

# Québec Survey on Sustainable Development, Eco-Responsible Practices and Clean Technologies

## About the survey

This survey covers distinct and complementary topics:

- Eco-responsible business practices: Initiatives, actions or projects implemented to improve a business's **social or environmental performance**.
- Clean technologies: Equipment, products or services used to measure, prevent, limit or correct **environmental** damage.
- Corporate sustainability strategy: A formal and structured approach applied to the entire business that focuses on **economic, social and environmental** performance.
- Employee skills.

The objectives of this survey are to provide a picture of businesses according to their eco-responsible business practices and use of clean technologies and to measure the adoption of corporate sustainability strategies. In order to obtain the most accurate picture possible, it's important that your business completes the survey, whether or not it has adopted a corporate sustainability strategy, eco-responsible practices, or clean technologies.

This survey will enable us to measure the impact of government measures related to sustainable development and the green economy, and ultimately to improve government interventions.

The survey is conducted at the request of the Ministère de l'Économie, de l'Innovation et de l'Énergie and the Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs.

## Confidentiality

Your business has been selected for this survey. Your participation is **mandatory** under the *Act respecting the Institut de la statistique du Québec*.

You must send your data to the Institut de la statistique du Québec as requested in this questionnaire. The Institut de la statistique du Québec guarantees that the data provided by your business as part of this survey will remain confidential.

For quality and training purposes, telephone conversations with Statistique Québec agents are recorded. Any person who does not want their conversation to be recorded can notify the agent at the beginning of the call.

## Assistance

If you require assistance, please contact the Direction de la gestion de la collecte by telephone at 1-800-561-0213 or by e-mail at [ddurable@stat.gouv.qc.ca](mailto:ddurable@stat.gouv.qc.ca).

## Instructions

- ▶ **Do not send the paper questionnaire back to us.** To participate in the survey, you must complete the online questionnaire within two weeks by following the instructions in the letter or email you received. The Institut de la statistique du Québec will call the participants who have not submitted their online questionnaire to obtain their answers by telephone.
- ▶ The following questions are mandatory: 1, 2 (and 2.1 if applicable), 4, 5, 6, 7, 9, 10, and 13. Make sure you have the answers to these questions before completing the online questionnaire.
- ▶ If your business is closed or has fewer than five employees, please contact the Institut de la statistique du Québec at 1-800-561-0213.

## Characteristics of the business

Count everyone who received a Revenu Québec RL-1 slip, regardless of their employment status.

### 1 In 2024, how many employees worked for your business in Québec?

- Fewer than 5 or none
- 5 to 9
- 10 to 49
- 50 to 99
- 100 to 249
- 250 or more

### 2 Does the industry sector indicated in the correspondence you received match the main industry sector of your business in Québec? This code comes from the North American Industry Classification System (NAICS).

- Yes → [Go to question 3](#)
- No

Your business's main activity is the one that generates the most sales revenue.

→ 2.1 Which of the following industry sectors best represents your business's main activity in Québec?

- Agriculture, forestry, fishing and hunting (NAICS 11)
- Mining, quarrying, and oil and gas extraction (NAICS 21)
- Utilities (NAICS 22)
- Construction (NAICS 23)
- Manufacturing (NAICS 31, 32 and 33)
- Wholesale trade (NAICS 41)
- Retail trade (NAICS 44 and 45)
- Transportation and warehousing (NAICS 48 and 49)
- Information and cultural industries (NAICS 51)
- Finance and insurance and management of companies and enterprises (NAICS 52 and 55)
- Real estate and rental and leasing (NAICS 53)
- Professional, scientific and technical services (NAICS 54)
- Administrative and support, waste management and remediation services (NAICS 56)
- Educational services (NAICS 61)
- Health care and social assistance (NAICS 62)
- Arts, entertainment and recreation (NAICS 71)
- Accommodation and food services (NAICS 72)
- Repair and maintenance (NAICS 811)
- Other services, except repair and maintenance services (NAICS 81 excluding NAICS 811)
- Public administration (NAICS 91)
- Other sector, specify: \_\_\_\_\_

Provide the revenue from all sales (local and international), as long as this revenue is for the business being surveyed in Québec.

**3 For the fiscal year ending in 2024, what was the sales revenue of your business in Québec?**

- Less than \$100,000
- \$100,000 to \$499,999
- \$500,000 to \$1,999,999
- \$2,000,000 to \$9,999,999
- \$10,000,000 to \$19,999,999
- \$20,000,000 to \$49,999,999
- \$50 million or more

Only include the eco-responsible practices implemented by your business in Québec.

Include practices, actions or projects implemented in the past that are still relevant in 2024.

Exclude practices that were adopted to comply with laws or regulations that apply to your industry sector.

## Section 1 Eco-responsible practices

An eco-responsible practice is an **initiative, action or project** implemented to improve the **social or environmental performance** of a business that applies to **certain aspects of its operations**.

An eco-responsible practice can be part of a corporate sustainability strategy, but it can also be implemented on its own. Formal commitment from senior management may be present, but is not necessary.

Measures aimed at optimizing energy efficiency, ensuring sound management of residual materials or promoting social inclusion are examples of eco-responsible practices.

### Eco-responsible practices of an economic nature

Check all that apply.

#### 4 In 2024, which of the following practices were in place in your business?

- Practices aimed at integrating ESG criteria (environmental, social and governance) into investment decisions  
For example: When selecting projects, choosing investments, purchasing bonds.
- Practices aimed at integrating social or environmental criteria into your goods or services purchasing decisions, or into your choice of suppliers (eco-responsible purchasing)  
For example: Purchasing products with eco-friendly characteristics (certified or not) such as energy-efficient, refurbished, recycled, organic or package-reduced products; using suppliers that have implemented environmental or social practices, particularly social economy enterprises; buying locally.
- Practices aimed at promoting the environmental or social benefits of your business's actions or product offering through its marketing activities  
For example: Communicating that your business received an environmental or social certification for a product, using a brand or product's ecological positioning as a selling point, educating consumers on the responsible disposal of products at their end of life.
- Practices aimed at reducing the environmental or social impact of your products and services  
For example: Carrying out life cycle analyses, increasing product life, making products repairable, using eco-friendly materials, reducing packaging, integrating social or environmental criteria into product development activities, optimizing processes.
- Practices aimed at integrating into your business's accounting system the environmental or social costs it must assume as well as the costs related to the environmental risks to which it is exposed (e.g. eco-accounting and carbon balance)  
For example: Accounting for costs associated with environmental management: liabilities related to contamination, waste management costs, greenhouse gas emissions costs, environmental compliance costs, etc.  
Costs associated with environmental risks to which your business is exposed: costs related to a media controversy, clean-up costs after an environmental accident, costs of compensating employees because of poor air quality in the business, etc.  
Extra-financial disclosure process (disclosure of a business's environmental, social and governance (ESG) performance according to recognized standards.)
- Other eco-responsible practices of an economic nature. Specify:
- No eco-responsible practices of an economic nature were in place in 2024

## Eco-responsible practices of a social nature

Check all that apply.

Only include the eco-responsible practices implemented by your business in Québec.

Include practices, actions or projects implemented in the past that are still relevant in 2024.

Exclude practices that were adopted to comply with laws or regulations that apply to your industry sector.

### 5 In 2024, which of the following practices were in place in your business?

- Practices aimed at contributing to the community's development and quality of life  
For example: Sponsorship or volunteer work in the community, funding of infrastructures, collaborating with Indigenous communities, minimizing the negative impact of the business's activities on the community.
- Practices aimed at improving employee participation in the business's decision-making processes and labour relations  
For example: Mechanisms for healthy employer-employee relations and a positive work atmosphere in the business, employee consultation in the business's decision-making.
- Practices aimed at promoting equality, inclusion and diversity among staff and management  
For example: Mechanisms to facilitate intergenerational relations and integration and the integration of people with disabilities or from ethnic minorities, implementation of social inclusion projects, etc.
- Practices aimed at promoting the health of employees  
For example: Promoting healthy lifestyle habits such as a healthy diet and physical activity, promoting active transportation, providing a work environment with low noise or vibration, adapted or ergonomic offices, appropriate lighting.
- Practices aimed at promoting the well-being and development of employees  
For example: Work-life balance program, skills development program, recognition of employee loyalty, offering better working conditions than those generally found in the industry sector, etc.
- Practices aimed at promoting culture  
For example: Encouraging local artists when designing the workplace, having uniforms or furniture made by local designers or artists, promoting cultural outings, projects that highlight cultural diversity, preserving built heritage.
- Other eco-responsible practices of a social nature. Specify:
- No eco-responsible practices of a social nature were in place in 2024

## Eco-responsible practices of an environmental nature

Check all that apply.

Only include the eco-responsible practices implemented by your business in Québec.

Include practices, actions or projects implemented in the past that are still relevant in 2024.

Exclude practices that were adopted to comply with laws or regulations that apply to your industry sector.

You can check more than one box.

### 6 In 2024, which of the following practices were in place in your business?

6.1 Practices aimed at improving residual materials management

For example: Composting, recycling, residual materials inventory or management plan, source reduction efforts, reusing or repairing, waste diversion, zero waste commitment, reduced packaging, voluntary drop-off point for products that are returnable or subject to extended producer responsibility (EPR), etc.

→ Si if you checked these practices, please indicate if the following were in effect in your business in 2024:

6.1.1 Your business sorted paper, cardboard, metal, glass or plastic for recycling.

→ Si if you checked this box, please indicate whether or not the materials sorted were collected by the municipality, the RCM, or a municipal waste management board.

Yes  No

6.1.2 Your business transformed its own paper, cardboard, metal, glass or plastic residues to reuse them in its production process or for resale.

6.1.3 Your business sorted organic waste.

→ If you checked this box, please indicate the type of organic waste collection:

Collected by the municipality or RCM

Collected by a private organic waste management company

Collected by a processor contracted by your business, or your business processed its own waste into another product (e.g. a brewery that sells or gives its spent grains to a company that uses them to make crackers)

Your business did its own waste composting or biomethanization on site, and either used the resulting compost or digestate or sold/gave it to a third party

Other organic waste management method(s), specify:

\_\_\_\_\_

6.1.4 Other waste reduction initiatives

6.2 Practices aimed at improving energy management

For example: Project to reduce energy consumption or increase energy efficiency of buildings or production chain, transition to renewable energy, production of renewable energy for own consumption, waste heat recovery.

→ If you checked these practices, please specify which of the following applied to your business in 2024:

Your business had a report on its energy consumption

Your business had a target for reducing its energy consumption or improving its energy efficiency

Your business had a plan for reducing its energy consumption or improving its energy efficiency

Your business installed renewable energy production equipment on its site

Your business had a designated person in charge of energy efficiency or energy management

Your business had other energy demand management measures in place. Specify:

\_\_\_\_\_

You can check more than one box.

- 6.3 Practices aimed at improving water management  
For example: Reducing water withdrawals and consumption, reusing water (closed-loop cycle), rainwater recovery, wastewater treatment, prevention and management of water-related risks, integrated water resources management (coordinated water management).
- 6.4 Practices aimed at managing air emissions (other than greenhouse gas [GHG] emissions)  
For example: Monitoring workplace air quality, efforts to reduce emissions of air contaminants, etc.
- 6.5 Practices aimed at preventing soil contamination or degradation  
For example: Preventing soil and groundwater contamination, rehabilitation of contaminated land, prevention of soil erosion, management of hazardous products that pose a risk of environmental degradation (such as chemicals), reducing the use of pesticides, insecticides and chemical fertilizers.
- 6.6 Practices aimed at preserving biodiversity and natural resources  
For example: Protecting or restoring natural environments, implementing greening measures (planting a significant number of trees, green roofs), preventing or controlling invasive species, protecting threatened or vulnerable species, taking into consideration the impact of corporate activities on biodiversity (in purchasing, in all activities integrated into the value chain, in the business strategy, etc.) and the business's dependence on biodiversity.

You can check more than one box.

→ If you checked these practices, please specify which of the following applied to your business in 2024:

- Your business protected or restored natural environments without being compelled by law or regulations.
- Your business implemented greening measures to support biodiversity (e.g. planting trees, green roofs composed of native species).
- Your business fought against exotic invasive species or protected threatened or vulnerable species without being compelled by law or regulations.
- Your business identified, assessed or disclosed the impacts of its activities on biodiversity or its dependence on biodiversity.
- Your business had other protection measures in place. Specify:

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Note that for some of the businesses selected for the survey, this question will not be asked in the online version of the questionnaire so that businesses can answer the sub-questions directly.

- 6.7 Practices aimed at reducing the greenhouse gas (GHG) emissions associated with your operations (mitigation)  
For example: Preparing a GHG emissions reduction plan, changing equipment or processes to reduce GHG emissions, optimizing freight transport to reduce fuel consumption, promoting the use of active and public transportation among employees, acquiring electric vehicles.

→ If you checked these practices, please specify which of the following applied to your business in 2024:

- 6.7.1 Your business had an inventory of its GHG emissions
- 6.7.2 Your business had a GHG emissions reduction target
- 6.7.3 Your business had a GHG emissions reduction plan
- 6.7.4 Your business reduced its total GHG emissions from 2023
- 6.7.5 Your business was in operation in 2019, and its GHG emissions followed a general downward trend from 2019 to 2024 due to several year-over-year reductions.
- 6.7.6 Your business made progress towards its GHG emissions reduction target
- 6.7.7 Your business had measures in place to reduce its transportation-related GHG emissions
- 6.7.8 Your business used processes or equipment (other than those related to transportation) that enabled it to reduce its GHG emissions.
- 6.7.9 Your business had other measures in place to reduce its GHG emissions. Specify:

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Note that for some of the businesses selected for the survey, this question will not be asked in the online version of the questionnaire so that businesses can answer the sub-questions directly.

- 6.8 Practices aimed at adapting to the consequences of climate change (climate resilience)
- For example: Analyzing the impact of projected climate risks (flooding, heat waves, storms, coastal erosion and flooding, etc.) on the business's operations, buildings and other infrastructure, land or supply chains; preparing and implementing an adaptation plan; implementing adaptation measures to combat heat islands (green parking lots, roofs or walls; tree planting); preventing heat stroke risks (in order to protect employee health during heat waves).
- If you checked these practices, please specify which of the following applied to your business in 2024:
- 6.8.1 Your business had a report analyzing the risks arising from the projected consequences of climate change on its operations or its business strategy
- 6.8.2 Your business had a plan to adapt to the consequences of climate change
- 6.8.3 Your business had measures in place to adapt its operations, strategies or practices in order to improve its resilience to climate change
- 6.8.4 The business had other adaptation measures in place. Specify:
- \_\_\_\_\_
- 6.9 Other eco-responsible practices of an environmental nature. Specify:
- \_\_\_\_\_
- 6.10 No eco-responsible practices of an environmental nature were in place in 2024

## Eco-responsible practices – Circular economy

The circular economy is a system of production, exchange and consumption that aims to optimize the use of resources at all stages of the life cycle of a good or service, in a circular logic, while reducing its environmental footprint and contributing to the well-being of individuals and communities.

The circular economy is based on eco-responsible practices of an economic, social and environmental nature.

Check all that apply.

Only include the eco-responsible practices implemented by your business in Québec.

Include practices, actions or projects implemented in the past that are still relevant in 2024.

### 7 In 2024, which of the following circular economy practices were in place in your business?

#### Rethinking how to reduce resource consumption and preserve ecosystems

- Eco-design (designing products or processes to reduce or prevent environmental impacts throughout their life cycle)
- For example: Considering reducing the amount of resources required for manufacturing a product, or designing a product that has an extended lifespan.
- Responsible consumption or procurement (purchasing process for goods and services that takes into account environmental and social criteria when selecting products and suppliers)
- For example: Refurbished, local, energy-efficient, or package-reduced products.
- Optimization of operations (improving or adjusting techniques, technologies, methods or processes in order to reduce the resources needed for certain operations or maximize their use)

#### Intensifying product use

- Collaborative or sharing economy (sharing or pooling goods [such as vehicles] or services [such as human resources] or spaces to focus on usage rather than ownership)
- Short-term leasing
- For example: Rental or leasing of vehicles, tools, machinery or furniture.

### Extending the lifespan of products and components

- Maintenance and repair (keeping the business's equipment or facilities in good working order or restoring them to proper working order)  
For example: Internal resources dedicated to maintenance or repair, partnership with organizations specializing in repair.
- Donation and resale of used goods  
For example: Donating to organizations or other businesses, selling used or surplus goods on online platforms.
- Reconditioning (refurbishing used goods or their components)  
For example: Purchasing refurbished rather than new products, internal resources dedicated to reconditioning.
- Functional economy (purchasing a service instead of a good)  
For example: Purchasing a printing service instead of a printer, tire service where billing is based on kilometres traveled rather than the number of tires.

### Giving new life to resources

- Industrial ecology, industrial symbiosis, or territorial symbiosis (exchanges of materials, resources or energy [such as heat] between businesses to create synergies. Symbiosis is a network that brings together several businesses that contribute to creating a synergy).
- Recycling (sorting—with or without processing—of non-biodegradable residual materials [such as plastic, paper, glass, metal or cardboard] into new raw materials to manufacture other products). Processing may be done by the business or by a third party (e.g. the municipality).
- Composting (sorting—with or without processing into compost—of organic matter such as industrial food waste or production residues). Composting may be done by the business or by a third party (e.g. the municipality), and may be industrial or non-industrial.
- Waste-to-energy conversion (converting waste into energy or heat)  
For example: Recovery of waste heat from industrial processes for heating or energy production, incineration with energy recovery, biomethanization.
- Other circular economy practices. Specify:
- No circular economy practices were in place in 2024

→ If none of the eco-responsible practices mentioned in the previous questions (4, 5, 6 and 7) were in place in your business in 2024, go to question 8.

Otherwise, go to section 2.

Check all that apply.

**8 Why were there no eco-responsible practices in place in your business in 2024?**

- Lack of interest or resistance from customers or contractors
- Internal resistance or lack of interest (management, staff, board members, etc.)
- Lack of financial resources
- Lack of information to start the process
- Lack of competent resources
- Lack of time
- Lack of conviction about positive impacts (“It’s no use”)
- The belief that the business’s operations have no impact on the environment
- Lack of pressure to start the process
- The adoption of eco-responsible practices is under the responsibility of another decision-making centre (head office, owner of the premises, municipality, customers, etc.)
- Other reason. Specify:

\_\_\_\_\_

## Section 2 Clean technology

Clean technologies are often a way to implement eco-responsible practices.

A clean technology (CT) is any **equipment, product, service or process** used to measure, prevent, limit, reduce or correct environmental damage.

It also includes resource-saving technologies and technologies that are less environmentally damaging than standard technologies available on the market.

Check all that apply.

### 9 In 2024, did your business use a technology (process, equipment, product, service) in Québec to reduce its environmental impact? If yes, for what purpose?

- Air and climate protection  
For example: emission control and management or treatment of air pollution.
- Wastewater treatment  
For example: Oil recovery, filtration.
- Non-hazardous residual materials management, including recycling and composting  
For example: Waste sorting and compacting.
- Protection and remediation of soil, sediment, sludge, groundwater, surface water and leachate (treatments, controls)  
For example: Physical, chemical, biological or thermal treatment; control, containment and monitoring services.
- Using or producing products that are not made from fossil fuels (bioproducts), such as biofuels, biomaterials, biochemicals, and biomass products for energy purposes  
For example: Use of biodiesel, agricultural composites, bioplastics, granules.
- Producing renewable energy for the business's needs or for resale  
For example: Producing wind energy, geothermal energy, solar energy, etc.
- Using smart grids and storing energy  
For example: Energy demand management, energy transmission and distribution, mechanical storing, sophisticated batteries.
- Improving energy efficiency or energy management, or using efficient industrial or commercial equipment  
For example: Heat and cold recovery, energy automation and control, energy-efficient equipment.
- Reducing water consumption and losses, recycling water, etc.  
For example: Water recovery, water consumption control.
- Sustainable mobility: clean vehicles and infrastructure, fuel efficient transport equipment  
For example: Electric and hybrid vehicles, charging stations, lighter materials, low-resistance tires, etc.
- Other purpose. Specify:
- No clean technology was used by the business in 2024

## Section 3 Corporate sustainability strategy

Corporate social responsibility (CSR) and environmental policies are also considered to be corporate sustainability strategies if they include the three areas of sustainable development (economic, social and environmental).

For a business, a corporate sustainability strategy is a **commitment made by senior management** to not only perform **financially**, but also **socially and environmentally**. It is based on continuous improvement and communication, and applies to the entire business.

**10 Has your business made a formal commitment to sustainable development by including a section on sustainable development in one of its business documents (policy, strategy or business model, vision, mission, ESG [environmental, social and governance] performance framework), on its website, etc.**

**and/or**

**by producing a document specifically about sustainable development (sustainable development policy, sustainable development strategy, sustainable development action plan, sustainable development charter or declaration of principles, sustainable development management framework, etc.)?**

Yes → [Go to question 11](#)

No, but we are thinking about it → [Go to question 17](#)

No → [Go to question 17](#)

Check all that apply.

**11 In what type(s) of documents or on what type(s) of media have you formalized your commitment to a corporate sustainability strategy?**

Policy of the business

Strategy of the business

Business model of the business

Vision of the business

Mission of the business

Website of the business

Sustainable development policy

Sustainable development strategy

Sustainable development action plan

Sustainable development policy charter or declaration principles

Sustainable development management framework

Other, specify: \_\_\_\_\_

**12 Are stakeholders consulted as part of your corporate sustainability strategy?**

Check all that apply.

- Yes, the consulted stakeholders are:
  - Employees
  - Suppliers
  - Customers
  - The community (chamber of commerce, local community, business community, community organizations, Indigenous communities, etc.)
  - Shareholders
  - Institutional investors
  - Other investors or lenders
  - Members of the board of directors
  - Other people
- No, the business does not consult any stakeholders

**13 Is your business's corporate sustainability strategy monitored?**

This can be done using a balance sheet, dashboard, Excel spreadsheet, sustainable development report or other accountability document.

Check all that apply.

- Yes
  - Specify what your business considers when monitoring the performance of its sustainability strategy:
    - The objectives and targets of its sustainability action plan or corporate social responsibility (CSR) plan
    - The business's extra-financial performance based on its ESG (environmental, social and governance) criteria
    - The environmental performance of the business's goods and services
    - Another form of environmental or sustainability reporting, specify:
- No, but we are thinking about it → [Go to question 15](#)
- No → [Go to question 15](#)

**14 Is the monitoring of your sustainability performance communicated to key stakeholders (published on your website or elsewhere, shared through conferences and presentations, etc.)?**

Yes

→ If yes, do your stakeholders demand to see the monitoring of your sustainability performance?

Yes

→ Check the stakeholder(s) that demand to see the monitoring of your sustainability performance:

Employees

Suppliers

Customers

The community (chamber of commerce, local community, business community, community organizations, Indigenous communities, etc.)

Shareholders

Investors or lenders

Board members

Ministries or agencies from which your business receives funding or is under contract with

Other(s), specify: \_\_\_\_\_

No, no stakeholders demand to see the monitoring of your business's sustainability performance

No, but we are thinking about it

No

Check all that apply.

**15 Has your business set goals to improve its sustainability performance over time?**

Yes

→ Specify in which areas:

Eco-responsible procurement

Equality, inclusion and diversity (EDI) among management and staff

Energy transition and efficiency

Water management

The business's air emissions other than greenhouse gas (GHG) emissions

Biodiversity and natural resources

Reducing GHG emissions associated with your business's activities

Adapting to the consequences of climate change (climate resilience)

Circular economy, except recycling and/or composting

Other

No

Check all that apply.

Check all that apply.

**16 Has your business derived any of the following benefits from its corporate sustainability strategy? If yes, which one(s)?**

- The business's image is perceived more positively
- Improved social acceptability of the business's activities
- Improved workplace climate and employee motivation
- Developed an organizational culture that promotes learning and innovation
- Improved strategic planning
- Improved relationships with stakeholders
- Better workforce attraction and retention
- Reduced resource consumption
- Improved risk and crisis management
- Improved productivity
- Reduced operating costs
- Differentiation of the business's products
- Access to new markets
- Access to financing or capital at preferential rates
- Opportunity to do business with contractors or suppliers that have sustainability requirements
- Opportunity to do business with institutional investors, insurers or lenders that have sustainability requirements
- Creating and providing products and services that meet new market needs
- Other benefit
- No benefit

[→ Go to section 4](#)

Check all that apply.

**17 Why has your business not (yet) adopted a corporate sustainability strategy?**

- Lack of interest from customers or contractors
- Internal resistance or lack of interest (among management, staff, board members, shareholders, etc.)
- Lack of financial resources
- Lack of information to start the process
- Lack of support
- Lack of competent resources
- Lack of time
- Lack of conviction about positive impacts ("It's no use")
- Nothing is pushing you to start the process (no requirement from suppliers, funders, customers, etc.)
- The implementation of a corporate sustainability strategy is the responsibility of another decision-marking centre
- Adopting a sustainability strategy seems too cumbersome
- Other reasons. Specify:

## Section 4 Skills required to implement eco-responsible business practices, a sustainability strategy, or clean technologies

In order to implement eco-responsible business practices, a sustainability strategy or clean technologies, businesses must be able to rely on a skilled workforce. Employees with specialized skills are needed throughout the organization, not just in one branch or one particular position.

### 18 In 2024, did you hire any employees or external resources (such as consultants) with skills in the field of eco-responsible business practices, sustainable development or clean technologies in order to meet the needs of your business?

Yes

Check all that apply.

→ If yes, to perform what type of duties?

Management and general administrative duties

For example: Leading the implementation of eco-responsible business practices, coordinating the implementation of a sustainability strategy, deciding to integrate ESG (environmental, social and governance) criteria into the strategic plan or investments, monitoring environmental performance, coordinating the development of a GHG reduction plan.

Marketing, sales and communications duties

For example: Positioning your business as an ecological brand, raising customer awareness of environmental issues, writing sustainability reports, analyzing eco-responsible trends.

Accounting and finance duties

For example: Assessing environmental costs and benefits, financial assessment of GHG reduction measures, responsible investment management.

Legal duties

For example: Evaluating environmental clauses, expertise in environmental certification, negotiating eco-responsible contracts, reviewing or participating in an environmental compliance audit.

Information technology (IT) or digital technology duties

For example: Sustainable data management, optimizing IT infrastructures, developing eco-responsible information and communication technology solutions.

Human resources duties

For example: Integrating eco-responsible criteria into job offers and hiring criteria, recruiting employees with environmental qualifications, environmental skills managements, developing training on sustainable development for employees.

Purchasing or supply duties

For example: Purchasing products with eco-responsible characteristics, assessing the environmental impact of suppliers, sustainable procurement strategies.

Research and development and design duties

For example: Research and development for greener materials, analyzing the life cycle of products, supporting innovation in eco-design and reparability, developing measures to reduce GHG emissions, sustainable packaging design.

Logistics duties

For example: Optimizing transport, improving the energy efficiency of buildings or infrastructures, integrating lower-emission practices or processes into the production process.

Production, maintenance and technical management duties

For example: Optimizing resources, reducing energy consumption, managing maintenance waste, managing residual materials, integrating eco-responsible practices or processes into the production process.

Other duties, specify: \_\_\_\_\_

No

→ If no, why?

Check all that apply.

- Your business does not need skilled employees in these fields because it is not interested in adopting eco-responsible business practices or a sustainability strategy, in improving the ones already in place, or in using clean technologies.
- Your employees already have the necessary skills
- Your business lacks the financial resources to hire employees
- You prioritize training current employees over hiring new employees
- No one applied for the position
- Your business has difficulty identifying qualified applicants on hiring platforms and/or searching according to specific criteria
- Your business lacks information or support to structure job offers or specialized hiring
- Other reason, specify:

\_\_\_\_\_

**19 Does your business intend to improve its eco-responsible business practices or its sustainability strategy, to adopt such practices or strategy, or to use clean technologies in the next 12 months?**

Yes → [Go to question 20](#)

No → [Go to section 5](#)

**20 In the next 12 months, what will be your priorities for employee skill development in terms of improving your eco-responsible business practices or sustainability strategy, adopting such practices or strategy, or using clean technologies?**

The same person can perform several duties.

**Indicate the priority level based on the type of duties performed by your employees.**

**Staff duties**

**Skill development is ...**

**Not a  
priority**

**Low  
priority**

**Medium  
priority**

**Top  
priority**

20.1 Management and general administration

→ Check the main reason:

For example: Leading the implementation of eco-responsible business practices, coordinating the implementation of a sustainability strategy, deciding to integrate ESG (environmental, social and governance) criteria into the strategic plan or investments, monitoring environmental performance, coordinating the development of a GHG reduction plan.

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- Other reason

## Staff duties

## Skill development is ...

### 20.2 Marketing, sales and communications

For example: Positioning your business as an ecological brand, raising customer awareness of environmental issues, writing sustainability reports, analyzing eco-responsible trends.

Not a priority

Low priority

Medium priority

Top priority

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

### 20.3 Finance and accounting

For example: Assessing environmental costs and benefits, financial assessment of GHG reduction measures, responsible investment management.

Not a priority

Low priority

Medium priority

Top priority

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

### 20.4 Legal duties

For example: Evaluating environmental clauses, expertise in environmental certification, negotiating eco-responsible contracts, reviewing or participating in an environmental compliance audit.

Not a priority

Low priority

Medium priority

Top priority

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

**Staff duties**

**Skill development is ...**

**20.5 IT and digital technologies**

For example: Sustainable data management, optimizing IT infrastructures, developing eco-responsible information and communication technology solutions.

**Not a priority**

**Low priority**

**Medium priority**

**Top priority**

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

**20.6 Human resources**

For example: Integrating eco-responsible criteria into job offers and hiring criteria, recruiting employees with environmental qualifications, environmental skills managements, developing training on sustainable development for employees.

**Not a priority**

**Low priority**

**Medium priority**

**Top priority**

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

**20.7 Purchasing and supply**

For example: Purchasing products with eco-responsible characteristics, assessing the environmental impact of suppliers, sustainable procurement strategies.

**Not a priority**

**Low priority**

**Medium priority**

**Top priority**

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

**Staff duties**

**Skill development is ...**

**20.8 Research and development and design**

For example: Research and development for greener materials, analyzing the life cycle of products, supporting innovation in eco-design and reparability, developing GHG emissions, sustainable packaging design.

**Not a priority**

**Low priority**

**Medium priority**

**Top priority**

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

**20.9 Logistics**

For example: Optimizing transport, improving the energy efficiency of buildings or infrastructures, integrating lower-emission practices or processes into the production process.

**Not a priority**

**Low priority**

**Medium priority**

**Top priority**

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- No one performs these duties in your business (duties not performed at all or performed by an external supplier)
- Other reason

**20.10 Production, maintenance and technical management**

For example: Optimizing resources, reducing energy consumption, managing maintenance waste, managing residual materials, integrating eco-responsible practices or processes into the production process.

**Not a priority**

**Low priority**

**Medium priority**

**Top priority**

↳ Check the main reason:

- Staff already skilled enough in these duties
- Budget constraints or lack of resources
- Lack of information or support
- No perceived need or not relevant
- Other reason

**21 In the next 12 months, do you intend to offer training to your employees to promote the integration of eco-responsible business practices, sustainable development and clean technologies into the duties identified?**

Yes, and your business already has an idea of the type(s) of training considered

→ Please indicate the type(s) of training considered:

Internal training

Training during seminars or conventions

Training offered by business partners (e.g. banking institutions)

Training offered by educational institutions

Training offered as part of a Québec government or municipal/RCM program

Training offered as part of a federal government program

Training offered by a consulting firm or an external training team

Other, specify: \_\_\_\_\_

Yes, but your business has not yet chosen the type(s) of training

No, your business does not intend to offer training

Don't know

**22 In the next 12 months, do you intend to add skills related to eco-responsible business practices, sustainable development or clean technologies into your job offers and hiring criteria?**

Yes, these skills will be a requirement

Yes, but these skills will only be an asset

No, your business will contract out these skills to consultants

No, your business will train current employees

No, your business does not need these skills

No, your business does not intend to hire any employees in the coming year

Don't know

Check all that apply.

## Section 5 Government support to help businesses with their green transition

The Québec government has set up various financial assistance programs to help businesses implement projects aimed at reducing their environmental impact.

### 23 Please check the programs you know about.

Program name	Description
<input type="checkbox"/> Bioénergies Program	Program aimed at reducing greenhouse gas emissions and fossil fuel consumption by funding bioenergy conversion projects.
<input type="checkbox"/> Compétivert Program	Program aimed at improving business competitiveness through the adoption of clean technologies and eco-responsible practices.
<input type="checkbox"/> Écocamionnage Program	Program aimed at increasing the use of renewable energies and efficiency in freight transport.
<input type="checkbox"/> ÉcoPerformance Program	Program aimed at reducing greenhouse gas emissions and energy consumption by Québec businesses through energy analyses and energy efficiency and conversion projects.
<input type="checkbox"/> Fonds Écoleader	Program aimed at supporting businesses that want to adopt eco-responsible business practices and use clean technologies.
<input type="checkbox"/> Workforce Training Measure	Program aimed at improving the competitiveness of businesses by promoting employee skill development in order to improve staff performance and retention.
<input type="checkbox"/> ESSOR Program, component 3	Program aimed at reducing the environmental footprint of Québec businesses, in particular through the adoption of clean technologies.
<input type="checkbox"/> Valorisation des rejets thermiques (Recovery of waste heat) Program	Program aimed at supporting waste heat recovery projects in Québec, reducing GHG emissions, and reducing energy consumption.
<input type="checkbox"/> Efficient Solutions Program	Program aimed at optimizing electricity consumption.
<input type="checkbox"/> Technoclimat Program	Program aimed at supporting technology demonstration programs in the fields of energy and GHG emissions reduction, either for the development of pre-commercial innovations or for the testing of a technology not yet on the Québec market.
<input type="checkbox"/> Transportez vert Program	Program aimed at supporting businesses, municipalities and public bodies that operate a fleet of road vehicles in implementing measures to reduce their vehicles' fuel consumption and, consequently, their GHG emissions.

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## Comments

If you have any comments, please enter them in the space below.

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**Thank you for your cooperation!**

The results of the survey will be published on the website of the Institut de la statistique du Québec. If you would like to be notified by email when they become available, please provide your email address: