

SCIENTIFIC FOUNDATIONS OF GREEN EMPLOYMENT DEVELOPMENT

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Abstract: The article examines the scientific foundations of the term "green employment" and the concept related to it. The trends in the increase in green jobs arising from the development of the green economy in Uzbekistan, the indicators of green employment development have been analyzed, and problems have been identified. Scientific proposals and practical recommendations for the development of green employment have been developed.

Keywords: green economy, green employment, green jobs, sustainable development, energy efficiency.

INTRODUCTION

The President of the Republic of Uzbekistan has also set goals and objectives for transitioning to a green economy and transforming the national economy. Specifically, in accordance with the Decree of the President of the Republic of Uzbekistan No. PP-436 dated December 2, 2022, "On Measures to Enhance the Effectiveness of Reforms Aimed at Transitioning the Republic of Uzbekistan to a 'Green' Economy by 2030," plans have been established for the transition to a "green" economy and the acceleration of "green" growth in the Republic of Uzbekistan by 2030 and an action plan to ensure "green" growth was developed. It is no coincidence that the Decree of the President of the Republic of Uzbekistan No. UP-60 of January 28, 2022, "On the Strategy for the Development of New Uzbekistan for 2022-2026," sets the task of forming the financial basis for the transition to a green economy through the creation of a special fund for the development of the "Green" economy and attracting financial resources to the fund. These funds are intended to be used for environmental protection and reducing the negative impact of economic development on nature.

Green employment, that is, the creation of environmentally sound and sustainable jobs, is very important for Uzbekistan. Several reasons can be cited. Uzbekistan faces environmental challenges such as water scarcity, air pollution, and climate change. Green employment plays a major role in addressing these challenges and saving resources because the development of environmental activities ensures economic growth. Green employment methods, i.e. renewable energy sources, energy efficiency, and environmental protection, help create new jobs. Uzbekistan has such opportunities, especially in agriculture and renewable energy.

Attracting foreign investment in green economy and employment projects is important for increasing the country's global economic competitiveness. This, in turn, accelerates economic development. The development of human resources and the improvement of the population's environmental knowledge are also important in the activities of green employment. This not only creates jobs, but also increases environmental responsibility in society. The topic of green employment is relevant both abroad and in Uzbekistan, and it is deeply studied in various scientific studies, state policy and practical activities. The degree of its study varies depending on the economic, environmental, and social conditions of different countries.

RESEARCH METHODOLOGY

The methodological basis of the research was formed by the main rules and principles of dialectics. In studying the problems of green employment development in the country, we relied on the method of mutual cooperation and a systemic approach to green employment, that is, the method of collecting, processing, and analyzing data on economic indicators. Logical analysis, synthesis, generalization, induction and deduction, and a systematic approach to economic phenomena and processes were used to draw conclusions from the data.

In foreign countries, the topic of green employment has been extensively and deeply studied, with the main focus on two areas: combating climate change and creating a sustainable economy.

A) The countries of the European Union are the leaders in green employment. The following important initiatives have been implemented:

A policy aimed at developing a green economy and employment has been developed within the framework of the European Green Deal. Within the framework of this agreement, billions of euros will be allocated to improve energy efficiency, transition to clean energy sources and create jobs.

The topic of green economy and employment is one of the strategic programs of the European Union and is aimed at ensuring social justice alongside environmental protection.

B) Green employment is one of the areas that has been developed and studied in the United States. The main focus here is on creating jobs in clean energy sources, environmental transport and construction sectors. A number of studies are dedicated to economic development through green employment and employment for low-income populations.

C) Asian countries, including Japan, South Korea, and China, are active in transitioning to a green economy and promoting green employment. Research in these countries is primarily focused on technology development, the use of renewable energy sources, and reducing carbon emissions.

G) International organizations, particularly the UN, the International Labour Organization (ILO), and the World Bank, have conducted numerous studies on green

employment. Within the framework of the UN Sustainable Development Goals (SDGs), green employment is considered one of the key principles for ensuring socio-economic and environmental sustainability.

THEMATIC LITERATURE ANALYSIS

The work of scientists who conducted research on green employment and environmental protection is widespread worldwide. They cover not only environmental issues, but also its economic and social aspects. Joseph Stiglitz was awarded the Nobel Prize in 2001. He conducted research on combining economic efficiency with environmental efficiency. Stiglitz's research is important for the rapid development of the concept of a green economy and the promotion of green employment[13].

His research focuses primarily on carbon pricing, the transition to a green economy, and ensuring social justice. J. Stiglitz emphasizes the importance of setting a carbon price, as it plays an important role in shaping economic decisions. He points out that this high price will reduce environmental risks and stimulate green investments. He reflects on the economic benefits of transitioning to a green economy, which not only solves problems but also provides an opportunity to create new jobs and stimulate innovation. J. Stiglitz connects green employment with global economic recovery, in which state investments play an important role.

In 2020, J. Stiglitz participated in an online forum on the topic "Carbon pricing and the transition to a green economy." There, he discussed the possibilities of integrating green policies into economic recovery plans after the coronavirus pandemic. J. Stiglitz, citing as an example the recovery plans of France and Japan with green elements, emphasized the importance of global cooperation to stimulate the green economy.

Benjamin Sand has done a lot of research on green employment and environmental efficiency. Her research focuses on creating environmentally sustainable jobs and implementing green technologies.[8]

Benjamin Sand has written a number of important works in the field of inclusive entrepreneurship and economic analysis. His research primarily focuses on the economy of labor, wages, and social inequality. Sand's research focuses on aspects that contribute to achieving meaningful outcomes for social and economic sustainability, as well as inclusive entrepreneurship. His works provide important conclusions about the structure of the labor market and its impact. In addition, Benjamin Sand's economic analysis helps to determine the role of entrepreneurship in achieving social change and stability in society.

Deborah Richards has conducted several studies on inclusive entrepreneurship and social change. D. Richards has a clear methodology for researching green employment studies the relationship between economic development and social equality. Her work focuses primarily on developing green employment in rural

areas.[11] This study analyzes factors influencing the successful performance of students, and the proposed model provides for the use of student demographic data and academic information systems. Other research by Deborah Richards is also devoted to the study of social entrepreneurship and its impact on society, particularly social networks and innovation. These cover topics such as social marketing, the development of relationships with stakeholders, and the fight against social discrimination.

Mikela Tinkani conducts research on economic models of green employment, renewable energy sources, and an analysis of environmental efficiency. Her research focuses on maintaining a balance between economic growth and environmental protection.[12] Thomas Piketty is active in issues of economic inequality and the green economy. Her research focuses on combining green employment with economic justice and social sustainability.[21]

To improve the mechanism for statistical accounting and evaluation of green jobs, it is important to determine quantitative estimates and qualitative characteristics of green employment. Also, the U.S. Department of Labor Bureau of Statistics (The Bureau of Labor Statistics, USA) uses two different approaches to estimate the number of green jobs at enterprises. The first approach (in terms of product production) defines the need for an enterprise to produce eco-products and eco-services. Their share in total production is calculated by the share of green jobs in all available jobs at enterprises.

The second approach (by production process) is that businesses using resource-saving and environmentally friendly technologies produce at the expense of green jobs.[17] The U.S. General Services Administration (General Services Administration) provides for the use of the concept of "innovative jobs" and meets the following criteria: sustainable development, increased employee productivity, reduced negative impact on the environment, etc.[14]

In our opinion, this concept is similar to the concept of "green jobs," as it has similar characteristics, including the preservation and restoration of the environment. According to research by the Bureau of Labor Market Information and Strategic Initiatives of the Michigan Department of Energy, Labor, and Economic Growth, green jobs are environmentally friendly involved in the process of creating clean products and services. The report on the number of green jobs in Michigan by sector of the economy is the result of this Bureau's study, with a total of about 100,000.[16]

It is important to note that the concept of "direct green jobs" is used in practice. In this case, it is related to the use of environmentally friendly technologies, the production of ecological goods, and it is precisely designed to create an environmentally friendly product that works.

In turn, the concept of "indirect green jobs" is linked to the provision of services to green production. For example, these could be suppliers of environmentally friendly materials for the production of eco-equipment and products, as well as accountants.

According to the UN Environment Programme (UNEP), the direct count of green jobs is an important element in calculating the total number of green jobs. According to the U.S. Center for Development of Roadmaps and Programs for Transition to Decent Jobs - Apollo Alliance experts, green jobs are well-paid, career-promoting jobs that preserve or improve the quality of the environment.[15] In Germany, the concept of "green workplace" was formed in 1996. Currently, green jobs are jobs that use resource-saving and environmentally friendly technologies in the production process.[9] There is a separate approach to the concept of green jobs in the UK: they include managers, research staff, and specialists whose activities are related to the maintenance of environmental equipment and technologies, who conduct an analysis of environmental risks and develop sustainable development financing programs.[18]

Experts from the Austrian Environmental Protection Foundation understand green jobs as jobs that have undergone environmental modernization and are considered high-tech. According to the Japanese Ministry of the Environment, green employment refers to industries where environmental products and services are produced to offer labor.[19]

According to estimates from the Chinese Ministry of Social Security and Human Resources (The Ministry of Human Resources and Social Security of the People's Republic of China), the development of green employment is in its early stages, but has great prospects related to the need to address environmental issues.[20] China's economy is focused on promoting growth and a favorable environment.

A description of green jobs in China should be defined and linked to the following factors: 1) environmental protection; 2) reducing energy consumption; 3) reducing the amount of waste; 4) improving the quality of the environment; 5) The use of innovative technologies; 6) Human resource development, etc.

As a result of the conducted analysis, two main approaches to assessing and accounting for green jobs can be distinguished: 1) in terms of product production and 2) in terms of the production process.

In the first case, the number of green jobs can be calculated based on data on the share of environmentally friendly products in the total output of the enterprise. However, what is required to account for the number of green jobs at enterprises is the method of calculating the number of jobs where environmentally friendly, resource-saving technologies are used in this makes it difficult to form an international statistical framework for the development of an environmentally oriented labor market in the interests of sustainable societal development.

Therefore, until recently, this concept has primarily been studied from an ecological perspective (impact on the environment, creation of jobs in the field of biodiversity conservation, production of ecological products). Also, according to the ILO classification, green jobs are those in the field of environmental protection and biodiversity conservation. The evolution of this concept shows that the social,

economic, and ecological aspects of its study are important. From a social and economic perspective, the criteria for allocating green jobs include: decent wages, favorable working conditions, and the availability of social guarantees for workers. From a technical standpoint, green jobs are combined with the use of high-tech equipment and resource-saving technologies, which allow for the efficient use of resources and increased labor productivity. Table 1 presents a set of criteria that allow for the characterization of green jobs in various aspects (Table 1). In the article by A.M. Asaliev and E.A. Pirozhenko, the concept of "green workplace" is combined with the concept of "high-performance workplace," which is explained by the similarity of the criteria of these concepts: decent wages, high labor productivity, environmental safety, the need for the worker to have a high level of qualifications.[7] Based on the above-mentioned criteria, green jobs should be understood as high-tech jobs with decent wages and safe working conditions that contribute to the preservation and restoration of the environment.

Table 1

Green job benchmarks[14]

Green jobs maisonettes	Content of criteria	Quantitative criteria and quality descriptions
Economic	Reasonable salary, high level of labor productivity, low productivity. material	Quantitative assessment of criteria on the basis of existing standards and more convenient technologies.
Social	Compliance with labor rights of employees (existence of social guarantees.	Quality evaluation observance/non-observance of workers' rights), presence/absence of social and environmental guarantees and etc.
Technician or technologist	Use of technological equipment is safe labor availability of conditions, to the main capital making investments.	Quantitative indicators and indicators (application of more convenient technologies, financing of environmental modernization of production).
Ecological	Reduction of negative impact on the environment	Quantity and quality indicators describing the quality of the surrounding environment (indicators of working areas, etc.).

It is also controversial to include high-tech performance, wages, and other similar indicators in the concept of "green workplace." According to a number of experts, the concepts of "green employment" and "green labor market" often shift from the definition of market and employment to high-tech industries that have nothing to do with green industries. From this perspective, specialists have identified the separation of green employment from modern, high-tech sectors of the economy is invited.

Therefore, in a broader interpretation, green jobs can be understood as jobs related to activities related to environmental improvement, reducing pressure on natural systems through waste recycling, eliminating accumulated environmental damage, reclaiming damaged lands, producing environmental goods, rational use of nature, and performing work and services in this area. It should be noted that in the analysis of problems of social development and an environmentally oriented economy, along with the concepts of "production" and "financial capital," the concepts of "natural" and "human capital" have been widely used in scientific literature in recent times.[6] An analysis of the interaction between natural and human capital from the perspective of green employment development is important for modern science.[5] Today, the term "green employment" is becoming an urgent topic in many countries to ensure socio-economic and environmental stability. This concept refers to the labor market, aimed at ensuring environmentally efficient and sustainable economic growth. The theoretical foundations of green employment are based on several important ideas and principles:

The concept of sustainable development. One of the theoretical foundations of green employment is the concept of sustainable development. Sustainable development aims to meet the needs of future generations while balancing the social, economic, and environmental needs of society. Green employment plays an important role in this concept, as it implies the creation of jobs related to environmental protection.

2. The theory of ecological economics. The theory of ecological economics plays an important role in explaining the economic foundations of green employment. According to this theory, the economy should develop based on saving natural resources, transitioning to renewable energy sources, and reducing pollution. Green employment is seen as a means of implementing this theory, as it aims to create jobs in areas that are environmentally friendly or less harmful.

3. Green economy and job creation. Creating jobs in the green economy is one of the main principles. Green employment implies the creation of jobs in environmentally friendly and sustainable industries. These areas include:

- Renewable energy sources (solar, wind energy, etc.)
- Spheres of environmental protection and processing;
- Energy efficiency areas;
- Clean transport, green building and ecotourism.

4. Environment and social justice. Green employment aims to ensure not only economic efficiency, but also social justice. The green economy and employment emphasize the creation of sustainable and decent jobs for the population while protecting the environment. This contributes to the joint development of social justice and environmental sustainability.

5. Climate change and sustainability. One of the theoretical foundations of green employment is the fight against climate change. By creating jobs in the process

of developing a green economy, it contributes to reducing the negative impacts of climate change. For example, green employment can help reduce the negative impacts of climate change by creating jobs in the renewable energy sector or by reducing carbon emissions.

6. Innovation and technology. Green employment is theoretically linked to the development of innovation and technology. By applying new technologies in the green economy, it is possible to increase energy efficiency, create processing systems, and make production processes environmentally friendly. This will stimulate the creation of new jobs and economic growth.

7. Support from international organizations. Green employment support at the international level also forms its theoretical basis. For example, within the framework of the UN Sustainable Development Goals (SDGs), great importance is attached to the creation of a green economy and jobs. The International Labour Organization (ILO) is also developing various initiatives to promote green employment. These organizations aim to ensure socio-economic development by creating jobs in the green economy.

Analysis and results

In recent years, the topic of green employment in Uzbekistan has become increasingly relevant and is being studied within the framework of the republic's sustainable development and environmental protection policy.

A) National legislation and programs

Green employment occupies a special place in Uzbekistan's economic development strategy. The following measures and laws are essential: "Strategy for Green Economy Transition." As part of this strategy, adopted in 2019, the republic will develop renewable energy sources and focus on green employment.

"Green Energy" programs. For example, the state allocates significant investments in the development of solar and wind energy in the republic. Creating jobs in this sector will help stimulate green employment.

B) Scientific research.

Uzbekistan is conducting a number of scientific studies on the issues of green economy and employment. Research and projects in this direction are being carried out in higher educational institutions and scientific institutions of the republic. However, research on green employment is not yet as deep as abroad and requires further study.

C) International cooperation

Uzbekistan, in cooperation with international organizations, is implementing a number of projects aimed at developing green employment. For example, projects in the field of renewable energy are being developed in cooperation with the World Bank and the European Bank for Reconstruction and Development, which will contribute to increasing green employment.

Uzbekistan is implementing several important initiatives in the field of green employment. In 2021, the President of the Republic of Uzbekistan, Shavkat

Mirziyoyev, announced the "Green Space" project, which aims to plant 1 billion trees and harvests in the country within 5 years. This project will help increase green areas in cities, improve air and land quality, increase climate resilience and prevent desertification (Table 2).

Table 2**Key indicators of green employment[23]**

The name of the pointers	2021	2022	2023
Jobs created within the framework of green projects, unity	10000 more	15000 more	20000 more
Tree planting, bush	85 million	100 million	120 million
Energy Efficiency	15% stop	20% stop	25% stop
Protection of water resources	10% stop	15% stop	20% stop
Funding(GEFF)	250 projects	300 projects	400 projects

In addition, the Green Economy Financing Program (GEFF), implemented by the European Bank for Reconstruction and Development (EBRD), has been introduced. This program provides financial support and guidance to the private sector in adopting and using green technologies. Within the framework of this program, investments aimed at energy saving, obtaining energy from renewable sources and protecting water resources will be supported.

At the same time, the tree planting events held within the framework of the "Green Uzbekistan" project with the participation of social networks and the public are widely supported by the people. By the end of 2021, more than 85 million crops had been sown. These initiatives are crucial for the development of green employment in Uzbekistan, ensuring environmental sustainability, and combating climate change.

Green employment development in tables, analysis of foreign experience and the situation in Uzbekistan is analyzed.

Table 3**Factors influencing green employment**

Factors	Importance	Matters	Solution
economic growth	Development of green employment necessary for economic conditions creation	Attract investments to developing technologies	To Green technologies attract investments
Social justice	Green projects Social equality and stability to ensure important	Common creation of jobs for the well-off population	Family instructions, local promoting enterprises

Technological innovations	Introduction of technologies and innovations	Increasing energy efficiency	Technological allocation of funds for development and research
International cooperation	International cooperation with organizations through project implementation	Studying international experiences	international projects and programs to participate

The data in Table 3 shows the factors influencing green employment, their significance, and their solutions to problematic issues.

Table 4**The state of green employment development abroad**

Country	Key initiatives for green employment are the	Яшил иш ўринлари сони	Яшил энергия улуши	Demonstrations
European Union	European Green Deal, renewable energy	2 млн.	35%	20% growth across Europe
The U.S	Infrastructure renewal, green investments in technologies	1,5 million	25%	Growth dynamics of green energy
China	Green economy strategy, clean energy sources	4 million	30%	Development of technologies.
South Korea	State programs to encourage green employment	500 thousand	20%	Investments and innovations

Experience from foreign countries can help determine effective directions for the development of green employment in Uzbekistan. Based on this, measures should be defined to develop green employment in the country.

These tables allow for the visualization of various indicators and their changes to analyze the development of green employment. Experience from foreign countries can help determine effective directions for the development of green employment in Uzbekistan.

Table 5**The state of green employment development in Uzbekistan**

Directions	Studies	Green job spaces	Energy sources
Development strategies	"Green economy" programs, investment to appeal	100000	10%
Technological projects	Renewable energy projects, ecological technologies	30000	15%

International cooperation	Projects with UN, World Bank, European Bank for Reconstruction and Development	20000	12%
Scientific studies	Conducting scientific work on green employment and environmental protection	15000	8%

CONCLUSIONS AND SUGGESTIONS

Green employment is theoretically aimed at harmonizing environmental sustainability, social justice, and economic development. This concept implies the creation of new jobs through sustainable development, combating climate change, and introducing innovations in the environmental sector. Green employment is seen as an important tool not only for environmental protection, but also for ensuring economic growth and social stability.

Green employment is widely studied abroad and has a vast experience in its practical application. In countries from Europe to Asia, green employment and the green economy have become an important part of government policy. In Uzbekistan, this topic has been developing in recent years and still needs a lot of scientific and practical research. The use of foreign experience and the improvement of national strategies will contribute to the development of green employment in Uzbekistan in the future. The directions for the development of green employment in Uzbekistan cover many areas. These areas are aimed at solving environmental, economic, and social problems:

Introduction of innovations in agronomy and farming to preserve ecosystems and biodiversity using green technologies.

2. Diversification of energy sources through the use of solar, wind, and biomass energy. This will allow for the creation of new jobs in this area.

3. Development of electric vehicles, improvement of public transport and optimization of passing vehicles.

4. Effective water use, water resource conservation, and the introduction of regeneration technologies.

5. Development of human resources in the field of green employment, that is, providing young people with environmental knowledge, increasing their interest in green technologies.

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