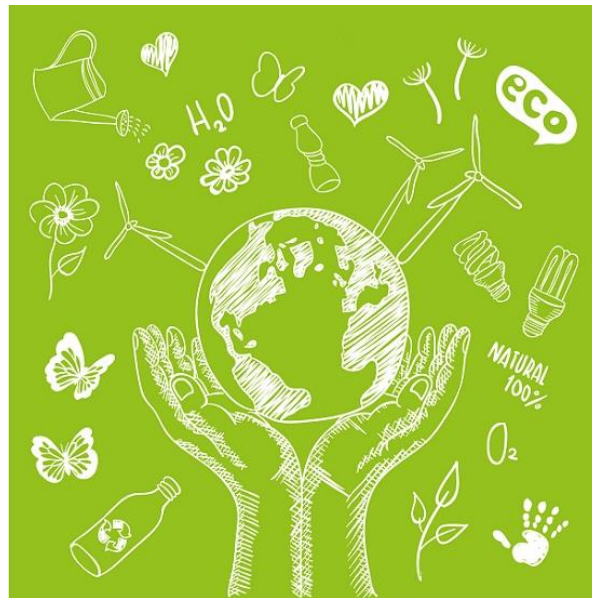


## **REPORT ANALYSIS**

### **Survey on Eco-innovation and entrepreneurial Training Needs and Existing Educational Initiatives**



**Country: CYPRUS**

**APRIL 2018**

## Disclaimer

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## Summary

This report provides the results of the survey on **Eco-innovation and Entrepreneurial Training Needs** that was carried out during the period February-March 2018, in the framework of SMecoMP project.

A well-designed questionnaire was distributed to more than 5.000 enterprises, covering all the sectors of economic activities in Cyprus.

Completed questionnaires received in total 38 by mainly enterprises that employ under 50 people and come from 10 different sectors of economic activities (NACE: A, C D, F, G, I, M, O, P, S). Worth mentioning that the 95.5% of the enterprises in Cyprus are Very Small, the 3,8% Small, 0,6% Medium, and 0.1% Large.

Even though the majority (**63%**) of the responders are familiar with the concept of **eco-innovation**, there is a low level of attendance on eco-innovation training seminars.

Among those who have attended training seminars **expressed a strong preference on environmental management and auditing scheme** seminars following by pollution prevention and control technologies seminars, whereas seminars on chain management and circular economy initiative shows the lowest interest. Most of the respondents express their disappointment regarding the quality of those training seminars as well as the number and the affordability of the training seminars in Cyprus, in general.

The respondents give high importance of certain competences and **soft skills** in a company (such as marketing and communication skills, design skills etc) in order to succeed in eco-innovation projects.

Most of the responders is interested in participating in training seminars regarding specific topics in the **fields of environmental technologies, organizational innovation for the environment, product and service innovation and green system innovations and prefer the training activities to take place in blended learning environments**. They are also strongly positive in encouraging colleagues to attend such kind of training activities.

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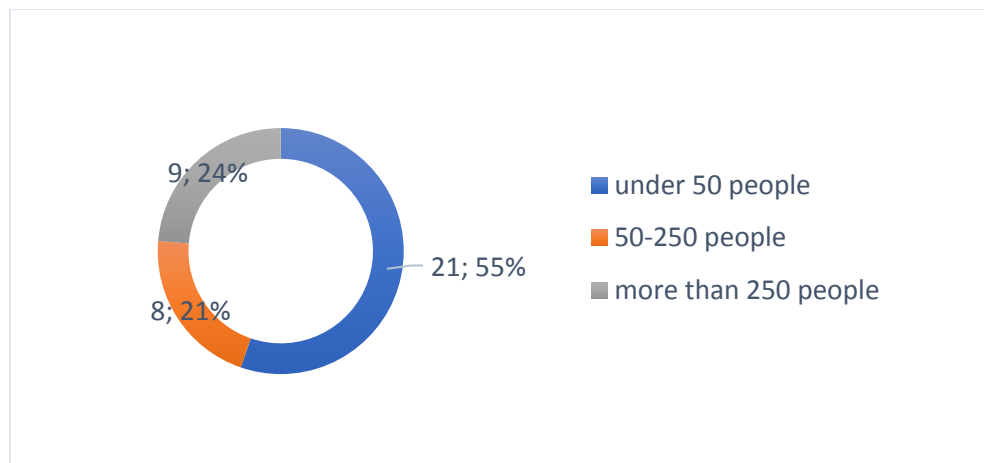
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## SECTION A: INFORMATION ABOUT YOUR ENTERPRISE

### Size of enterprises

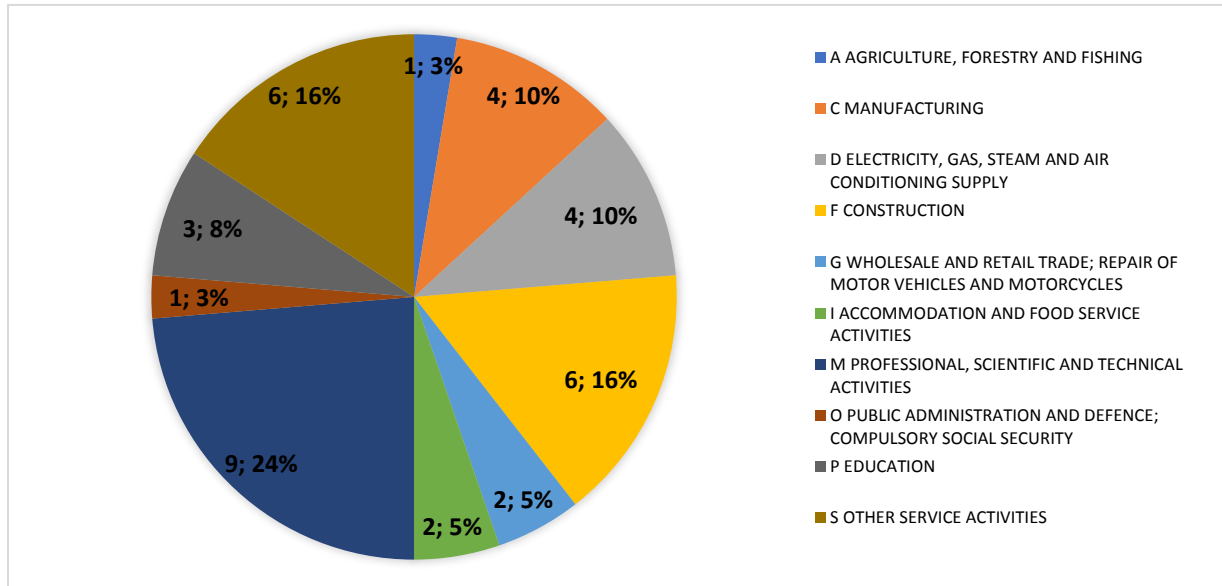
The survey on **Eco-innovation and Entrepreneurial Training Needs and Existing Educational Initiatives** was answered by a total number of 38 enterprises in Cyprus. The majority of them, 21 in number (55%), were small enterprises which employ up to 50 people, whereas 8 enterprises (21%) employ between 50-250 people and 9 enterprises (24%) employ more than 250 people (Figure 1).



*Figure 1 Number of employees in the enterprises of the responders*

### Main economic activity of participating enterprises

As shown in Figure 2 the enterprises that participated in the survey come from the following sections of economic activities, based on the NACE classification. The majority of them (24%) were from the "Professional, scientific and technical activities" section. Sixteen (16%) of them were from the "Construction" and "Other services" sections.



*Figure 2 Main economic activity of the enterprises participated in the survey*

Table 1 **Economic activity of enterprises** below summarizes the sections of economic activities as well of the enterprises, who participated in the survey.

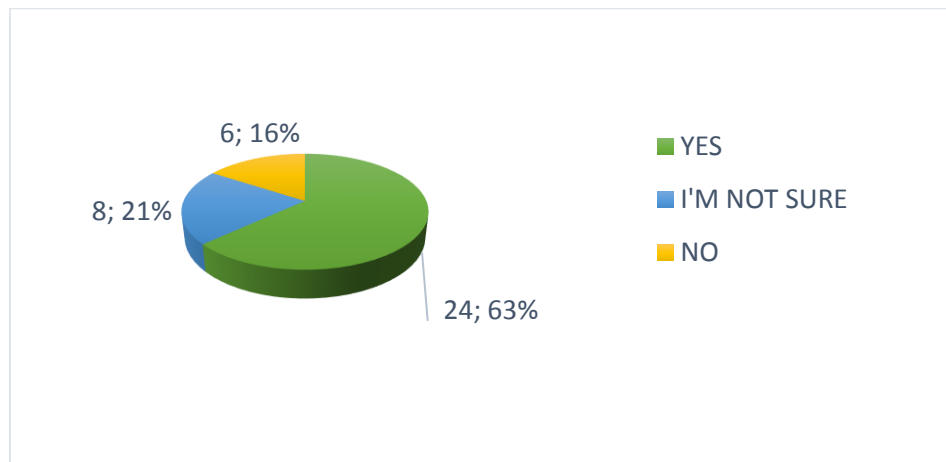
*Table 1 Economic activity of enterprises*

<b>Economic activity, bases on NACE classification</b>	<b>Number</b>
M PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	9
F CONSTRUCTION	6
S OTHER SERVICE ACTIVITIES	6
C MANUFACTURING	4
D ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	4
P EDUCATION	3
G WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	2
I ACCOMMODATION AND FOOD SERVICE ACTIVITIES	2
A AGRICULTURE, FORESTRY AND FISHING	1
O PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	1
<b>Total</b>	<b>38</b>

## SECTION B: ECO-INNOVATION TRAINING NEEDS

### Existing training activities on eco-innovation

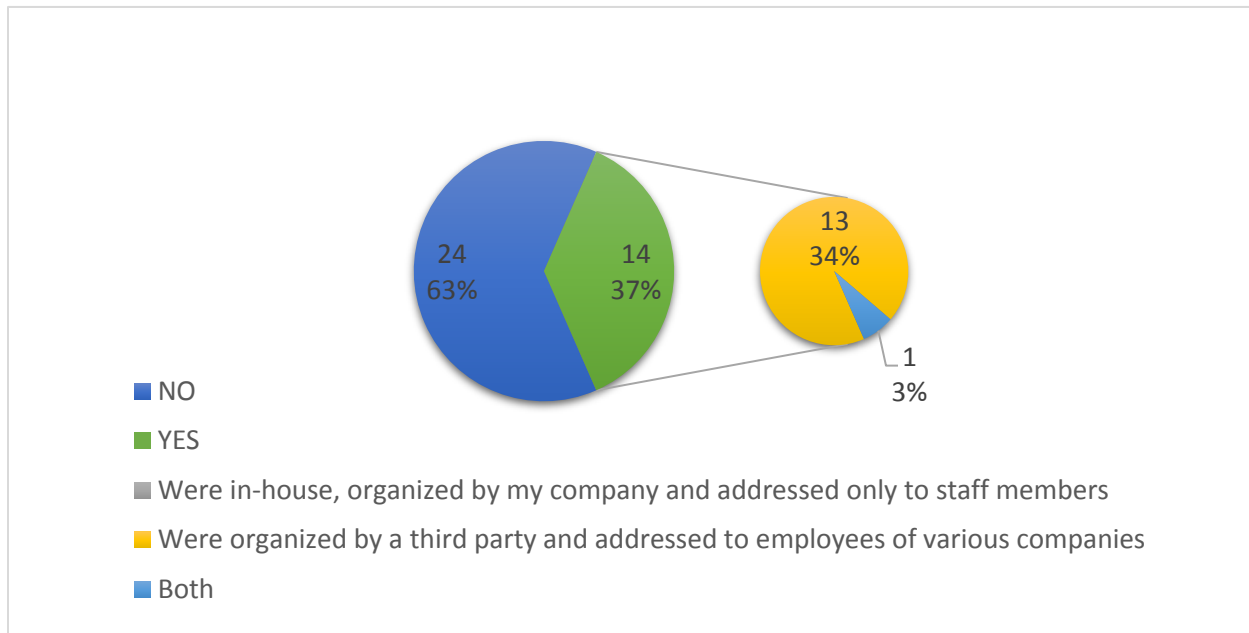
Twenty-four (63%) of the respondents answered that they are familiar with the concept of eco-innovation, 8 (21%) that they are not sure what eco-innovation is and 6 (16%) stated that they are not familiar with the concept (Figure 3).



*Figure 3 Are you familiar with the concept of eco-innovation?*

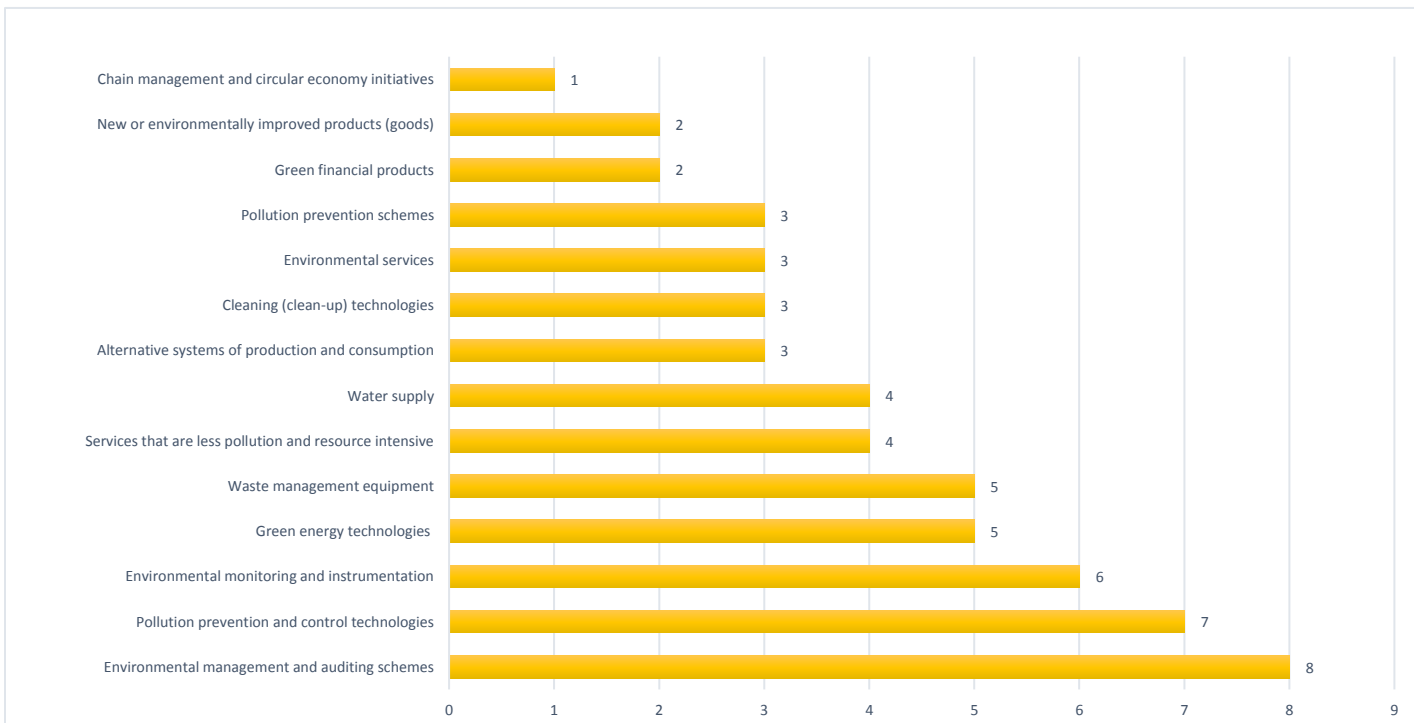
As shown in Figure 4, out of 38 respondents, only 14 (37%) answered that they have attended training seminar/activities on eco-innovation. These training seminars/activities were organized by a third party and addressed to employees of various companies (13 answers) and one training activity was an in-house activity, organized by the company and addressed only to staff members.

It's worth mentioning that all respondents who have answered that they have attended training activities before, have also stated that are familiar with the concept of the eco-innovation.



**Figure 4 Number and characteristics of training seminars/activities**

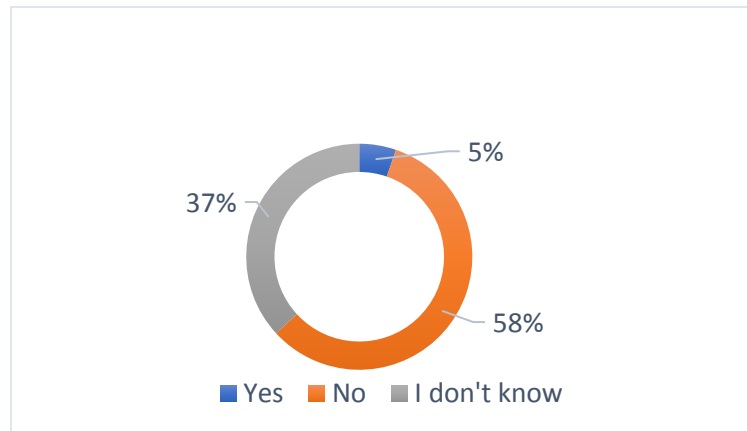
Those who have attended training seminars/activities on eco-innovation, stated that the training activities addressed the following fields (Figure 5):



**Figure 5 Content of training seminars/activities on eco-innovation**

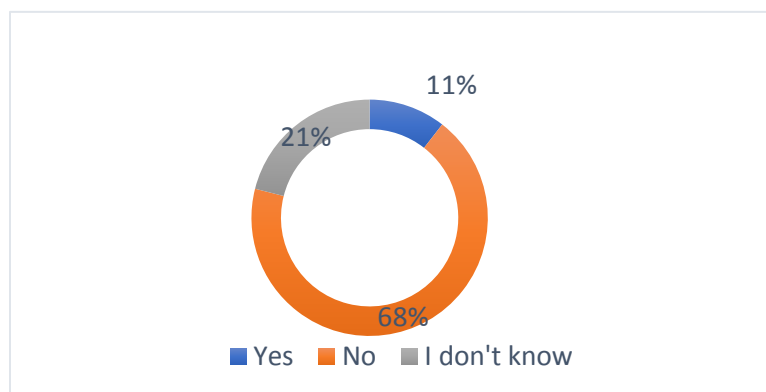


To an answer regarding whether the number of training seminars offered on eco-innovation in Cyprus is sufficient or not, 58% answered that is not sufficient, 37% that they don't know and only 5% that is sufficient (Figure 6)



*Figure 6 Sufficiency of the number of training seminars on eco-innovation*

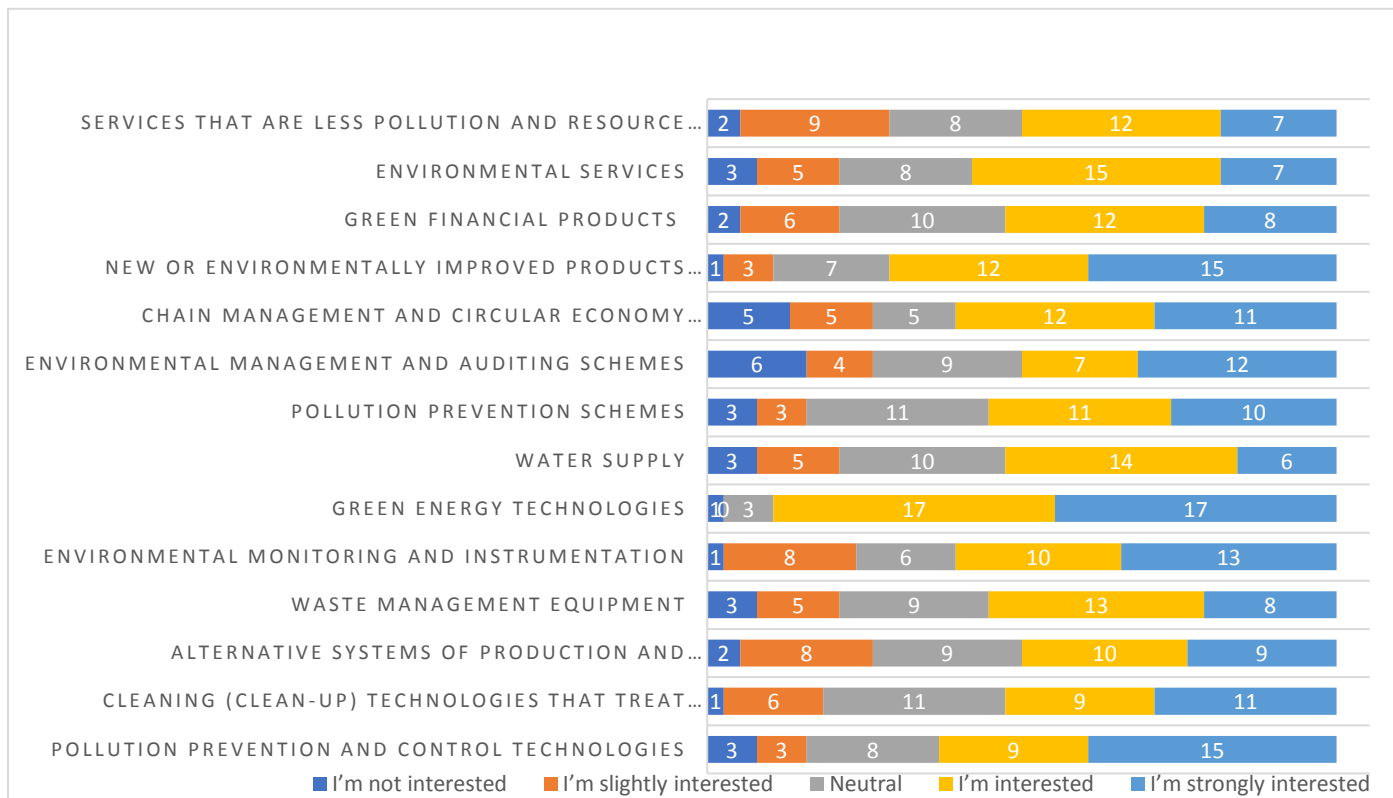
Also, 68% of the respondents answered that they didn't have access to high high-quality, affordable, relevant training seminars on eco-innovation in Cyprus (Figure 7)



*Figure 7 Access to high-quality, affordable, relevant training seminars on eco-innovation*

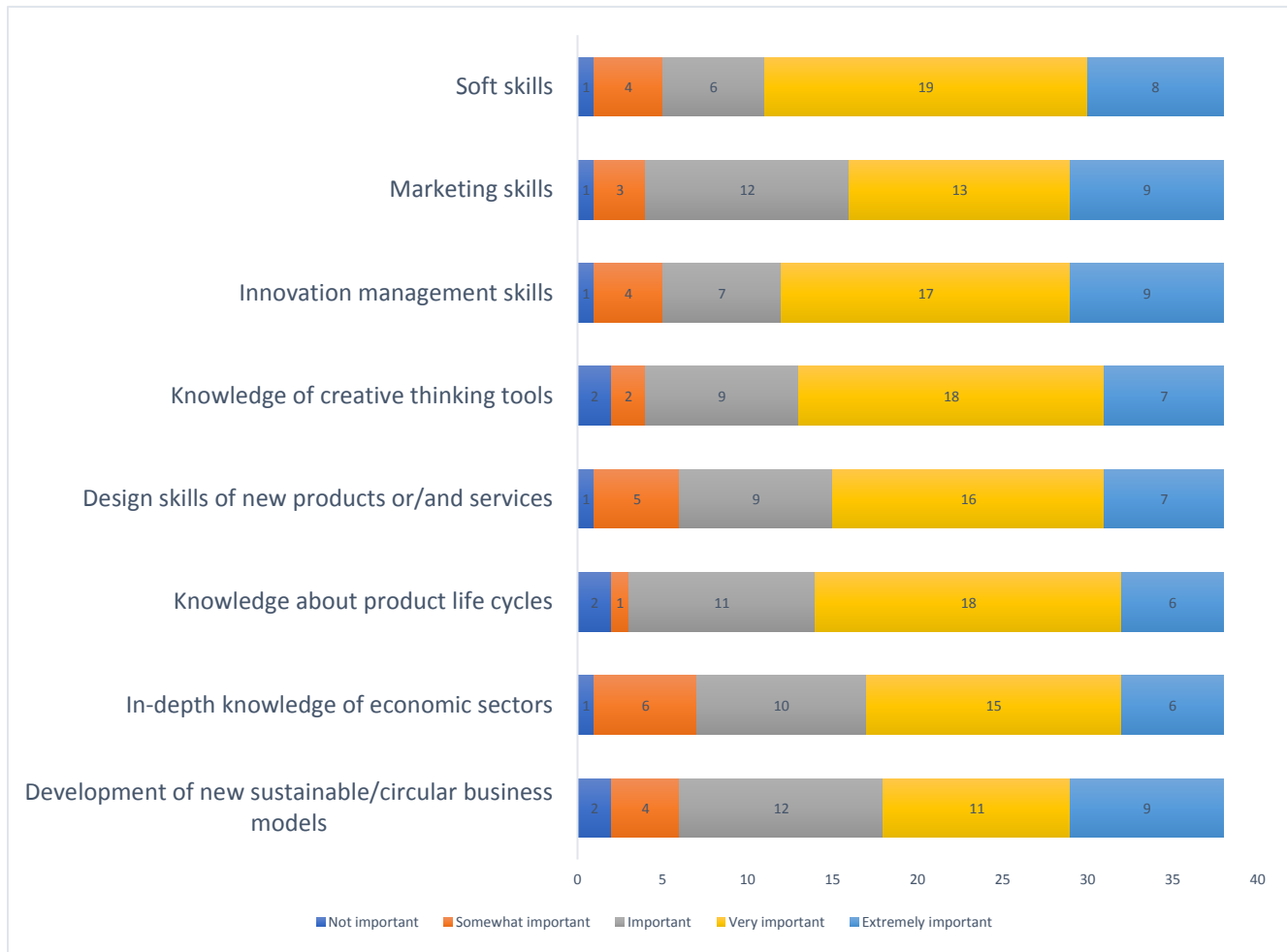
## Eco-innovation and entrepreneurial training needs

Respondents were asked their level of interest in participating in training activities on certain fields. Their responses are shown in Figure 8. The majority of the respondents are interested or strongly interested in participating in specific subjects in the fields of environmental technologies, organizational innovation for the environment, product and service innovation and green system innovations.



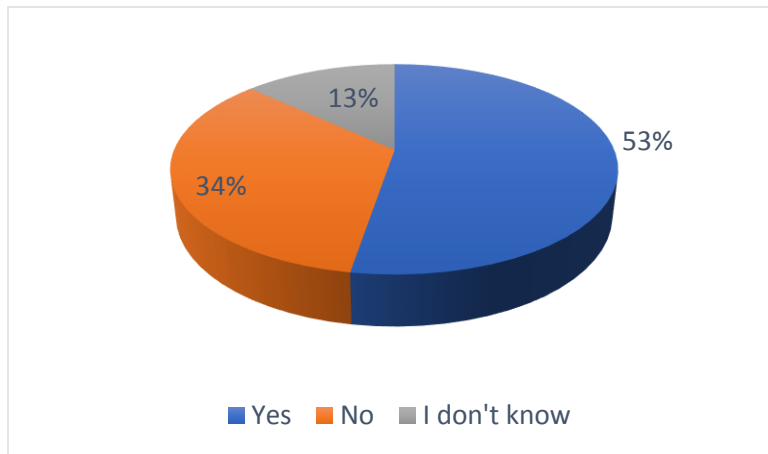
**Figure 8 Level of interest in participating in training activities on eco-innovation**

Enterprises were asked to evaluate the importance of certain competences that a company's employees must have in order to succeed in pursuing eco-innovation. All responders value highly the importance of the following competences, as shown in Figure 9.



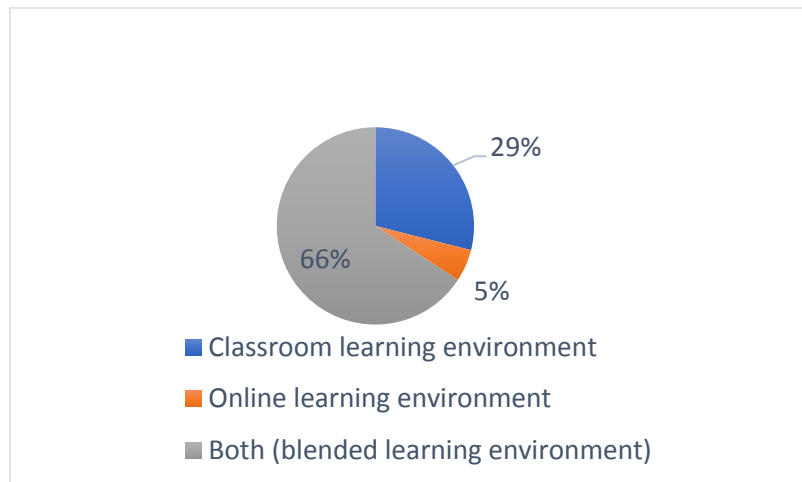
**Figure 9 Importance of competences in order for a company to succeed in pursuing eco-innovation**

The majority of the respondents (53%) stated that their company and employees possess these competences, 34% answered that they don't and 13% that they don't know (Figure 10).



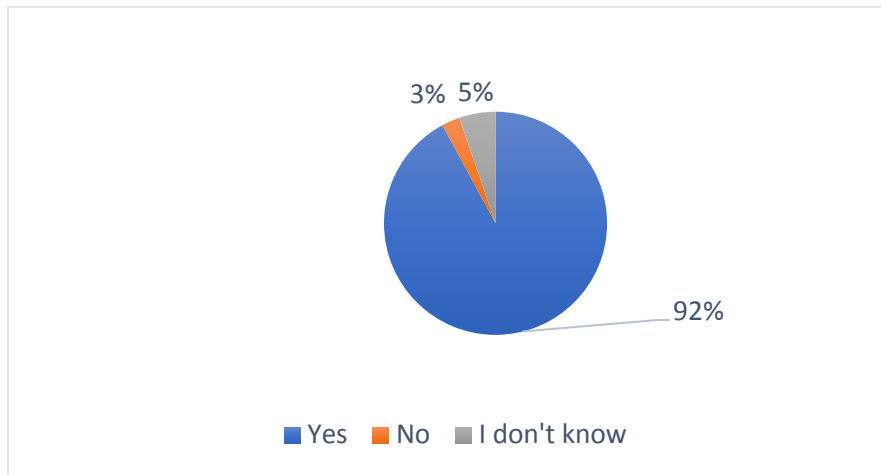
**Figure 10 Possession of competences by companies**

The majority of the respondents (92%) would encourage their colleagues to participate in eco-innovation training initiatives and out of them, 66% would prefer the training activities to take place in blended learning environment, 29% prefer the training activities to be in classroom learning environment and 5% stated that they prefer the training activities to take place in online learning environment (Figure 11)



**Figure 11 Preferred methods for training activities on eco-innovation**

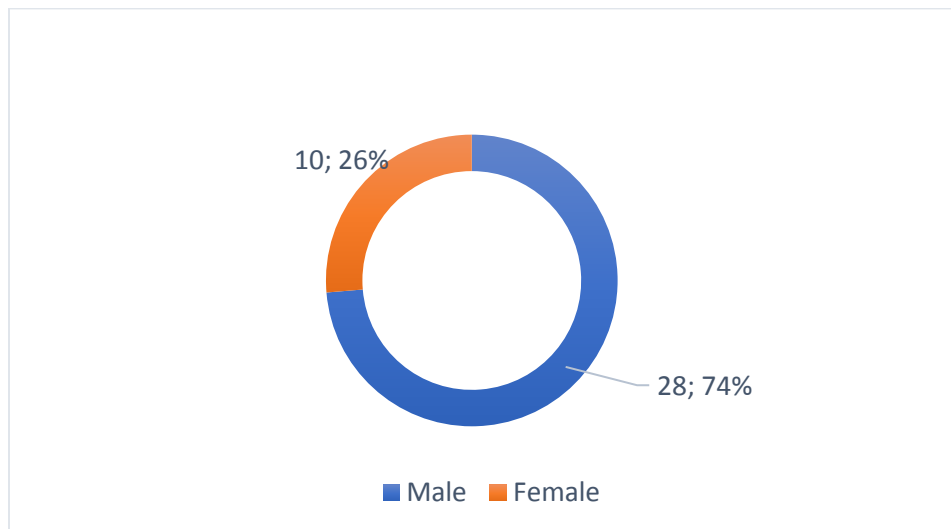
To an answer whether they would appreciate uninterrupted access of their company to a continuous informative streamline on the advances in best practices and eco-innovations in their industry field, 92% of the respondents answered positively, 3% that they wouldn't and 5% that they don't know (Figure 12).



*Figure 12 Preference in uninterrupted access of your company to a continuous informative streamline on the advances in best practices and eco-innovations in your industry field*

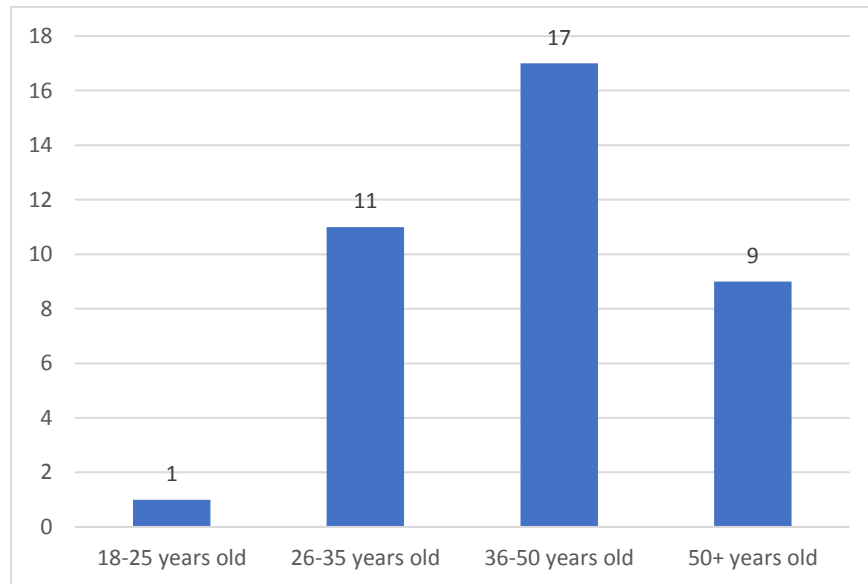
## SECTION C: PERSONAL INFORMATION

Twenty-eight (74%) of the respondents were men and 10 (26%) were women (Figure 13)



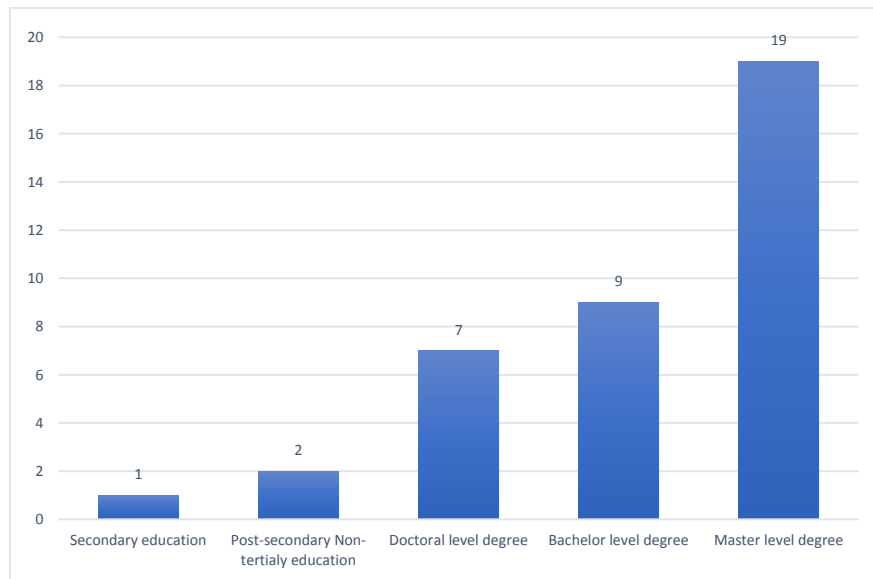
*Figure 13 Gender of the responders*

As shown in Figure 14, seventeen (45%) of the respondents were between 36-50 years old, 11 (29%) were between 26-35 years old, 9 (24%) were above 50 years old and one respondent was between 18-25 years old.



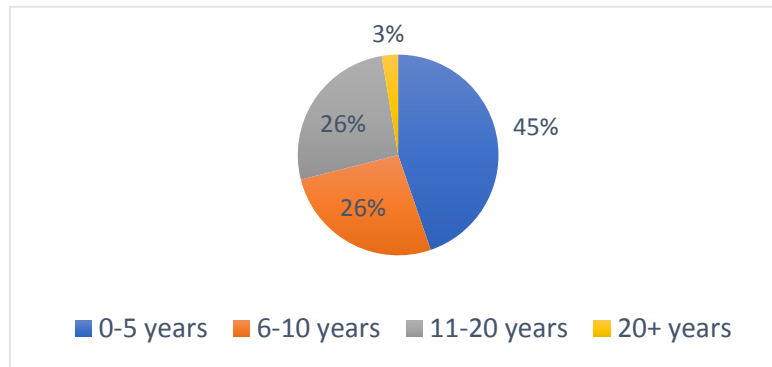
*Figure 14 Age of the responders*

The educational background of the respondents is shown in **Figure 15**. Out of 38, 35 respondents are university graduates.



*Figure 15 Educational background of the responders*

Figure 16 shows the years of experience that the respondents have in environmental sector and/or eco-innovation field. The majority (45%) has very little experience in the environmental field, 0-5 years). Twenty-six (26%) have 6-10 years and 11-20 years of experience and only 3% has more than 20 years' experience in the environmental sector.



*Figure 16 Years of experience in environmental sector or/and eco-innovation of the responders*