01	19-2099	2111	Physicists and Astronomers
				2112	Meteorologists
				2114	Geologists and Geophysicists
Green New & Emerging	Transportation Planners	19-3099.01	19-3099	2164	Town and Traffic Planners
Green Enhanced Skills	Geophysical Data Technicians	19-4041.01	19-4041	3111	Chemical and Physical Science Technicians
				3117	Mining and Metallurgical Technicians
Green Enhanced Skills	Geological Sample Test Technicians	19-4041.02	19-4041	3111	Chemical and Physical Science Technicians
				3117	Mining and Metallurgical Technicians
Green New & Emerging	Precision Agriculture Technicians	19-4099.02	19-4099	3142	Agricultural Technicians
Green New & Emerging	Remote Sensing Technicians	19-4099.03	19-4099	3111	Chemical and Physical Science Technicians
Green New & Emerging	Securities and Commodities Traders	41-3031.03	41-3031	3311	Securities and finance dealers and brokers
				3324	Trade brokers
Green Enhanced Skills	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011.00	41-4011	2433	Technical and Medical Sales Professionals
				2434	Information and Communications Technology Sales Professionals
Green New & Emerging	Solar Sales Representatives and Assessors	41-4011.07	41-4011	2433	Technical and Medical Sales Professionals
	Freight Forwarders			3331	Clearing and Forwarding Agents

Green New & Emerging		43-5011.01	43-5011	4323	Transport Clerks
Green Enhanced Skills	Shipping, Receiving and Traffic Clerks	43-5071.00	43-5071	3331	Clearing and Forwarding Agents
				4321	Stock Clerks
				4323	Transport Clerks
Green Increased Demand	First-Line Supervisors of Logging Workers	45-1011.05	45-1011	6210	Forestry and Related Workers
Green Increased Demand	First-Line Supervisors of Agricultural Crop and Horticultural Workers	45-1011.07	45-1011	6111	Field Crop and Vegetable Growers
				6113	Gardeners, Horticultural and Nursery Growers
				6114	Mixed Crop Growers
Green Increased Demand	Agricultural Inspectors	45-2011.00	45-2011	3257	Environmental and Occupational Health Inspectors and Associates
				7515	Food & Beverage Tasters and Graders
Green Increased Demand	Forest and Conservation Workers	45-4011.00	45-4011	6210	Forestry and Related Workers
				9215	Forestry Labourers
Green New & Emerging	Solar Energy Installation Managers	47-1011.03	47-1011	3123	Construction Supervisors
Green New & Emerging	Solar Photovoltaic Installers	47-2231.00	47-2231	7411	Building and Related Electricians
Green Increased Demand	First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011.00	49-1011	7127	Air conditioning and refrigeration mechanics
				7231	Motor vehicle mechanics and repairers
				7232	Aircraft engine mechanics and repairers
				7233	Agricultural and industrial machinery mechanics and repairers
				7234	Bicycle and related repairers
				7311	Precision-instrument makers and repairers

				7412	Electrical mechanics and fitters
				7413	Electrical line installers and repairers
				7421	Electronics mechanics and servicers
				7422	Information and communications technology installers and servicers
Green Increased Demand	Electrical and Electronics Repairers, Commercial and Industrial Equipment	49-2094.00	49-2094	7412	Electrical Mechanics and Fitters
				7421	Electronics Mechanics and Servicers
Green Increased Demand	First-Line Supervisors of Production and Operating Workers	51-1011.00	51-1011	3122	Manufacturing Supervisors
Green Increased Demand	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031.00	51-4031	7223	Metal Working Machine Tool Setters and Operators
				8142	Plastic Products Machine Operators
Green Increased Demand	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032.00	51-4032	7223	Metal Working Machine Tool Setters and Operators
				8142	Plastic Products Machine Operators
Green New & Emerging	Biofuels Processing Technicians	51-8099.01	51-8099	3111	Chemical and Physical Science Technicians
Green New & Emerging	Methane/Landfill Gas Generation System Technicians	51-8099.02	51-8099	3131	Power Production Plant Operators
Green New & Emerging	Biomass Plant Technicians	51-8099.03	51-8099	3131	Power Production Plant Operators
Green New & Emerging	Hydroelectric Plant Technicians	51-8099.04	51-8099	3131	Power Production Plant Operators
Green Enhanced Skills	Agricultural Inspectors	51-9012.00	51-9012	8131	Chemical Products Plant and Machine Operators
				8160	Food and Related Products Machine Operators

Green Increased Demand	Mixing and Blending Machine Setters, Operators, and Tenders	51-9023.00	51-9023	3134	Petroleum and Natural Gas Refining Plant Operators
				8114	Cement, Stone and Other Mineral Products Machine Operators
				8131	Chemical Products Plant and Machine Operators
				8141	Rubber Products Machine Operators
				8142	Plastic Products Machine Operators
				8181	Glass and Ceramics Plant Operators
Green Increased Demand	Laborers and Freight, Stock, and Material Movers, Hand	53-7062.00	53-7062	9329	Manufacturing Labourers Not Elsewhere Classified
				9333	Freight Handlers
				9624	Water and Firewood Collectors
Green Enhanced Skills	Refuse and Recyclable Material Collectors	53-7081.00	53-7081	9611	Garbage and Recycling Collectors
				9612	Refuse Sorters

Source : nos propres associations basées sur The National Center for O* NET Development (s.d.) et sur International Labour Office (2012).

3. Annexe 3 : Liste des professions non représentées dans les données belges, françaises et néerlandaises du PIAAC

Code ISCO	Titre de la profession
1312	Aquaculture and Fisheries Production Managers
2111	Physicists and Astronomers
2112	Meteorologists
3155	Air Traffic Safety Electronics Technicians
4131	Typists and Word Processing Operators
4212	Bookmakers, Croupiers and Related Gaming Workers
4213	Pawnbrokers and Money-lenders
4414	Scribes and Related Workers
5161	Astrologers, Fortune-tellers and Related Workers
5241	Fashion and Other Models
5243	Door-to-door Salespersons
6123	Apiarists and Sericulturists
6129	Animal Producers Not Elsewhere Classified
6222	Inland and Coastal Waters Fishery Workers
6310	Subsistence Crop Farmers
6320	Subsistence Livestock Farmers
6340	Subsistence Fishers, Hunters, Trappers and Gatherers
7312	Musical Instrument Makers and Tuners
7314	Potters and Related Workers
7317	Handicraft Workers in Wood, Basketry and Related Materials
7513	Dairy Products Makers
7516	Tobacco Preparers and Tobacco Products Makers
7541	Underwater Divers
7542	Shotfirers and Blasters
7544	Fumigators and Other Pest and Weed Controllers
8111	Miners and Quarriers
8112	Mineral and Stone Processing Plant Operators
8113	Well Drillers and Borers and Related Workers
8151	Fibre Preparing, Spinning and Winding Machine Operators
8155	Fur and Leather Preparing Machine Operators
8182	Steam Engine and Boiler Operators
9216	Fishery and Aquaculture Labourers
9332	Drivers of Animal-drawn Vehicles and Machinery
9624	Water and Firewood Collectors

Source : nos propres observations

Par ailleurs, certains codes ont été utilisés dans la base de données du *Survey of Adult Skills* (OECD, 2016), à la place des codes ISCO afin d'indiquer que la personne n'a pas souhaité ou n'a pas pu communiquer sa profession. Quatre codes sont distingués :

- le code 9996 signifie un enchaînement valide (« Valid Skip »),
- le code 9997 signifie que le répondant ne savait pas quel code correspondait à sa profession,
- le code 9998 signifie que le répondant a refusé de communiquer cette information et,
- le code 9999 signifie que la réponse n'a pas été déclarée ni inférée.

4. Annexe 4 : Données régionales belges des emplois verts de 2013 à 2019

4.1 Tableau 1 : Nombres d'emplois verts par région belge de 2013 à 2019

Régions belges	2013	2014	2015	2016	2017	2018	2019
Région de Bruxelles-Capitale	126 777	133 603	135 213	145 817	153 122	150 654	152 519
Région flamande	1 010 486	1 011 613	990 055	1 017 839	1 044 996	1 067 966	1 098 145
Région wallonne	433 697	430 349	436 604	438 552	425 485	437 479	456 644
Belgique	1 570 963	1 575 553	1 561 864	1 602 213	1 623 602	165 6109	1 707 315

Note : la somme des trois régions pour chaque année ne donne pas exactement le total pour la Belgique, ce qui s'explique par le fait que ces données sont obtenues en extrapolant celles obtenues dans l'Enquête sur les Forces de Travail qui interroge un échantillon de la population belge. Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

4.2 Tableau 2 : Proportions d'emplois verts par région belge de 2013 à 2019

Régions belges	2013	2014	2015	2016	2017	2018	2019
Région de Bruxelles-Capitale	30.73%	31.06%	31.11%	32.75%	33.79%	32.53%	32.52%
Région flamande	36.42%	36.37%	35.52%	36.43%	36.93%	36.58%	36.97%
Région wallonne	32.29%	32.30%	32.84%	32.55%	31.41%	31.87%	32.79%
Belgique	34.68%	34.68%	34.31%	34.93%	35.01%	34.83%	35.33%

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

5. Annexe 5 : Données sectorielles belges des emplois verts de 2013 à 2019

5.1 Tableau 1 : Description des sections de la NACE

Sections	Intitulés
A	Agriculture, sylviculture et pêche
B	Industries extractives
C	Industrie manufacturière
D	Production et distribution d'électricité, de gaz, de vapeur et d'air conditionné
E	Production et distribution d'eau; assainissement, gestion des déchets et dépollution
F	Construction
G	Commerce; réparation de véhicules automobiles et de motocycles
H	Transports et entreposage
I	Hébergement et restauration
J	Information et communication
K	Activités financières et d'assurance
L	Activités immobilières
M	Activités spécialisées, scientifiques et techniques
N	Activités de services administratifs et de soutien
O	Administration publique
P	Enseignement
Q	Santé humaine et action sociale
R	Arts, spectacles et activités récréatives
S	Autres activités de services
T	Activités des ménages en tant qu'employeurs; activités indifférenciées des ménages en tant que producteurs de biens et services pour usage propre
U	Activités extra-territoriales

Source : (Statbel, s.d.)

5.2 Tableau 2 : Nombres d'emplois verts par secteur en Belgique de 2013 à 2019

Sections NACE	2013	2014	2015	2016	2017	2018	2019
A	14 581	13 557	12 797	14 723	15 990	14 994	12 483
B	2 644	2 322	2 135	3 278	2 638	2 631	2 610
C	380 558	381 056	374 984	377 524	365 785	393 332	390 696
D	15 964	16 144	15 733	16 238	19 720	19 709	16 961
E	21 250	23 862	23 498	25 793	21 323	20 859	24 703
F	230 482	230 558	225 044	243 771	226 343	238 324	247 353
G	261 465	258 271	266 194	257 319	265 574	267 887	276 226
H	150 591	152 775	157 596	155 685	160 185	157 558	173 386

I	39 355	40 781	39 537	36 524	34 473	36 694	37 806
J	63 534	68 252	63 099	62 690	70 833	67 686	71 984
K	41 058	49 141	41 703	43 900	50 411	44 380	43 530
L	5 494	5 151	7 287	7 077	7 858	8 053	9 681
M	94 514	99 399	100 356	107 624	114 703	119 808	124 727
N	58 584	57 947	54 994	54 507	58 013	62 303	66 690
O	64 853	55 645	59 641	66 503	70 894	67 657	68 448
P	33 915	37 389	34 791	39 272	40 092	34 168	40 296
Q	43 456	47 054	46 287	49 365	53 561	50 366	52 453
R	19 278	13 959	14 107	16 457	15 972	18 052	16 989
S	16 750	13 237	13 295	13 518	14 260	17 165	18 324
T	3 273	1 259	0	387	186	112	139
U	9 366	7 806	8 772	10 054	14 788	14 389	11 806
Total	1 570 963	1 575 553	1 561 864	1 602 213	1 623 602	1 656 109	1 707 315

Note : la somme des trois régions pour chaque année ne donne pas exactement le total pour la Belgique, ce qui s'explique par le fait que ces données sont obtenues en extrapolant celles obtenues dans l'Enquête sur les Forces de Travail qui interroge un échantillon de la population belge. Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

5.3 Tableau 3 : Proportions d'emplois verts par secteur en Belgique de 2013 à 2019

Sections NACE	2013	2014	2015	2016	2017	2018	2019
A	23,67%	24,49%	23,90%	25,65%	29,63%	31,71%	28,09%
B	54,72%	45,06%	55,53%	71,45%	55,55%	62,66%	67,27%
C	64,63%	65,53%	63,63%	66,14%	63,71%	64,46%	65,73%
D	58,71%	65,38%	69,30%	61,62%	60,18%	61,39%	58,15%
E	64,98%	66,95%	64,09%	67,04%	64,66%	65,76%	63,34%
F	69,92%	70,93%	69,62%	72,76%	71,17%	73,71%	72,68%
G	41,53%	42,44%	43,15%	42,40%	44,23%	42,51%	43,88%
H	62,29%	61,97%	63,31%	61,68%	61,72%	61,21%	62,77%
I	27,08%	26,39%	25,42%	24,02%	23,02%	22,35%	20,62%
J	44,93%	47,38%	44,50%	44,64%	45,64%	42,23%	43,77%
K	25,96%	32,03%	28,07%	31,81%	32,31%	30,22%	31,19%
L	18,56%	17,23%	24,96%	21,81%	23,77%	22,80%	24,63%
M	42,44%	42,71%	42,87%	45,25%	46,55%	45,07%	44,69%
N	22,73%	21,89%	21,16%	20,62%	22,02%	23,06%	23,24%
O	16,93%	14,64%	15,71%	16,85%	17,88%	17,37%	17,73%
P	8,51%	8,65%	8,24%	9,14%	8,97%	7,58%	8,96%
Q	6,85%	7,21%	6,93%	7,24%	7,76%	7,10%	7,37%
R	26,36%	21,39%	21,69%	22,55%	22,69%	26,25%	21,88%
S	15,83%	13,34%	12,66%	13,40%	14,38%	17,52%	17,67%
T	14,48%	12,97%	0,00%	9,74%	4,27%	2,81%	3,93%
U	22,28%	18,40%	20,36%	22,23%	29,72%	25,76%	23,36%

Total	34,68%	34,68%	34,31%	34,93%	35,01%	34,83%	35,33%
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Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

6. Annexe 6 : Données relatives aux catégories d'emplois verts de 2013 à 2019

6.1 Tableau 1 : Nombres d'emplois verts par catégorie en Belgique de 2013 à 2019

Catégories d'emplois verts	2013	2014	2015	2016	2017	2018	2019
GID	367 381	371 561	360 467	363 677	369 332	375 895	377 359
GES	588 278	595 311	564 846	585 654	591 070	607 683	646 457
GNE	134 458	135 410	124 164	133 593	143 226	143 758	145 293
GID & GES	123 198	116 951	126 343	117 655	114 465	122 735	122 437
GID & GNE	121 291	119 921	137 310	146 437	140 259	146 978	148 913
GES & GNE	150 664	156 837	171 758	175 636	178 816	169 412	177 114
GID, GES & GNE	85 693	79 562	76 976	79 561	86 434	89 648	89 742

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

6.2 Tableau 2 : Proportions d'emplois verts par catégorie en Belgique de 2013 à 2019

Catégories d'emplois verts	2013	2014	2015	2016	2017	2018	2019
GID	23,39%	23,58%	23,08%	22,70%	22,75%	22,70%	22,10%
GES	37,45%	37,78%	36,16%	36,55%	36,40%	36,69%	37,86%
GNE	8,56%	8,59%	7,95%	8,34%	8,82%	8,68%	8,51%
GID & GES	7,84%	7,42%	8,09%	7,34%	7,05%	7,41%	7,17%
GID & GNE	7,72%	7,61%	8,79%	9,14%	8,64%	8,87%	8,72%
GES & GNE	9,59%	9,95%	11,00%	10,96%	11,01%	10,23%	10,37%
GID, GES & GNE	5,45%	5,05%	4,93%	4,97%	5,32%	5,41%	5,26%

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

6.3 Tableau 3 : Nombres d'emplois verts par catégorie et par région belge en 2019

Régions belges	GID	GES	GNE	GID & GES	GID & GNE	GES & GNE	GID, GES & GNE
Région de Bruxelles-Capitale	23 696	75 837	10 786	5 578	8 275	18 345	10 002
Région flamande	238 537	408 758	103 382	83 543	115 363	99 779	48 783
Région wallonne	115 117	161 865	31 123	33 318	25 273	58 990	30 958
Belgique	377 359	646 457	145 293	122 437	148 913	177 114	89 742

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

6.4 Tableau 4 : Proportions d'emplois verts par catégorie et par région belge en 2019

Catégories d'emplois verts par région belge en 2019	GID	GES	GNE	GID & GES	GID & GNE	GES & GNE	GID, GES & GNE
Région de Bruxelles-Capitale	15,54%	49,72%	7,07%	3,66%	5,43%	12,03%	6,56%
Région flamande	21,72%	37,22%	9,41%	7,61%	10,51%	9,09%	4,44%
Région wallonne	25,21%	35,45%	6,82%	7,30%	5,53%	12,92%	6,78%
Belgique	22,10%	37,86%	8,51%	7,17%	8,72%	10,37%	5,26%

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

6.5 Tableau 5 : Nombres d'emplois verts par catégorie et par secteur belge en 2019

Sections NACE	GID	GES	GNE	GID & GES	GID & GNE	GES & GNE	GID, GES & GNE
A	9 472	1 796	364	310	92	224	225
B	1 447	268	129		334	69	363
C	124 561	81 164	15 517	51 951	48 709	45 263	23 531
D	3 425	2 849	2 365	197	2 430	4 284	1 411
E	1 859	13 768	1 581	1 029	2 052	1 828	2 586
F	71 123	98 034	25 354	8 986	22 388	18 803	2 665
G	24 309	131 024	25 071	35 889	25 301	25 628	9 004
H	37 161	64 446	4 467	6 935	27 637	19 158	13 582
I	1 107	33 560	515	192	230	1 402	800
J	25 760	28 769	10 044	36	477	6 512	386
K	3 771	32 821	3 918	479	88	2 117	336
L	658	5 458	875	200	451	1 264	775
M	13 671	44 240	22 830	5 407	5 028	25 125	8 426
N	26 441	14 960	10 356	526	5 597	6 244	2 566
O	13 295	30 869	6 617	4 781	2 502	4 875	5 509
P	3 891	20 549	3 309	2 143	500	5 474	4 430
Q	8 181	21 607	3 416	2 576	3 495	3 616	9 562
R	3 120	7 952	1 977	228	830	1 690	1 192
S	3 692	6 446	3 693	230	621	2 206	1 436
T	14	0	0	0	0	0	125
U	394	5 865	2 891	340	155	1 331	830
Total	377 359	646 457	145 293	122 437	148 913	177 114	89 742

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

6.6 Tableau 6 : Proportions d'emplois verts par catégorie et par secteur belge en 2019

Sections NACE	GID	GES	GNE	GID & GES	GID & GNE	GES & GNE	GID, GES & GNE
A	75,88%	14,39%	2,92%	2,48%	0,74%	1,79%	1,80%
B	55,44%	10,27%	4,94%	0,00%	12,80%	2,64%	13,91%
C	31,88%	20,77%	3,97%	13,30%	12,47%	11,59%	6,02%
D	20,19%	16,80%	13,94%	1,16%	14,33%	25,26%	8,32%
E	7,53%	55,73%	6,40%	4,17%	8,31%	7,40%	10,47%
F	28,75%	39,63%	10,25%	3,63%	9,05%	7,60%	1,08%
G	8,80%	47,43%	9,08%	12,99%	9,16%	9,28%	3,26%
H	21,43%	37,17%	2,58%	4,00%	15,94%	11,05%	7,83%
I	2,93%	88,77%	1,36%	0,51%	0,61%	3,71%	2,12%
J	35,79%	39,97%	13,95%	0,05%	0,66%	9,05%	0,54%
K	8,66%	75,40%	9,00%	1,10%	0,20%	4,86%	0,77%
L	6,80%	56,38%	9,04%	2,07%	4,66%	13,06%	8,01%
M	10,96%	35,47%	18,30%	4,34%	4,03%	20,14%	6,76%
N	39,65%	22,43%	15,53%	0,79%	8,39%	9,36%	3,85%
O	19,42%	45,10%	9,67%	6,98%	3,66%	7,12%	8,05%
P	9,66%	51,00%	8,21%	5,32%	1,24%	13,58%	10,99%
Q	15,60%	41,19%	6,51%	4,91%	6,66%	6,89%	18,23%
R	18,36%	46,81%	11,64%	1,34%	4,89%	9,95%	7,02%
S	20,15%	35,18%	20,15%	1,26%	3,39%	12,04%	7,84%
T	10,07%	0,00%	0,00%	0,00%	0,00%	0,00%	89,93%
U	3,34%	49,68%	24,49%	2,88%	1,31%	11,27%	7,03%
Total	22,10%	37,86%	8,51%	7,17%	8,72%	10,37%	5,26%

Source des données : Statbel (Direction Générale Statistique – Statistics Belgium), Enquête sur les Forces de Travail (2013-2019) (Statbel, 2022).

7. Annexe 7 : Liste des compétences générales du PIAAC exploitées dans notre analyse

Le tableau 1 présente la liste des 40 compétences générales qui ont été retenues dans notre analyse. Pour chaque compétence, la question qui a été posée aux personnes interrogées, le type de réponse et les différentes valeurs que pouvait prendre la réponse ont été rassemblés.

Codes des compétences	Explications des compétences	Types de compétences	Question	Types de réponses	Réponse = 01	Réponse = 02	Réponse = 03	Réponse = 04	Réponse = 05
F_Q01b	Skill use work - Time cooperating with co-workers	Interaction	In your ^JobLastjob what proportion of your time ^DoDid you usually spend cooperating or collaborating with co-workers?	Time spent	"None of the time"	"Up to a quarter of the time"	"Up to half of the time"	"More than half of the time"	"All the time"
F_Q02a	Skill use work - How often - Sharing work-related info	Interaction	How often ^DoesDid your ^JobLastjob usually involve sharing work-related information with co-workers?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q02b	Skill use work - How often - Teaching people	Interaction	How often ^DoesDid your ^JobLastjob usually involve instructing, training or teaching people, individually or in groups?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q02c	Skill use work - How often - Presentations	Interaction	How often ^DoesDid your ^JobLastjob usually involve making speeches or giving presentations in front of five or more people?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q02d	Skill use work - How often - Selling	Interaction	How often ^DoesDid your ^JobLastjob usually involve selling a product or a service	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"

							least once a month"		
F_Q02e	Skill use work - How often - Advising people	Interaction	How often ^DoesDid your ^JobLastjob usually involve advising people?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q03a	Skill use work - How often - Planning own activities	Organisation	How often ^DoesDid your ^JobLastjob usually involve planning your own activities?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q03b	Skill use work - How often - Planning others activities	Organisation	How often ^DoesDid your ^JobLastjob usually involve planning the activities of others?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q03c	Skill use work - How often - Organising own time	Organisation	How often ^DoesDid your ^JobLastjob usually involve organising your own time?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q04a	Skill use work - How often - Influencing people	Interaction	How often ^DoesDid your ^JobLastjob usually involve persuading or influencing people?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q04b	Skill use work - How often - Negotiating with people	Interaction	How often ^DoesDid your ^JobLastjob usually involve negotiating with people either inside or outside your firm or organisation?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"

F_Q05a	Skill use work - Problem solving - Simple problems	Cognitive skills	How often ^AreWere you usually faced by relatively simple problems that ^Take Took no more than 5 minutes to find a good solution?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q05b	Skill use work - Problem solving - Complex problems	Cognitive skills	How often ^AreWere you usually confronted with more complex problems that ^Tale Took at least 30 minutes to find a good solution? The 30 minutes only refers to the time to THINK of a solution, not the time needed to carry it out.	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q06b	Skill use work - How often - Working physically for long	Physical	How often ^DoesDid your ^JobLastjob usually involve working physically for a long period?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
F_Q06c	Skill use work - How often - Using hands or fingers	Physical	How often ^DoesDid your ^JobLastjob usually involve using skill or accuracy with your hands or fingers?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01a	Skill use work - Literacy - Read directions or instructions	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read directions or instructions?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01b	Skill use work - Literacy - Read letters memos or mails	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read letters, memos or e-mails?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"

G_Q01c	Skill use work - Literacy - Read newspapers or magazines	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read articles in newspapers, magazines or newsletters?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01d	Skill use work - Literacy - Read professional journals or publications	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read articles in professional journals or scholarly publications?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01e	Skill use work - Literacy - Read books	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read books?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01f	Skill use work - Literacy - Read manuals or reference materials	Cognitive skills	?In your ^JobLastjob , how often ^DoDid you usually read manuals or reference materials?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01g	Skill use work - Literacy - Read financial statements	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read bills, invoices, bank statements or other financial statements?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q01h	Skill use work - Literacy - Read diagrams maps or schematics	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually read diagrams, maps or schematics?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q02a	Skill use work - Literacy - Write letters memos or mails	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually write letters, memos or e-mails?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week	"At least once a week but	"Every day"

							but at least once a month"	not every day"	
G_Q02b	Skill use work - Literacy - Write articles	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually write articles for newspapers, magazines or newsletters?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q02c	Skill use work - Literacy - Write reports	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually write reports?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q02d	Skill use work - Literacy - Fill in forms	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually fill in forms?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q03b	Skill use work - Numeracy - How often - Calculating costs or budgets	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually calculate prices, costs or budgets?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q03c	Skill use work - Numeracy - How often - Use or calculate fractions or percentages	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually use or calculate fractions, decimals or percentages?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q03d	Skill use work - Numeracy - How often - Use a calculator	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually use a calculator - eiter hand-held or computer based?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"

G_Q03f	Skill use work - Numeracy - How often - Prepare charts graphs or tables	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually prepare charts, graphs or tables?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q03g	Skill use work - Numeracy - How often - Use simple algebra or formulas	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually use simple algebra or formulas?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q03h	Skill use work - Numeracy - How often - Use advanced math or statistics	Cognitive skills	In your ^JobLastjob , how often ^DoDid you usually use more advanced math or statistics such as calculus, complex algebra, trigonometry or use of regression techniques?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q05a	Skill use work - ICT - Internet - How often - For mail	Technology	In your ^JobLastjob , how often ^DoDid you usually use email?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q05c	Skill use work - ICT - Internet - How often - Work related info	Technology	In your ^JobLastjob , how often ^DoDid you usually use the internet in order to better understand issues related to your work?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q05d	Skill use work - ICT - Internet - How often - Conduct transactions	Technology	In your ^JobLastjob , how often ^DoDid you usually conduct transactions on the internet, for example buying or selling products or services, or banking?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q05e	Skill use work - ICT - Computer - How often - Spreadsheets	Technology	In your ^JobLastjob , how often ^DoDid you usually use	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week	"At least once a week but	"Every day"

			spreadsheet software, for example Excel?				but at least once a month"	not every day"	
G_Q05f	Skill use work - ICT - Computer - How often - Word	Technology	In your ^JobLastjob , how often ^DoDid you usually use a word processor, for example Word?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q05g	Skill use work - ICT - Computer - How often - Programming language	Technology	In your ^JobLastjob , how often ^DoDid you usually use a programming language to program or write computer code?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"
G_Q05h	Skill use work - ICT - Computer - How often - Real-time discussions	Technology	In your ^JobLastjob , how often ^DoDid you usually participate in real-time discussions on the internet, for example online conferences, or chat groups?	Frequency (time units)	"Never"	"Less than once a month"	"Less than once a week but at least once a month"	"At least once a week but not every day"	"Every day"

Source : OECD (2010, pp. 79 - 91); (OECD, s.d.)

8. Annexe 8 : Liste des niveaux 1 et 2 de l'ISCO

Codes ISCO-08 des niveaux 1 et 2	Titres des codes
1	Directeurs, cadres de direction et gérants
11	Directeurs généraux, cadres supérieurs et membres de l'Exécutif et des corps législatifs
12	Directeurs de services administratifs et commerciaux
13	Directeurs et cadres de direction, production et services spécialisés
14	Directeurs et gérants de l'hôtellerie, la restauration, le commerce et autres services
2	Professions intellectuelles et scientifiques
21	Spécialistes des sciences techniques
22	Spécialistes de la santé
23	Spécialistes de l'enseignement
24	Spécialistes en administration d'entreprises
25	Spécialistes des technologies de l'information et des communications
26	Spécialistes de la justice, des sciences sociales et de la culture
3	Professions intermédiaires
31	Professions intermédiaires des sciences et techniques
32	Professions intermédiaires de la santé
33	Professions intermédiaires, finance et administration
34	Professions intermédiaires des services juridiques, des services sociaux et assimilés
35	Techniciens de l'information et des communications
4	Employés de type administratif
41	Employés de bureau
42	Employés de réception, guichetiers et assimilés
43	Employés des services comptables et d'approvisionnement
44	Autres employés de type administratif
5	Personnel des services directs aux particuliers, commerçants et vendeurs
51	Personnel des services directs aux particuliers
52	Commerçants et vendeurs
53	Personnel soignant
54	Personnel des services de protection et de sécurité
6	Agriculteurs et ouvriers qualifiés de l'agriculture, de la sylviculture et de la pêche
61	Agriculteurs et ouvriers qualifiés de l'agriculture commerciale
62	Professions commerciales qualifiées de la sylviculture, de la pêche et de la chasse
63	Agriculteurs, pêcheurs, chasseurs et cueilleurs de subsistance
7	Métiers qualifiés de l'industrie et de l'artisanat
71	Métiers qualifiés du bâtiment et assimilés, sauf électriciens
72	Métiers qualifiés de la métallurgie, de la construction mécanique et assimilés
73	Métiers qualifiés de l'artisanat et de l'imprimerie
74	Métiers de l'électricité et de l'électrotechnique

75	Métiers de l'alimentation, du travail sur bois, de l'habillement et autres métiers qualifiés de l'industrie et de l'artisanat
8	Conducteurs d'installations et de machines, et ouvriers de l'assemblage
81	Conducteurs de machines et d'installations fixes
82	Ouvriers de l'assemblage
83	Conducteurs de véhicules et d'engins lourds de levage et de manœuvre
9	Professions élémentaires
91	Aides de ménage
92	Manoeuvres de l'agriculture, de la pêche et de la sylviculture
93	Manoeuvres des mines, du bâtiment et des travaux publics, des industries manufacturières et des transports
94	Assistants de fabrication de l'alimentation
95	Vendeurs ambulants et autres travailleurs des petits métiers des rues et assimilés
96	Eboueurs et autres travailleurs non qualifiés
0	Professions militaires
01	Officiers des forces armées
02	Sous-officiers des forces armées
03	Autres membres des forces armées

Source : Organisation internationale du Travail (s.d.)

9. Annexe 9 : Analyse des compétences générales des travailleurs flamands, néerlandais et français

9.1 Utilisation des domaines de compétences du PIAAC au niveau 1 de l'ISCO pour la Belgique, la France et les Pays-Bas

Niveau 1 de l'ISCO	Compétences cognitives	Compétences technologiques	Compétences sociales et d'interaction	Compétences organisationnelles	Capacités physiques
1	48,92%	54,99%	59,21%	85,24%	33,65%
2	43,38%	50,77%	44,35%	70,71%	35,50%
3	40,32%	44,26%	43,40%	64,15%	48,08%
4	35,93%	44,45%	36,57%	56,81%	31,25%
5	26,71%	32,66%	42,65%	54,31%	62,40%
6	26,91%	34,09%	30,70%	58,29%	80,02%
7	24,94%	28,76%	33,54%	48,90%	79,70%
8	20,89%	17,27%	25,43%	31,42%	75,82%
9	13,41%	19,71%	22,16%	35,95%	77,21%
0	45,27%	40,70%	57,21%	73,70%	51,76%
Moyenne arithmétique	32,67%	36,77%	39,52%	57,95%	57,54%
Moyenne géométrique	30,51%	34,57%	37,77%	55,62%	54,14%

Source des données : nos propres calculs d'après les données de l'OECD (2016)

9.2 Utilisation des compétences générales par catégorie d'emplois verts et dans les emplois non-verts en Belgique, en France et aux Pays-Bas

Catégories	Compétences cognitives	Compétences technologiques	Compétences sociales et d'interaction	Compétences organisationnelles	Capacités physiques
GID	30,36%	32,64%	33,14%	48,96%	65,22%
GES	42,01%	46,74%	47,31%	71,12%	49,39%
GNE	47,17%	61,52%	47,02%	72,84%	30,80%
GID&GES	33,11%	31,34%	33,91%	51,16%	66,64%
GID&GNE	27,00%	26,25%	31,89%	44,67%	65,06%
GES&GNE	47,78%	51,55%	46,12%	71,23%	31,49%
GID,GES&GNE	42,83%	48,50%	45,25%	69,72%	38,50%
Non-verts	31,67%	37,73%	38,85%	57,23%	55,78%
Verts	38,61%	42,65%	40,66%	61,39%	49,59%

Source des données : nos propres calculs d'après les données de l'OECD (2016)

10. Annexe 10 : Professions pour lesquelles l'indicateur de proximité angulaire n'a pas pu être calculé

Code ISCO	Titre de la profession	Nombre d'observations dans PIAAC pour la Belgique, la France et les Pays-Bas
3151	Ships' Engineers	2
3230	Traditional and Complementary Medicine Associate Professionals	2
7224	Metal Polishers, Wheel Grinders and Tool Sharpeners	1
7316	Signwriters, Decorative Painters, Engravers and Etchers	1
7514	Fruit, Vegetable and Related Preservers	1
7533	Sewing, Embroidery and Related Workers	7
7535	Pelt Dressers, Tanners and Fellmongers	3
8152	Weaving and Knitting Machine Operators	1
8154	Bleaching, Dyeing and Fabric Cleaning Machine Operators	1
8156	Shoemaking and Related Machine Operators	4
9121	Hand Launderers and Pressers	12
9129	Other Cleaning Workers	3
9215	Forestry Labourers	1
9311	Mining and Quarrying Labourers	1
9331	Hand and Pedal Vehicle Drivers	1
9613	Sweepers and Related Labourers	1

Source des données : nos propres calculs d'après les données de l'International Labour Office (2012) & de l'OECD (2016)

11. Annexe 11 : Résultats du calcul de la proximité angulaire entre les groupes de professions non-vertes et vertes du deuxième niveau de l'ISCO, en utilisant la moyenne arithmétique comme moyen d'agrégation des données

		Catégories de professions vertes du niveau 2 de l'ISCO														
		11	12	13	14	21	22	23	24	25	26	31	32	33	35	42
Catégories de professions non vertes du niveau 2 de l'ISCO	01	0,897	0,898	0,906	0,880	0,864	0,909	0,912	0,889	0,833	0,845	0,853	0,900	0,860	0,920	0,840
	02	0,901	0,906	0,924	0,902	0,871	0,906	0,921	0,895	0,853	0,871	0,885	0,933	0,873	0,921	0,870
	03	0,894	0,910	0,923	0,889	0,877	0,931	0,924	0,897	0,855	0,876	0,888	0,946	0,872	0,922	0,882
	11	0,911	0,921	0,913	0,887	0,872	0,917	0,914	0,914	0,849	0,882	0,836	0,920	0,880	0,913	0,855
	12	0,973	0,969	0,957	0,947	0,928	0,950	0,946	0,963	0,901	0,921	0,887	0,956	0,947	0,955	0,875
	21	0,801	0,817	0,811	0,780	0,825	0,826	0,820	0,819	0,814	0,809	0,806	0,835	0,817	0,838	0,718
	22	0,912	0,891	0,905	0,899	0,863	0,909	0,892	0,893	0,835	0,860	0,856	0,921	0,877	0,900	0,878
	23	0,877	0,879	0,888	0,858	0,853	0,895	0,915	0,879	0,834	0,867	0,840	0,903	0,849	0,906	0,838
	24	0,949	0,963	0,946	0,923	0,929	0,959	0,945	0,961	0,905	0,924	0,886	0,962	0,945	0,956	0,876
	25	0,906	0,928	0,915	0,873	0,914	0,931	0,940	0,930	0,923	0,902	0,885	0,944	0,911	0,967	0,868
	26	0,826	0,824	0,826	0,812	0,794	0,827	0,830	0,823	0,777	0,813	0,777	0,837	0,803	0,844	0,782
	31	0,860	0,860	0,878	0,855	0,850	0,877	0,869	0,855	0,819	0,824	0,872	0,903	0,851	0,884	0,838
	32	0,852	0,829	0,853	0,858	0,808	0,841	0,829	0,827	0,779	0,799	0,834	0,873	0,824	0,847	0,851
	33	0,932	0,930	0,924	0,908	0,900	0,933	0,919	0,931	0,875	0,893	0,872	0,946	0,922	0,934	0,879
	34	0,882	0,864	0,878	0,881	0,830	0,866	0,864	0,861	0,807	0,837	0,828	0,875	0,844	0,873	0,839
	35	0,866	0,877	0,881	0,853	0,859	0,885	0,893	0,876	0,855	0,856	0,855	0,900	0,859	0,910	0,839
	41	0,859	0,872	0,873	0,852	0,848	0,866	0,861	0,869	0,843	0,862	0,851	0,918	0,871	0,897	0,846
	42	0,936	0,919	0,918	0,921	0,881	0,912	0,903	0,919	0,853	0,876	0,866	0,932	0,918	0,912	0,907
	43	0,923	0,917	0,907	0,906	0,892	0,894	0,895	0,916	0,862	0,894	0,868	0,937	0,926	0,917	0,858
	44	0,833	0,846	0,846	0,815	0,824	0,862	0,857	0,850	0,812	0,833	0,815	0,883	0,832	0,881	0,831
51	0,834	0,796	0,814	0,840	0,760	0,785	0,777	0,794	0,734	0,765	0,774	0,815	0,793	0,801	0,802	
52	0,826	0,761	0,780	0,845	0,722	0,745	0,724	0,764	0,680	0,714	0,742	0,765	0,775	0,737	0,804	
53	0,824	0,807	0,847	0,841	0,793	0,838	0,818	0,804	0,768	0,791	0,836	0,866	0,790	0,842	0,830	
54	0,867	0,874	0,891	0,867	0,837	0,896	0,874	0,864	0,811	0,827	0,850	0,908	0,843	0,882	0,858	

	61	0,877	0,798	0,817	0,879	0,775	0,773	0,759	0,800	0,729	0,783	0,789	0,815	0,815	0,804	0,765
	62	0,748	0,737	0,748	0,751	0,700	0,748	0,731	0,724	0,694	0,700	0,719	0,748	0,714	0,737	0,720
	63	0,608	0,544	0,556	0,632	0,506	0,490	0,472	0,535	0,500	0,573	0,543	0,585	0,543	0,552	0,502
	71	0,774	0,720	0,756	0,800	0,710	0,718	0,695	0,712	0,673	0,691	0,763	0,753	0,721	0,731	0,724
	72	0,775	0,741	0,765	0,771	0,734	0,748	0,756	0,741	0,713	0,717	0,767	0,788	0,738	0,775	0,767
	73	0,836	0,804	0,823	0,837	0,794	0,817	0,794	0,804	0,757	0,775	0,813	0,837	0,806	0,818	0,792
	75	0,725	0,662	0,694	0,741	0,657	0,651	0,640	0,664	0,622	0,644	0,693	0,694	0,678	0,674	0,672
	81	0,662	0,623	0,668	0,696	0,633	0,650	0,622	0,621	0,596	0,610	0,713	0,700	0,640	0,660	0,657
	83	0,739	0,711	0,740	0,760	0,703	0,726	0,708	0,708	0,669	0,683	0,751	0,753	0,721	0,725	0,727
	91	0,690	0,633	0,688	0,725	0,631	0,645	0,618	0,635	0,602	0,632	0,699	0,699	0,644	0,670	0,673
	92	0,726	0,662	0,700	0,755	0,647	0,662	0,628	0,661	0,622	0,653	0,696	0,701	0,668	0,681	0,654
	93	0,645	0,595	0,642	0,697	0,585	0,599	0,574	0,584	0,555	0,567	0,676	0,654	0,602	0,606	0,653
	94	0,789	0,717	0,744	0,819	0,686	0,687	0,674	0,712	0,647	0,679	0,736	0,742	0,736	0,709	0,767
	95	0,769	0,730	0,762	0,776	0,733	0,755	0,732	0,739	0,713	0,729	0,762	0,771	0,737	0,779	0,743
	96	0,680	0,636	0,680	0,708	0,633	0,660	0,618	0,636	0,600	0,620	0,688	0,689	0,640	0,667	0,657

	Catégories de professions vertes du niveau 2 de l'ISCO																
	43	52	54	61	62	71	72	73	74	75	81	82	83	92	93	96	
Catégories de professions non vertes du niveau 2 de l'ISCO	01	0,904	0,856	0,894	0,819	0,670	0,806	0,800	0,857	0,884	0,816	0,694	0,716	0,774		0,685	0,661
	02	0,946	0,865	0,935	0,856	0,672	0,860	0,837	0,910	0,916	0,900	0,743	0,791	0,824		0,773	0,747
	03	0,942	0,855	0,955	0,848	0,671	0,864	0,841	0,915	0,932	0,905	0,746	0,800	0,835		0,783	0,745
	11	0,888	0,864	0,863	0,789	0,601	0,753	0,741	0,824	0,826	0,792	0,629	0,643	0,705		0,618	0,615
	12	0,937	0,930	0,864	0,841	0,653	0,791	0,773	0,844	0,851	0,838	0,671	0,659	0,724		0,620	0,616
	21	0,825	0,755	0,752	0,744	0,575	0,707	0,697	0,751	0,761	0,772	0,653	0,626	0,662		0,584	0,559
	22	0,909	0,888	0,888	0,851	0,685	0,823	0,818	0,882	0,882	0,849	0,710	0,739	0,791		0,702	0,700
	23	0,880	0,835	0,874	0,809	0,645	0,776	0,770	0,846	0,853	0,803	0,666	0,688	0,738		0,666	0,673
	24	0,930	0,906	0,864	0,829	0,622	0,773	0,759	0,845	0,844	0,847	0,668	0,644	0,721		0,611	0,608

25	0,920	0,854	0,883	0,807	0,613	0,777	0,773	0,864	0,862	0,846	0,698	0,680	0,740		0,638	0,620
26	0,824	0,798	0,820	0,779	0,630	0,732	0,722	0,795	0,791	0,758	0,625	0,644	0,695		0,628	0,634
31	0,919	0,830	0,884	0,838	0,667	0,837	0,844	0,884	0,900	0,883	0,769	0,801	0,827		0,756	0,716
32	0,893	0,847	0,882	0,850	0,704	0,848	0,843	0,886	0,890	0,858	0,753	0,804	0,821		0,774	0,753
33	0,925	0,895	0,870	0,832	0,645	0,786	0,776	0,864	0,856	0,847	0,688	0,673	0,746		0,634	0,627
34	0,885	0,866	0,871	0,844	0,693	0,813	0,798	0,857	0,859	0,819	0,692	0,727	0,762		0,706	0,707
35	0,897	0,830	0,870	0,812	0,656	0,792	0,781	0,850	0,861	0,848	0,704	0,719	0,756		0,682	0,674
41	0,911	0,824	0,871	0,822	0,654	0,792	0,781	0,888	0,853	0,863	0,712	0,719	0,766		0,699	0,685
42	0,929	0,917	0,869	0,844	0,655	0,804	0,798	0,877	0,866	0,857	0,699	0,702	0,770		0,664	0,662
43	0,925	0,897	0,829	0,847	0,675	0,777	0,765	0,845	0,831	0,853	0,692	0,661	0,726		0,622	0,617
44	0,864	0,798	0,861	0,791	0,626	0,758	0,751	0,855	0,828	0,799	0,663	0,681	0,737		0,662	0,652
51	0,840	0,840	0,826	0,825	0,698	0,801	0,778	0,831	0,818	0,775	0,682	0,727	0,746		0,710	0,698
52	0,815	0,865	0,781	0,821	0,670	0,793	0,783	0,797	0,794	0,768	0,685	0,728	0,749		0,705	0,701
53	0,899	0,815	0,928	0,868	0,757	0,889	0,873	0,919	0,923	0,877	0,787	0,865	0,861		0,845	0,819
54	0,914	0,833	0,928	0,828	0,658	0,842	0,819	0,890	0,905	0,883	0,730	0,782	0,819		0,766	0,739
61	0,853	0,892	0,811	0,930	0,872	0,850	0,843	0,841	0,838	0,776	0,728	0,775	0,772		0,739	0,734
62	0,772	0,728	0,797	0,738	0,616	0,747	0,713	0,767	0,773	0,725	0,633	0,694	0,695		0,688	0,655
63	0,592	0,627	0,592	0,728	0,727	0,663	0,644	0,616	0,611	0,561	0,544	0,653	0,594		0,673	0,669
71	0,825	0,786	0,821	0,857	0,789	0,872	0,851	0,836	0,846	0,783	0,773	0,855	0,800		0,833	0,783
72	0,816	0,762	0,816	0,797	0,687	0,803	0,805	0,825	0,829	0,765	0,721	0,782	0,766		0,747	0,704
73	0,860	0,832	0,832	0,840	0,701	0,823	0,827	0,843	0,852	0,811	0,744	0,777	0,785		0,739	0,714
75	0,745	0,749	0,716	0,781	0,713	0,766	0,759	0,743	0,751	0,707	0,683	0,738	0,708		0,707	0,689
81	0,760	0,678	0,752	0,785	0,719	0,808	0,821	0,781	0,802	0,776	0,786	0,859	0,802		0,827	0,764
83	0,802	0,747	0,785	0,789	0,682	0,796	0,797	0,794	0,816	0,800	0,734	0,790	0,785		0,763	0,722
91	0,768	0,712	0,793	0,834	0,800	0,831	0,812	0,831	0,812	0,750	0,728	0,825	0,783		0,805	0,783
92	0,762	0,741	0,783	0,851	0,820	0,824	0,797	0,802	0,787	0,717	0,715	0,796	0,753		0,789	0,754
93	0,739	0,677	0,768	0,795	0,704	0,833	0,825	0,785	0,796	0,756	0,770	0,886	0,805		0,881	0,810
94	0,813	0,835	0,819	0,870	0,776	0,865	0,841	0,834	0,827	0,774	0,749	0,838	0,794		0,831	0,797
95	0,814	0,778	0,837	0,842	0,758	0,813	0,806	0,852	0,836	0,757	0,719	0,769	0,775		0,744	0,737

96	0,747	0,700	0,773	0,801	0,759	0,799	0,776	0,792	0,787	0,718	0,703	0,785	0,743		0,768	0,738
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Source : nos propres calculs d'après les données de l'OECD (2016)

12. Annexe 12 : Résultats du calcul de la proximité angulaire entre les catégories d'emplois verts et les professions non-vertes au niveau 2 de l'ISCO, en utilisant la moyenne arithmétique comme moyen d'agrégation

		Catégories d'emplois verts						
		GID	GES	GNE	GID&GES	GID&GNE	GES&GNE	GID,GES&GNE
Catégories de professions non vertes du niveau 2 de l'ISCO	01	0,886	0,848	0,893	0,807	0,884	0,897	0,847
	02	0,921	0,879	0,900	0,862	0,916	0,901	0,875
	03	0,928	0,878	0,901	0,873	0,932	0,894	0,879
	11	0,856	0,843	0,904	0,781	0,825	0,911	0,827
	12	0,887	0,885	0,957	0,807	0,851	0,973	0,881
	21	0,803	0,756	0,820	0,724	0,754	0,796	0,799
	22	0,900	0,859	0,888	0,828	0,881	0,911	0,849
	23	0,869	0,835	0,876	0,793	0,852	0,875	0,831
	24	0,884	0,874	0,954	0,802	0,843	0,949	0,880
	25	0,889	0,855	0,935	0,811	0,861	0,905	0,880
	26	0,813	0,766	0,804	0,724	0,779	0,806	0,757
	31	0,906	0,839	0,863	0,851	0,900	0,858	0,866
	32	0,899	0,830	0,830	0,836	0,889	0,849	0,825
	33	0,887	0,862	0,928	0,807	0,855	0,932	0,865
	34	0,879	0,838	0,856	0,797	0,858	0,879	0,818
	35	0,878	0,834	0,881	0,804	0,857	0,865	0,848
	41	0,885	0,830	0,876	0,817	0,853	0,853	0,843
	42	0,895	0,868	0,915	0,816	0,865	0,936	0,858
	43	0,879	0,855	0,920	0,798	0,830	0,922	0,862
	44	0,853	0,799	0,849	0,775	0,823	0,829	0,803
51	0,846	0,789	0,793	0,765	0,814	0,830	0,763	
52	0,820	0,755	0,727	0,729	0,781	0,806	0,710	

53	0,922	0,834	0,812	0,865	0,923	0,824	0,828
54	0,905	0,848	0,865	0,844	0,904	0,867	0,841
61	0,880	0,816	0,805	0,794	0,837	0,877	0,783
62	0,793	0,719	0,720	0,709	0,770	0,743	0,708
63	0,689	0,589	0,545	0,618	0,610	0,608	0,540
71	0,864	0,764	0,718	0,800	0,844	0,768	0,753
72	0,842	0,753	0,745	0,778	0,826	0,772	0,753
73	0,872	0,800	0,804	0,803	0,850	0,831	0,804
75	0,770	0,681	0,655	0,692	0,724	0,706	0,673
81	0,819	0,682	0,630	0,772	0,797	0,654	0,697
83	0,829	0,732	0,714	0,760	0,805	0,734	0,738
91	0,832	0,708	0,648	0,761	0,811	0,688	0,691
92	0,825	0,715	0,667	0,745	0,785	0,722	0,687
93	0,805	0,653	0,565	0,758	0,786	0,612	0,647
94	0,860	0,768	0,718	0,788	0,826	0,786	0,727
95	0,855	0,758	0,741	0,766	0,835	0,764	0,753
96	0,805	0,685	0,642	0,728	0,782	0,671	0,677

Source : nos propres calculs d'après les données de l'OCDE (2016)

13. Annexe 13 : Résultats du calcul de la proximité angulaire entre les professions non-vertes et vertes au niveau 2 de l'ISCO, en considérant un seuil strictement supérieur à 2 lors de la transformation des données brutes du PIAAC

		Catégories de professions vertes du niveau 2 de l'ISCO														
		11	12	13	14	21	22	23	24	25	26	31	32	33	35	42
Catégories de professions non vertes du niveau 2 de l'ISCO	01	0,925	0,943	0,939	0,914	0,913	0,927	0,947	0,920	0,889	0,916	0,889	0,951	0,909	0,952	0,847
	02	0,921	0,929	0,936	0,921	0,906	0,931	0,945	0,913	0,882	0,900	0,896	0,955	0,907	0,948	0,880
	03	0,916	0,930	0,936	0,913	0,913	0,946	0,945	0,914	0,880	0,914	0,901	0,958	0,910	0,944	0,874
	11	0,941	0,953	0,942	0,924	0,913	0,936	0,943	0,936	0,895	0,922	0,878	0,947	0,922	0,944	0,875
	12	0,979	0,986	0,970	0,958	0,947	0,962	0,968	0,972	0,939	0,945	0,901	0,970	0,961	0,973	0,894
	21	0,844	0,863	0,847	0,820	0,864	0,860	0,869	0,861	0,860	0,840	0,830	0,860	0,858	0,872	0,789
	22	0,930	0,914	0,920	0,920	0,896	0,927	0,919	0,911	0,869	0,907	0,877	0,930	0,907	0,925	0,890
	23	0,909	0,912	0,913	0,894	0,892	0,934	0,937	0,906	0,875	0,907	0,864	0,931	0,888	0,930	0,858
	24	0,966	0,978	0,962	0,944	0,948	0,965	0,965	0,972	0,936	0,950	0,900	0,963	0,962	0,970	0,900
	25	0,935	0,945	0,934	0,910	0,937	0,940	0,964	0,947	0,941	0,922	0,901	0,948	0,939	0,977	0,893
	26	0,879	0,866	0,869	0,868	0,842	0,868	0,871	0,867	0,829	0,863	0,820	0,865	0,857	0,881	0,836
	31	0,882	0,882	0,891	0,880	0,879	0,892	0,888	0,874	0,847	0,866	0,887	0,909	0,885	0,905	0,861
	32	0,883	0,862	0,878	0,887	0,852	0,874	0,867	0,861	0,826	0,852	0,860	0,886	0,870	0,884	0,876
	33	0,944	0,943	0,937	0,926	0,920	0,938	0,937	0,941	0,904	0,923	0,888	0,943	0,937	0,947	0,904
	34	0,897	0,882	0,891	0,901	0,854	0,889	0,877	0,875	0,837	0,866	0,846	0,884	0,871	0,890	0,859
	35	0,900	0,906	0,907	0,891	0,897	0,917	0,923	0,905	0,892	0,891	0,885	0,922	0,903	0,933	0,867
	41	0,870	0,865	0,869	0,865	0,855	0,870	0,871	0,872	0,845	0,860	0,856	0,888	0,881	0,888	0,881
	42	0,941	0,925	0,925	0,929	0,900	0,920	0,916	0,927	0,883	0,900	0,882	0,928	0,930	0,927	0,926
	43	0,933	0,927	0,920	0,919	0,909	0,910	0,915	0,932	0,895	0,911	0,883	0,923	0,936	0,929	0,900
	44	0,862	0,858	0,864	0,852	0,850	0,882	0,875	0,866	0,828	0,863	0,839	0,882	0,867	0,887	0,864
51	0,858	0,826	0,838	0,864	0,798	0,825	0,811	0,825	0,784	0,801	0,798	0,825	0,825	0,830	0,819	
52	0,846	0,791	0,811	0,863	0,764	0,778	0,763	0,795	0,741	0,760	0,777	0,783	0,808	0,783	0,829	
53	0,860	0,841	0,868	0,875	0,836	0,868	0,855	0,837	0,803	0,844	0,858	0,877	0,846	0,874	0,865	
54	0,894	0,900	0,911	0,899	0,879	0,915	0,913	0,888	0,852	0,882	0,876	0,922	0,887	0,914	0,873	

61	0,912	0,851	0,862	0,909	0,829	0,824	0,815	0,852	0,807	0,835	0,833	0,839	0,863	0,855	0,840
62	0,789	0,766	0,772	0,791	0,742	0,780	0,768	0,758	0,727	0,751	0,745	0,781	0,765	0,770	0,746
63	0,581	0,506	0,531	0,608	0,492	0,472	0,469	0,515	0,476	0,537	0,534	0,510	0,540	0,525	0,511
71	0,823	0,782	0,804	0,841	0,774	0,780	0,771	0,774	0,750	0,756	0,812	0,804	0,791	0,796	0,803
72	0,820	0,785	0,805	0,823	0,791	0,796	0,800	0,782	0,767	0,773	0,817	0,828	0,796	0,820	0,808
73	0,866	0,842	0,853	0,867	0,836	0,845	0,838	0,840	0,819	0,824	0,845	0,853	0,847	0,861	0,827
75	0,760	0,708	0,731	0,772	0,705	0,705	0,698	0,710	0,688	0,689	0,732	0,722	0,725	0,722	0,721
81	0,695	0,663	0,694	0,727	0,675	0,676	0,670	0,659	0,653	0,653	0,744	0,707	0,690	0,695	0,699
83	0,769	0,748	0,766	0,789	0,741	0,753	0,749	0,745	0,723	0,725	0,773	0,763	0,761	0,763	0,761
91	0,753	0,703	0,739	0,780	0,699	0,712	0,685	0,707	0,670	0,709	0,743	0,725	0,723	0,732	0,738
92	0,802	0,744	0,769	0,818	0,734	0,738	0,727	0,748	0,712	0,743	0,765	0,751	0,764	0,770	0,758
93	0,417	0,332	0,380	0,467	0,326	0,328	0,315	0,331	0,289	0,322	0,407	0,365	0,370	0,370	0,381
94	0,806	0,734	0,761	0,831	0,715	0,713	0,709	0,739	0,696	0,700	0,761	0,735	0,762	0,738	0,779
95	0,820	0,786	0,810	0,824	0,792	0,805	0,789	0,794	0,787	0,792	0,809	0,806	0,798	0,833	0,800
96	0,639	0,597	0,634	0,662	0,600	0,624	0,586	0,604	0,576	0,599	0,642	0,626	0,618	0,643	0,634

		Catégories de professions vertes du niveau 2 de l'ISCO															
		43	52	54	61	62	71	72	73	74	75	81	82	83	92	93	96
Catégories de professions non vertes du niveau 2 de l'ISCO	01	0,926	0,883	0,903	0,875	0,816	0,830	0,846	0,881	0,906	0,839	0,747	0,781	0,806		0,737	0,684
	02	0,956	0,888	0,946	0,885	0,847	0,872	0,871	0,925	0,937	0,897	0,789	0,831	0,839		0,794	0,739
	03	0,951	0,886	0,958	0,890	0,825	0,877	0,881	0,928	0,944	0,906	0,801	0,842	0,855		0,809	0,749
	11	0,921	0,907	0,887	0,860	0,796	0,807	0,818	0,863	0,872	0,823	0,707	0,730	0,763		0,687	0,636
	12	0,943	0,944	0,888	0,878	0,828	0,817	0,821	0,864	0,881	0,852	0,721	0,718	0,760		0,674	0,618
	21	0,849	0,809	0,796	0,784	0,724	0,739	0,751	0,785	0,802	0,809	0,684	0,667	0,707		0,627	0,568
	22	0,929	0,914	0,921	0,899	0,827	0,852	0,862	0,910	0,905	0,852	0,764	0,794	0,824		0,752	0,712
	23	0,910	0,874	0,910	0,861	0,815	0,813	0,824	0,882	0,882	0,830	0,727	0,755	0,789		0,720	0,675
	24	0,942	0,934	0,897	0,877	0,814	0,810	0,814	0,868	0,878	0,858	0,719	0,710	0,763		0,669	0,615

25	0,933	0,900	0,900	0,859	0,808	0,815	0,827	0,876	0,895	0,864	0,747	0,740	0,778	0,691	0,635
26	0,871	0,864	0,871	0,849	0,792	0,786	0,792	0,847	0,839	0,779	0,689	0,721	0,753	0,688	0,657
31	0,932	0,863	0,912	0,885	0,807	0,867	0,882	0,907	0,926	0,900	0,818	0,846	0,853	0,802	0,750
32	0,918	0,880	0,909	0,891	0,825	0,872	0,874	0,911	0,909	0,862	0,796	0,841	0,839	0,803	0,770
33	0,939	0,918	0,904	0,880	0,823	0,824	0,829	0,885	0,887	0,863	0,739	0,740	0,785	0,699	0,647
34	0,904	0,889	0,891	0,878	0,824	0,840	0,838	0,884	0,879	0,821	0,741	0,783	0,795	0,747	0,715
35	0,928	0,875	0,908	0,865	0,816	0,837	0,842	0,890	0,902	0,870	0,766	0,787	0,801	0,741	0,696
41	0,919	0,853	0,898	0,865	0,837	0,828	0,826	0,895	0,875	0,876	0,756	0,774	0,798	0,750	0,706
42	0,941	0,930	0,901	0,891	0,828	0,842	0,845	0,894	0,892	0,868	0,755	0,766	0,803	0,727	0,684
43	0,939	0,917	0,875	0,888	0,832	0,820	0,819	0,871	0,868	0,878	0,743	0,729	0,771	0,697	0,645
44	0,893	0,842	0,890	0,847	0,797	0,803	0,807	0,883	0,859	0,823	0,720	0,748	0,786	0,715	0,674
51	0,860	0,864	0,842	0,854	0,809	0,818	0,808	0,849	0,838	0,781	0,716	0,761	0,767	0,734	0,707
52	0,844	0,878	0,818	0,853	0,753	0,819	0,812	0,823	0,824	0,778	0,736	0,765	0,773	0,741	0,715
53	0,926	0,858	0,946	0,902	0,847	0,904	0,898	0,948	0,933	0,875	0,827	0,894	0,877	0,861	0,830
54	0,936	0,869	0,954	0,876	0,821	0,872	0,868	0,919	0,928	0,886	0,796	0,841	0,850	0,807	0,764
61	0,892	0,929	0,851	0,943	0,900	0,871	0,873	0,888	0,875	0,796	0,757	0,813	0,803	0,774	0,744
62	0,795	0,781	0,806	0,789	0,761	0,757	0,759	0,796	0,795	0,736	0,666	0,719	0,723	0,692	0,644
63	0,580	0,618	0,595	0,692	0,711	0,632	0,617	0,613	0,597	0,520	0,540	0,632	0,561	0,644	0,662
71	0,868	0,840	0,835	0,876	0,842	0,888	0,877	0,882	0,882	0,815	0,801	0,874	0,821	0,842	0,798
72	0,862	0,819	0,844	0,858	0,808	0,857	0,872	0,882	0,885	0,814	0,797	0,854	0,823	0,811	0,762
73	0,891	0,863	0,857	0,873	0,820	0,854	0,859	0,873	0,884	0,843	0,791	0,814	0,810	0,782	0,730
75	0,782	0,781	0,745	0,811	0,754	0,796	0,793	0,787	0,788	0,738	0,727	0,776	0,739	0,751	0,717
81	0,785	0,715	0,755	0,795	0,721	0,822	0,832	0,809	0,822	0,793	0,814	0,866	0,804	0,834	0,794
83	0,818	0,781	0,790	0,804	0,703	0,802	0,808	0,801	0,825	0,795	0,761	0,799	0,788	0,768	0,731
91	0,818	0,778	0,820	0,851	0,837	0,850	0,819	0,860	0,828	0,769	0,746	0,830	0,788	0,826	0,788
92	0,831	0,821	0,828	0,878	0,860	0,858	0,841	0,865	0,843	0,765	0,743	0,832	0,789	0,815	0,777
93	0,520	0,461	0,518	0,609	0,532	0,613	0,584	0,596	0,573	0,449	0,443	0,617	0,501	0,584	0,501
94	0,831	0,850	0,809	0,878	0,835	0,878	0,851	0,848	0,844	0,784	0,778	0,855	0,800	0,848	0,816
95	0,861	0,827	0,877	0,868	0,829	0,843	0,843	0,884	0,871	0,793	0,762	0,815	0,803	0,792	0,751

96	0,728	0,660	0,751	0,745	0,719	0,735	0,716	0,783	0,752	0,659	0,612	0,708	0,666		0,680	0,633
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Source : nos propres calculs d'après les données de l'OECD (2016)

14. Annexe 14 : Résultats du calcul de la proximité euclidienne entre les professions non-vertes et vertes au niveau 2 de l'ISCO, en considérant un seuil strictement supérieur à 3 lors de la transformation des données brutes du PIAAC

		Catégories de professions vertes du niveau 2 de l'ISCO														
		11	12	13	14	21	22	23	24	25	26	31	32	33	35	42
Catégories de professions non vertes du niveau 2 de l'ISCO	01	0,916	0,916	0,915	0,904	0,888	0,927	0,930	0,908	0,844	0,875	0,880	0,921	0,888	0,937	0,870
	02	0,921	0,924	0,931	0,927	0,904	0,929	0,945	0,920	0,867	0,912	0,927	0,961	0,915	0,948	0,930
	03	0,918	0,929	0,933	0,919	0,907	0,948	0,947	0,922	0,868	0,913	0,923	0,966	0,911	0,948	0,925
	11	0,921	0,927	0,913	0,902	0,885	0,924	0,924	0,920	0,848	0,894	0,856	0,925	0,893	0,922	0,867
	12	0,978	0,973	0,957	0,957	0,940	0,960	0,958	0,968	0,901	0,937	0,907	0,962	0,955	0,964	0,895
	21	0,839	0,853	0,842	0,831	0,862	0,864	0,867	0,858	0,828	0,860	0,866	0,888	0,867	0,880	0,827
	22	0,926	0,909	0,914	0,919	0,889	0,926	0,918	0,914	0,849	0,893	0,893	0,942	0,907	0,925	0,910
	23	0,903	0,904	0,905	0,897	0,891	0,920	0,941	0,908	0,854	0,909	0,902	0,943	0,900	0,938	0,915
	24	0,959	0,968	0,950	0,942	0,944	0,968	0,961	0,968	0,906	0,945	0,917	0,973	0,958	0,969	0,913
	25	0,926	0,942	0,927	0,906	0,932	0,948	0,957	0,945	0,919	0,929	0,918	0,962	0,935	0,977	0,909
	26	0,867	0,864	0,863	0,867	0,850	0,874	0,886	0,870	0,813	0,874	0,870	0,906	0,873	0,898	0,894
	31	0,888	0,888	0,895	0,890	0,883	0,903	0,905	0,888	0,834	0,875	0,909	0,934	0,893	0,916	0,900
	32	0,881	0,866	0,878	0,892	0,854	0,878	0,881	0,870	0,808	0,861	0,893	0,921	0,880	0,895	0,920
	33	0,941	0,939	0,929	0,926	0,918	0,944	0,939	0,942	0,877	0,918	0,906	0,959	0,938	0,949	0,915
	34	0,906	0,894	0,899	0,911	0,875	0,900	0,908	0,897	0,838	0,891	0,897	0,928	0,898	0,918	0,919
	35	0,893	0,901	0,899	0,891	0,893	0,911	0,926	0,905	0,865	0,901	0,908	0,938	0,903	0,938	0,913
	41	0,880	0,887	0,884	0,887	0,878	0,889	0,900	0,892	0,847	0,902	0,914	0,947	0,909	0,923	0,939
	42	0,940	0,928	0,923	0,935	0,906	0,927	0,929	0,933	0,863	0,913	0,915	0,957	0,939	0,938	0,947
	43	0,936	0,931	0,920	0,930	0,916	0,921	0,929	0,935	0,870	0,928	0,919	0,964	0,948	0,945	0,927
	44	0,863	0,874	0,868	0,860	0,866	0,890	0,900	0,882	0,832	0,883	0,889	0,928	0,886	0,917	0,919
51	0,861	0,840	0,849	0,874	0,825	0,841	0,851	0,847	0,785	0,846	0,871	0,894	0,864	0,870	0,913	
52	0,867	0,830	0,841	0,887	0,812	0,827	0,831	0,841	0,760	0,827	0,861	0,876	0,863	0,844	0,918	

53	0,851	0,843	0,861	0,871	0,842	0,866	0,872	0,849	0,801	0,859	0,904	0,919	0,864	0,889	0,937
54	0,891	0,895	0,902	0,900	0,877	0,913	0,910	0,894	0,834	0,882	0,909	0,944	0,895	0,919	0,934
61	0,891	0,846	0,855	0,901	0,836	0,838	0,845	0,855	0,786	0,859	0,881	0,897	0,881	0,875	0,900
62	0,811	0,803	0,806	0,820	0,780	0,817	0,817	0,801	0,755	0,794	0,815	0,842	0,807	0,825	0,845
63	0,725	0,680	0,685	0,752	0,660	0,655	0,663	0,685	0,638	0,728	0,739	0,763	0,715	0,721	0,762
71	0,828	0,800	0,817	0,853	0,798	0,805	0,809	0,804	0,751	0,809	0,866	0,864	0,829	0,833	0,885
72	0,824	0,810	0,818	0,830	0,805	0,818	0,835	0,815	0,766	0,815	0,850	0,873	0,828	0,850	0,881
73	0,857	0,839	0,848	0,862	0,836	0,856	0,853	0,847	0,787	0,837	0,872	0,891	0,860	0,869	0,885
75	0,798	0,768	0,783	0,819	0,772	0,770	0,785	0,779	0,726	0,789	0,842	0,843	0,811	0,808	0,875
81	0,761	0,746	0,766	0,791	0,758	0,768	0,777	0,756	0,703	0,773	0,847	0,844	0,793	0,800	0,876
83	0,776	0,766	0,778	0,797	0,766	0,780	0,790	0,772	0,713	0,773	0,828	0,832	0,799	0,801	0,847
91	0,764	0,742	0,764	0,795	0,749	0,756	0,769	0,754	0,706	0,777	0,840	0,838	0,790	0,797	0,886
92	0,794	0,765	0,782	0,821	0,766	0,774	0,781	0,777	0,728	0,794	0,846	0,847	0,809	0,812	0,882
93	0,475	0,431	0,461	0,532	0,434	0,448	0,465	0,449	0,369	0,482	0,600	0,596	0,513	0,517	0,693
94	0,831	0,796	0,809	0,858	0,787	0,789	0,802	0,805	0,737	0,807	0,859	0,863	0,840	0,825	0,914
95	0,827	0,809	0,823	0,842	0,816	0,829	0,836	0,823	0,780	0,834	0,875	0,882	0,845	0,864	0,906
96	0,662	0,639	0,663	0,695	0,649	0,670	0,675	0,657	0,591	0,677	0,758	0,761	0,697	0,717	0,811

		Catégories de professions vertes du niveau 2 de l'ISCO															
		43	52	54	61	62	71	72	73	74	75	81	82	83	92	93	96
Catégories de profession non vertes du niveau 2	01	0,914	0,889	0,913	0,848	0,773	0,845	0,839	0,880	0,897	0,839	0,784	0,781	0,814		0,764	0,765
	02	0,966	0,912	0,964	0,916	0,834	0,922	0,909	0,949	0,953	0,933	0,872	0,883	0,899		0,874	0,870
	03	0,958	0,903	0,971	0,900	0,817	0,911	0,898	0,942	0,952	0,921	0,856	0,867	0,886		0,857	0,851
	11	0,893	0,886	0,882	0,817	0,716	0,803	0,794	0,848	0,850	0,811	0,733	0,733	0,765		0,721	0,725
	12	0,939	0,946	0,897	0,865	0,769	0,844	0,833	0,877	0,883	0,855	0,780	0,767	0,799		0,749	0,751
	21	0,884	0,823	0,840	0,837	0,747	0,823	0,813	0,845	0,850	0,852	0,801	0,788	0,803		0,773	0,757
	22	0,929	0,917	0,919	0,886	0,806	0,875	0,871	0,911	0,911	0,880	0,821	0,823	0,848		0,805	0,811
	23	0,932	0,892	0,930	0,896	0,818	0,884	0,880	0,918	0,921	0,896	0,840	0,847	0,867		0,840	0,842

24	0,947	0,935	0,911	0,880	0,777	0,857	0,848	0,896	0,896	0,882	0,806	0,791	0,825		0,779	0,778
25	0,941	0,898	0,923	0,870	0,773	0,860	0,854	0,907	0,907	0,883	0,821	0,807	0,834		0,790	0,785
26	0,906	0,871	0,904	0,890	0,819	0,871	0,866	0,899	0,896	0,884	0,830	0,840	0,858		0,836	0,834
31	0,940	0,883	0,923	0,892	0,809	0,894	0,892	0,920	0,930	0,906	0,860	0,862	0,876		0,842	0,834
32	0,933	0,896	0,930	0,911	0,844	0,912	0,907	0,934	0,935	0,915	0,874	0,886	0,894		0,872	0,870
33	0,941	0,923	0,912	0,882	0,788	0,863	0,856	0,905	0,902	0,883	0,817	0,804	0,836		0,789	0,787
34	0,936	0,912	0,930	0,915	0,845	0,904	0,896	0,927	0,927	0,907	0,856	0,866	0,881		0,859	0,861
35	0,937	0,886	0,923	0,894	0,817	0,887	0,880	0,915	0,921	0,909	0,852	0,854	0,869		0,841	0,838
41	0,955	0,888	0,935	0,932	0,861	0,921	0,914	0,953	0,939	0,950	0,898	0,905	0,917		0,901	0,889
42	0,956	0,941	0,926	0,915	0,828	0,899	0,895	0,932	0,928	0,918	0,857	0,856	0,880		0,844	0,843
43	0,958	0,933	0,909	0,917	0,838	0,890	0,882	0,921	0,913	0,917	0,855	0,843	0,866		0,831	0,826
44	0,924	0,864	0,923	0,899	0,820	0,886	0,881	0,926	0,914	0,908	0,855	0,864	0,882		0,860	0,851
51	0,916	0,888	0,910	0,920	0,866	0,912	0,901	0,924	0,917	0,911	0,874	0,893	0,897		0,889	0,881
52	0,910	0,911	0,894	0,921	0,854	0,910	0,904	0,913	0,911	0,909	0,873	0,891	0,895		0,883	0,879
53	0,946	0,876	0,958	0,950	0,904	0,957	0,949	0,967	0,967	0,962	0,931	0,957	0,954		0,951	0,941
54	0,952	0,892	0,961	0,918	0,844	0,926	0,914	0,947	0,953	0,941	0,885	0,902	0,915		0,896	0,888
61	0,924	0,921	0,905	0,965	0,941	0,933	0,928	0,930	0,927	0,913	0,892	0,909	0,907		0,898	0,894
62	0,859	0,817	0,868	0,838	0,776	0,841	0,821	0,858	0,858	0,839	0,792	0,808	0,818		0,804	0,794
63	0,782	0,767	0,784	0,869	0,864	0,834	0,827	0,814	0,809	0,807	0,792	0,841	0,816		0,846	0,840
71	0,908	0,862	0,905	0,933	0,901	0,937	0,926	0,925	0,928	0,916	0,906	0,932	0,914		0,922	0,908
72	0,890	0,837	0,890	0,880	0,811	0,881	0,876	0,899	0,896	0,879	0,845	0,864	0,866		0,853	0,840
73	0,905	0,873	0,894	0,897	0,829	0,889	0,889	0,904	0,908	0,888	0,858	0,866	0,873		0,849	0,843
75	0,882	0,841	0,868	0,919	0,884	0,912	0,907	0,900	0,901	0,908	0,893	0,920	0,905		0,912	0,897
81	0,886	0,805	0,881	0,919	0,884	0,923	0,922	0,913	0,917	0,934	0,925	0,954	0,935		0,945	0,918
83	0,865	0,806	0,850	0,863	0,806	0,865	0,861	0,864	0,876	0,882	0,849	0,865	0,865		0,854	0,834
91	0,886	0,814	0,891	0,940	0,916	0,934	0,927	0,929	0,920	0,936	0,920	0,960	0,941		0,958	0,939
92	0,891	0,838	0,896	0,950	0,930	0,937	0,927	0,927	0,919	0,925	0,915	0,950	0,933		0,949	0,930
93	0,701	0,567	0,714	0,843	0,774	0,825	0,802	0,793	0,778	0,808	0,783	0,881	0,828		0,879	0,819
94	0,908	0,885	0,908	0,951	0,910	0,945	0,935	0,933	0,928	0,930	0,916	0,947	0,932		0,944	0,929

95	0,914	0,862	0,923	0,939	0,896	0,929	0,924	0,943	0,934	0,924	0,905	0,926	0,924		0,920	0,912
96	0,820	0,723	0,833	0,883	0,836	0,871	0,858	0,873	0,865	0,868	0,842	0,888	0,870		0,883	0,859

Source : nos propres calculs d'après les données de l'OECD (2016)

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