

RESALE – local



Manager

- Creative business planning
- Social networking
- Marketing & sales
- Buying
- Training
- Administration
- Cleaning
- Sales

- Creativity
- Aesthetics
- Business skills
- Passion
- Resilience
- Detail oriented

29% other
71% temporary

43% full-time
43% part-time
14% overwork

14% primary school
72% technical degree
14% university

♀ 86%

♂ 14%

14% 19-35
43% 36-50

14% married with no children
42% married with children

28 %
♀ 50%
♂ 50%

14% no children
14% one child
28% less than 3
14% other

Sales Assistant

- Stress management
- Empathy
- Selling skills
- Communication
- Hard-working
- Organization

- Problem solving
- Resilience
- Flexibility
- Proactivity
- Materials knowledge

33% short term
33% one year
33% permanent

100% part-time

33% technical degree
66% university

♀ 66%

♂ 33%

66% 19-35

85% married with no children

67 %
♀ 100%
♂ 0%

100% no children

REMANUFACTURE



Designer

- Organization
- Management
- Circularity
- Sourcing
- Production

- Tailoring
- Sewing
- Recycling
- Maintenance of machines
- Pattern printing
- Managing production

50% permanent
50% short term

100% full-time

50% technical degree
50% university

♀ 100%

♂ 0%

50% 19-35
50% 51-65

75% married without children

0 %

50% no children
50% less than 3

Tailor/ Sewing Machine Operator

- Tailoring
- Sewing
- Recycling
- Maintenance of machines
- Pattern printing
- Managing production

- Tailoring
- Sewing
- Communication
- Willingness to learn
- Patience
- Handiness
- Humbleness

43% short term
43% one year
5% other

81% part-time
19% full-time

29% primary school
38% secondary school
19% technical degree

♀ 76%

♂ 24%

57% 36-50

47% married with children
33% divorced with children

71 %
♀ 87%
♂ 13%

24% no child
24% one child
29% less than 3
24% less than 5

RECYCLE



Manager

- Operation management

- Communication
- Multitasking

100% permanent

100% full-time

100% technical degree

♀ 0%

♂ 100%

100% 51-65

100% married with children

0 %

100% less than 3

Buyer

- Buying unsorted clothes
- Establish partnerships

- Analytical skills
- Logical thinking and understand trends, quality of clothing, value of brands, quality of textile

100% permanent

100% part-time

100% university

♀ 100%

♂ 0%

100% 19-35

100% single

0 %

60% no children
20% one child
20% less than 3

Logistic Clerk/Sorter

- Unload containers
- Driving trucks
- Sorting
- Trainings
- Visual merchandising
- Logistics

- Communication
- Being careful
- Patience
- Knowledge of materials
- Operating machines

56% permanent
22% one year
11% short term

67% full-time
33% part-time

22% secondary school
56% technical degree
22% university

♀ 67%

♂ 33%



33% 19-35
33% 36-50
33% 51-65


11% single
22% single with children
44% married with children
22% divorced with children


56%
♀ 60%
♂ 40%

56% no children
11% one child
33% less than 3



Spain


CIRCULAR STRATEGY	JOBS	JOB CHARACTERISTICS			SOCIO-DEMOGRAPHICS/GENDER BASELINE					
		TASKS	SKILLS	CONTRACT type/hours	EDUCATION	GENDER	AGE	MARITAL STATUS	MIGRATION	CHILDREN
	Manager	<ul style="list-style-type: none"> - Creating brand awareness - Customer care - Sales - Team management - Product control - Finances management 	<ul style="list-style-type: none"> - Leadership - Team coordination - Communication - Social and environmental awareness - Commitment - Knowledge of the industry - Negotiation skills - Organizational skills - Proactivity - Thinking outside the box 	60% permanent 40% other 60% overwork 20% part-time	60% university 40% other	♀ 60% ♂ 40%	80% 19-35 20% 36-50	80% single 20% married with children	0%	60% no children 20% less than 3
	Project Manager	<ul style="list-style-type: none"> - Organize the international marketing team - Plan, review and schedule newsletters and publication of clothing - SEO marketing - Coordination 	<ul style="list-style-type: none"> - Organization - Responsibility - Management skills and empathy - Administration and extensive legal-legislative knowledge - HR - Good communication - Methodical - Proactiveness 	100% permanent 100% fulltime	100% other	♀ 100% ♂ 0%	50% 19-35 50% 36-50	100% married without children	0%	
	Designer	<ul style="list-style-type: none"> - Analysis of legislation & support for cooperative projects - Preparation of technical reports - Representation in national and international industry forums - Process optimization - Follow-up of activities and team coordination - Communication - Technical and economic follow-up of projects 	<ul style="list-style-type: none"> - Analytical skills - Scientific-technical knowledge of law and legislation - Environmental knowledge - Management skills - Creativity - Writing and communication skills - Financial control - Social and environmental knowledge - Project coordination 	33% permanent 66% other 100% full-time	100% university	♀ 33% ♂ 66%	100% 36-50	33% married without children 33% married with children 33% divorced with children	0%	33% no children 33% 1 child 33% less than 3
	Designer	<ul style="list-style-type: none"> - Designing the ad for the Google Ads platform 	<ul style="list-style-type: none"> - Curiosity - Creativity 	100% for 1 year 100% full-time	100% university	♀ 0% ♂ 100%	100% 19-35	100% single	100 %	♀ 0% ♂ 100%
	Marketing	<ul style="list-style-type: none"> - Design, coordinate and execute external and internal communication and marketing strategies - Elaboration of the graphic environment of the fashion stores - Brand image, influencer marketing, social networks management 	<ul style="list-style-type: none"> - Coordination and management capacity - Communication - Proactivity - Organization 	66% permanent 33% for 1 year 100% full-time	100% university	♀ 100% ♂ 0%	100% 19-35	100% single	33 %	66% no children
	Sales Assistant	<ul style="list-style-type: none"> - Customer service - Partnership management - Preparation of newsletters - Translation 	<ul style="list-style-type: none"> - Ability to perform many tasks - Organized in your work - Ability to work autonomously - Rigorous organization 	66% for 1 year 33% other	66% university 33% other	♀ 100%	100% 19-35	66% single	66 %	66% no children


		<ul style="list-style-type: none"> - Creating email marketing campaigns - Finding and capturing influencers and celebrities - Supporting the team - Analysing data from sales campaigns - Making sales campaigns - Managing all social networks 	<ul style="list-style-type: none"> - Computer skills - Knowledge of current fashion - Knowledge of digital marketing 	100% part-time		♂ 0%		♀ 100%	♂ 0%	
REMANUFACTURE 	Manager	<ul style="list-style-type: none"> - Creative direction - Negotiation with clients - Production and supplier management - Managing the creative team - Manage the digital communication of the brand 	<ul style="list-style-type: none"> - Communication - Creativity - Interpersonal skills - Knowledge - Experience - Vision for the future 	100% permanent	66% other 33% university	♀ 33%	66% 19-35	66% single 33% married without children	0%	66% no children
	Project Manager	<ul style="list-style-type: none"> - Taking care of the direction of the collection, prints and trends 	<ul style="list-style-type: none"> - Aesthetic taste - Drawing - Awareness - Empathy - Patience 	100% permanent	100% university	♀ 0%	100% 19-35	100% married without children	0%	
	Designer	<ul style="list-style-type: none"> - Content creation - Social media management - Collaborations with external agents - Graphic design - Marketing and branding - Product development - After-sales support - Art direction - Clothing design - Market research - Search for suppliers - Search for more "eco-friendly" solutions - Press and media relations 	<ul style="list-style-type: none"> - Creativity - ICT proficiency - Language proficiency - Teamwork - Adaptability - Graphic design tools - Writing skills - Decision-making - Speed - Confidence - Communication - Flexibility - Empathy - Organization - Proactivity 	50% permanent 33% short-term 16% for 1 year	50% other 28% university 14% technical degree	♀ 100%	100% 19-35	83% single 17% married without children	0%	100% no children
	Buyer	<ul style="list-style-type: none"> - Stock control - Order preparation - Relationship with suppliers for production - Commercial action in the sales channel to stores and B2B 	<ul style="list-style-type: none"> - Organization skills - Interpersonal skills 	100% other 100% fulltime	100% university	♀ 100%	100% 19-35	100% single	0%	
	Tailor	<ul style="list-style-type: none"> - Cutting and sewing - Garment making, - Selecting the denim we recycle - Weaving - Pattern making - Scaling the designs that are brought to us and making the prototypes before production 	<ul style="list-style-type: none"> - Sewing - Knowing the machine - Adaptability - Willingness to learn - Patience - Perfectionist - Detail oriented - Be very methodical - Self-sufficient 	57% permanent 28% short-term 14% other	42% university 28% technical degree 14% secondary school 14% primary school	♀ 85%	71% 26-50 14% 19-35 14% 51-65	42% married with children 28% single with children 28% single	42% ♀ 100%	57% no children 28% less than 3 14% less than 5
	Sales Assistant	<ul style="list-style-type: none"> - Supplier relations - Showroom - Talk to stylists 	<ul style="list-style-type: none"> - Be fast and practical - Presenting skills - Know languages 	100% other 100% fulltime	100% university	♀ 100%	100% 19-35	100% single	0%	100% no children


		- Contact suppliers - Catalogues - Layout - Social networks	- Be able to manage social networks			♂ 0%				
RECYCLE (use of recycled material) 	Manager	- Traceability of the production sites - Social and environmental assessment - Non-financial reporting of the company	- Social and environmental skills - Knowing the centre of production and the product	100% permanent 100% full-time	100% technical degree	♀ 100%	100% 36-50	100% married with children	0%	100% 1 child
	Designer	- Search for inspiration to create jewellery collections - Home decoration - Contact with suppliers - Development and modification of all phases of product design - Plan - Manage - Control - Design garments - Prints and graphics	- Organizational skills - Agility - Meticulousness - Rigorousness - Drawing - Design and use of design programs - Creativity - Adaptability - Time management	50% permanent 25% temporary with an agency 25% other 75% full-time	75% university 25% other	♀ 100%	75% 19-35 25% 36-50	50% single 25% married without children 25% married with children	0%	25% no children
	Buyer	- Warehouse and product preparation - Management of the collection development process, - Planning and management of the collection purchasing process - Team management - Analysis of results - Purchasing management and negotiations - Sourcing planning - Strategic planning - Merchandising - Sales strategy - Point-of-sale training	- Analytical skills - Communication/people skills - Planning - Strategy - Knowledge of supply chain - Existing sustainability tools - Legislation - Quality - Negotiation skills - Product and market knowledge - Languages - Accuracy - Agility - Teamworking	60% permanent 40% other 40% full-time 60% other	20% technical degree 20% university 20% other	♀ 100%	100% 36-50	40% married without children 20% married with children	20% ♀ 100%	20% no children 20% 1 children 20% less than 3
	Administ ration	- Administration and finances	- Know-how and focus	100% permanent	100% technical degree	♂ 0%	100% 36-50		0 %	
	Logistic clerk	- SAP master data maintenance	- Knowing SAP software	100% permanent	100% university	♀ 100%	100% 36-50	100% single with children	0%	100% 1 child
						♂ 0%				

India

CIRCULAR STRATEGY	JOBS	JOB CHARACTERISTICS			SOCIO-DEMOGRAPHICS/GENDER BASELINE					
		TASKS	SKILLS	CONTRACT type/hours	EDUCATION	GENDER	AGE	MARITAL STATUS	MIGRATION	CHILDREN
REPAIR 	Tailor	<ul style="list-style-type: none"> - Pattern making - Cutting - Stitching - Altering old clothes - Redesigning old clothes 	<ul style="list-style-type: none"> - Stitching - Cutting 	100% no contract 100% overwork	50% primary school 50% secondary school	♀ 0% ♂ 100%	50% 19-35 50% 36-50	100% married or de facto with children	0%	100% less than 5
	Sewing Machine Operator	<ul style="list-style-type: none"> - Altering - Reshaping clothes 	<ul style="list-style-type: none"> - Altering - Reshaping clothes 	100% no contract 100% part-time	100% secondary school	♀ 100% ♂ 0%	100% 19-35	100% married or de facto with children	0%	50% 1 child 50% less than 3 children
	Dry Cleaner	<ul style="list-style-type: none"> - Dry-cleaning - Freshening up old garments to increase their life - Removing stains - Repairing for any cuts or tears 	<ul style="list-style-type: none"> - Knowledge of different garments - Dry cleaning - Repairing clothes 	100% no contract 100% overwork	66% secondary school 33% university	♀ 0% ♂ 100%	66% 51-65 33% 36-50	100% married or de facto with children	0%	66% less than 3 33% less than 5
	Repair Worker	<ul style="list-style-type: none"> - Mending cloth by sewing holes or cuts - Repairing clothes for re-use 	<ul style="list-style-type: none"> - Knowledge of repairing cloth 	50% no contract 50% self-employed 50% full time 50% overwork	50% primary school 50% others (not educated)	♀ 0% ♂ 100%	100% 36-50	100% married or de facto with children	0%	100% less than 5
	Cobbler	<ul style="list-style-type: none"> - Mending shoes with holes or any kind of wear and tear - Repairing shoes and stitching new ones 	<ul style="list-style-type: none"> - Shoe-making 	100% self-employed 100% overwork	50% primary school 50% others (not educated)	♀ 0% ♂ 100%	100% 36-50	100% married or de facto with children	0%	100% less than 5
RENTAL 	Manager	<ul style="list-style-type: none"> - Supervision - Store management - Customer service - Warehouse management - Maintaining inventory - Overlooking dispatch at warehouse - Operations and sales 	<ul style="list-style-type: none"> - Management - Supervision - Leadership 	66% permanent 33% yearly contract 100% overwork	100% university	♀ 0% ♂ 100%	100% 19-35	33% married or de facto with children 66% married or de facto with no children	0%	66% no child 33% one child

	HR Manager	- Documentation - Recruitment	- Human Resource Management	100% permanent 100% overwork	100% university	♀ 0% ♂ 100%	100% 19-35	100% single	0%	100% no child
	Sales Assistant	- Customer service - Designing - Visual merchandising - Fashion consultancy - Sales - Billing	- Designing - Sales - Customer service	100% permanent 100% overwork	100% university	♀ 33% ♂ 66%	100% 19-35	66% single 33% married or de facto with no children	0%	100% no child
	Tailor	- Tailoring - Alterations and fitting - Customer service	- Tailoring - Alterations and fitting	100% permanent 100% overwork	100% secondary school	♀ 0% ♂ 100%	100% 19-35	100% married or de facto with children	0%	100% less than 3 children
	Logistics Clerk	- Delivery personnel - Pickup and drop deliveries	- Delivery - Driving	100% permanent 100% overwork	100% secondary School	♀ 0% ♂ 100%	100% 19-35	100% married or de facto with children	0%	100% one child
RESALE 	Shopkeeper	- Sales - Procuring clothes - Sorting	- Sales	100% permanent 100% overwork	50% secondary school, 50% other (no education)	♀ 0% ♂ 100%	50% 51-65 25% 36-50 25% 19-35	75% married or de facto with children 25% single	0%	75% less than 5 children 25% no child
	Sales Assistant	- Sales - Sorting - Luxury sales management	- Ability to convince a customer - Sales	85% permanent 15% yearly contract 100% overwork	71% university 29% secondary school	♀ 15% ♂ 85%	57% 19-35 43% 36-50	57% married or de facto with children 14% married or de facto with no children 28% single	0%	43% no child 14% one child 28% less than 3 children
	Independent Repairer	- Buy used clothes in exchange for utensils and then sell those goods in the resale market after repairing	- Persuasion - Sales - Buying and procurement - Repair	100% no contract 100% overwork	100% other (uneducated)	♀ 100% ♂ 0%	80% 51-65 20% 36-50	100% married or de facto with children	0%	80% more than one child
	Technician	- Quality Control - Technical support - Digital portal handling - Digital marketing	- Knowledge of the product - Technical knowledge	50% permanent 50% yearly contract 100% overwork	50% university 50% secondary school	♀ 0% ♂ 100%	100% 19-35	50% married or de facto with children 50% single	0%	50% no child 50% one child

	Logistics Clerk	<ul style="list-style-type: none"> - Checking orders - Review - Packing - Courier - Disperse final products 	<ul style="list-style-type: none"> - Reviewing - Knowledge of product 	100% permanent 100% overwork	50% technical degree 50% secondary school	♀ 0% ♂ 100%	100% 36-50	100% married or de facto with children	0%	100% less than 3 children
REMANUFACTURE 	Sewing Machine Operator	<ul style="list-style-type: none"> - Stitching - Cutting - Handwork and embroidery 	<ul style="list-style-type: none"> - Tailoring (stitching) - Cutting - Creativity - Quick learner 	45% no contract 55% permanent 73% overwork 9% full time 18% part time	64% secondary school 27% university 9% other (uneducated)	♀ 82% ♂ 18%	55% 19-35 36% 36-50 9% 51-65	64% married or de facto with children 36% single	0%	55% more than one child
	Manager	<ul style="list-style-type: none"> - Accounting - Supervising sales - Administrative work - Provide training - Coordinate operations - Supervise work 	<ul style="list-style-type: none"> - Accounting - Skill of sales and marketing - Ability to supervise - Leadership - Managerial duties - Stitching 	25% yearly contract 75% permanent 100% overwork	25% university 75% secondary school	♀ 75% ♂ 25%	25% 19-35 75% 36-50	75% married or de facto with children 25% single	0%	25% no child 75% less than 3 children
	Technician	<ul style="list-style-type: none"> - Packing - Market work - Quality control - Sourcing raw material - Checking the quality of the final product 	<ul style="list-style-type: none"> - Ability to check quality - Buying ability - Good research ability - Knowledge of material - Knowledge of right prices 	33% permanent 33% yearly contract 33% other 100% overwork	66% secondary school 33% university	♀ 0% ♂ 100%	66% 19-35 33% 36-50	100% married or de facto with children	0%	66% less than 3 children 33% less than 5 children
	Designer	<ul style="list-style-type: none"> - Creative designing - Public Relations - Graphic designing - Production and design 	<ul style="list-style-type: none"> - Communication - Technical design aspects - Sampling - Production - Managing supply - Merchandising 	100% permanent 100% over work	100% university	♀ 100% ♂ 0%	100% 19-35	100% single	0%	100% no child
	Logistics Clerk	<ul style="list-style-type: none"> - Provide assistance in QC and tailoring 	<ul style="list-style-type: none"> - Checking for quality and providing assistance where required 	100% permanent 100% overwork	100% other (uneducated)	♀ 0% ♂ 100%	100% 36-50	100% married or de facto with children	0%	100% less than 5 children
	Tailor	<ul style="list-style-type: none"> - Handwork and embroidery - Cutting textile - Dress and home decor making - Pattern making - Stitching - Teaching the skill and supervising - Making the carpet 	<ul style="list-style-type: none"> - Tailoring - Pattern making - Stitching - Cutting - Ability to teach juniors 	50% others (no contract) 50% permanent 61% overwork 33% parttime 6% full time	33% other (uneducated) 50% secondary school 11% university 6% primary school	♀ 72% ♂ 28%	44% 19-35 50% 36-50 6% 51-65	61% married or de facto with children 6% married or de facto with no children 22% single 11% divorced with children	33% ♀ 60% ♂ 40%	61% have more than one child
	Thread Clipper	<ul style="list-style-type: none"> - Clipping extra threads from the finished product 	<ul style="list-style-type: none"> - No skill needed 	100% permanent 100% overwork	57% secondary school 29% other (uneducated) 14% university	♀ 29%	71% 19-35 29% 36-50	100% married or de facto with children	0%	86% more than one child

RECYCLE 	Logistics Clerk	- Packing - Provide assistance in QC and tailoring	- Packing	100% permanent 100% overwork	100% other (uneducated)	♂ 71%	100% 36-50	100% married or de facto with children	0%	100% less than 3 children
	Clipper	- Cutting post-industrial cloth to be sent for making new products - Arranging the cut cloth - Clipping extra threads from the finished product	- Cutting	100% permanent 100% overwork	40% primary school 40% secondary school 20% technical degree	♂ 100%	80% 19-35 20% 36-50	80% married or de facto with children 20% married or de facto with no children	0%	60% more than one child
						♀ 100%				
						♂ 0%				