



**EUROPEAN SCIENTIFIC JOURNAL**  
by European Scientific Institute



**Paper: “Green Skills and Labor Market Transformation: A Bibliometric Analysis of Global Research Trends”**

**Submitted: 31 March 2026**

**Accepted: 05 May 2026**

**Published: 31 May 2026**

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Doi: [10.19044/esj.2026.v22n13p25](https://doi.org/10.19044/esj.2026.v22n13p25)

Peer review:

Reviewer 1: Elisabetta Venezia  
University of Bari Aldo Moro, Italy

Reviewer 2: Silvia Bertarelli  
University of Ferrara, Italy

Reviewer 3: Arlinda Ymeraj  
European University of Tirana, Albania

### ESJ Manuscript Evaluation Form 2026

This form is designed to summarize the manuscript peer review that you have completed and to ensure that you have considered all appropriate criteria in your review. Your review should provide a clear statement, to the authors and editors, of the modifications necessary before the paper can be published or the specific reasons for rejection.

Please respond within the appointed time so that we can give the authors timely responses and feedback.

NOTE: ESJ promotes peer review procedure based on scientific validity and technical quality of the paper (not perceived the impact). You are also not required to do proofreading of the paper. It could be recommended as part of the revision.

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|   |   |
|---|---|
| Reviewer Name: Arlinda Ymeraj   |   |
| University, Country: Luarasi University, Albania  |   |
| Date Manuscript Received: April 2, 2026   | Date Review Report Submitted: April 7, 2026 |
| Manuscript Title: Green Skills and Labor Market Transformation: A Bibliometric Analysis of Global Research Trends |   |
| ESJ Manuscript Number: 05.40.04.2026  |   |
| You agree your name is revealed to the author of the paper: Yes   |   |
| You approve, your name as a reviewer of this paper, is available in the "review history" of the paper: Yes        |   |
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#### Evaluation Criteria:

Please give each evaluation item a numeric rating on a 5-point scale, along with a thorough explanation for each point rating.

| <b>Questions</b>  | <b>Rating Result</b><br>[Poor] 1-5 [Excellent] |
|---|--|
| <b>1. The title is clear and it is adequate to the content of the article.</b><br><i>(The title is very clear, pertinent to the content of the article)</i>   | <b>5</b>                                       |
| <b>2. The abstract presents objectives, methods, and results.</b><br><i>(The abstract is clear and well structured. However, the purpose and the conclusions may be more clear. The comments are inserted in the paper)</i> | <b>4</b>                                       |
| <b>3. There are a few grammatical errors and spelling mistakes in this article.</b><br><i>(The article is written, using a very professional and clear language)</i>  | <b>5</b>                                       |
| <b>4. The study methods are explained clearly.</b><br><i>(The study methods are explained very clearly and supported by scientific sources)</i>   | <b>5</b>                                       |
| <b>5. The results are clear and do not contain errors.</b>  | <b>3</b>                                       |

|  |          |
|--|----------|
| <i>(Although the results are clear, more elaborated interpretation would directly impact on a higher quality of the paper. Comments are inserted in the paper)</i>               |          |
| <b>6. The conclusions or summary are accurate and supported by the content.</b>  | <b>4</b> |
| <i>(Conclusions are accurate, however there is the need to provide targeted policy orientations with respect to the research. The specific comment is inserted in the paper)</i> |          |
| <b>7. The references are comprehensive and appropriate.</b>  | <b>5</b> |
| <i>(Comprehensive and appropriat)</i>  |          |

**Overall Recommendation** (mark an X with your recommendation) :

|  |                                     |
|--|-------------------------------------|
| Accepted, no revision needed               | <input type="checkbox"/>            |
| Accepted, minor revision needed            | <input checked="" type="checkbox"/> |
| Return for major revision and resubmission | <input type="checkbox"/>            |
| Reject                                     | <input type="checkbox"/>            |

**Comments and Suggestions to the Author(s):**

Congratulations to the author for developing such an interesting and relevant topic in a comprehensive and rigorous manner.

**Comments and Suggestions to the Editors Only:**

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Reviewer A:

Recommendation: Revisions Required  
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**The TITLE is clear and it is adequate to the content of the article.**

The title is clear, specific, and completely matches what the manuscript says. It reflects the main focus of the study, which is the link between green skills, changes in the labor market, and using bibliometric analysis to look at global research trends.

**The ABSTRACT clearly presents objectives, methods, results, and conclusions.**

The abstract makes it clear what the study's goals, methods, main findings, and conclusions are. It is short, clear, and in line with what the article says. But it could be improved by briefly stating how many publications were reviewed and providing more specific information about the main findings. Minor language editing could also enhance clarity and smoothness.

**There are a few grammatical errors and spelling mistakes in this article.**

There are a few spelling and grammar mistakes in the article. Some sentences also have unclear wording that would be better if they were carefully rewritten. Even though these problems do not change the overall meaning of the manuscript very much, professional language editing and careful proofreading are suggested to make it clearer, more accurate, and easier to read.

**The study METHODS are explained clearly.**

The study methods are explained in a clear and logical way that makes sense. The manuscript gives a good description of the database used (Web of Science Core Collection), the search strategy, the criteria for including documents, the language restrictions, the choice of document type, and the use of VOSviewer for bibliometric mapping. These parts help readers understand how the dataset was put together and looked at. But I would suggest that the methodological section could be better if it included more information about the screening process, the exact number of records that were left out at each stage, and the exact VOSviewer parameters or thresholds that were used in the network analysis. Adding this information would make things more clear, strict, and repeatable. Also attractive for readers.

**The results are clear and do not contain errors.**

The results are, in general terms, clear and follow a logical order. There are also figures and descriptive comments that help explain what they mean. But some inconsistencies may need to be fixed carefully. The total number of publications reported (32 articles) should be compared to the number of publications by year and by country. This is because some of the combined values seem to be hard to match up. Furthermore, the percentages for contributions from different countries (like EU countries, China, and the US) should be recalculated and clearly explained. It should be clear whether they refer to publications, affiliations, or counts of co-authorship from more than one country. If the figures, tables, and text interpretations were more consistent, I think that the results section would be clearer and more reliable.

**The CONCLUSION or summary is accurate and supported by the content.**

The conclusion is logical, correct, and mostly backed up by the results in the manuscript. It does a good job of summarizing the main points about the growing importance of green skills, the main research areas, and the major contributions of European countries. But some statements,

especially those about policy effects and country differences, could be more careful, since the dataset is small. The conclusion is in line with what the study found.

**The list of REFERENCES is comprehensive and appropriate.**

The list of references is mostly good and relevant to the topic. It includes sources on green skills, labor markets, sustainability, and bibliometric methods. It backs up the study's theoretical and methodological framework. Some recent international studies and institutional reports could be added to the reference list, though. Also, formatting problems and missing citation information should be carefully checked to make sure they are correct and follow the journal's style rules.

***Please rate the TITLE of this paper.***

[Poor] 1-5 [Excellent]

5

***Please rate the ABSTRACT of this paper.***

[Poor] 1-5 [Excellent]

4

***Please rate the LANGUAGE of this paper.***

[Poor] 1-5 [Excellent]

3

***Please rate the METHODS of this paper.***

[Poor] 1-5 [Excellent]

4

***Please rate the RESULTS of this paper.***

[Poor] 1-5 [Excellent]

3

***Please rate the CONCLUSION of this paper.***

[Poor] 1-5 [Excellent]

4

***Please rate the REFERENCES of this paper.***

[Poor] 1-5 [Excellent]

3

**Overall Recommendation!!!**

Accepted, minor revision needed

**Comments and Suggestions to the Author(s):**

I think that the manuscript discusses an interesting topic, providing a valuable bibliometric analysis of research concerning green skills and labor market transformation. The paper is mostly well-organized, and the title, abstract, and conclusion all fit with the goals of the study. The methodology is correct and easy to understand.

I suggest careful language editing to make the manuscript even better because there are a few small grammar mistakes and awkward phrases throughout the text. Also, the authors need to

double-check the numbers, percentages, and consistency between the figures, tables, and text interpretations in the results section. The reference list should be fixed and expanded with recent studies, if possible.

These small changes would make the manuscript stronger and attractive for potential readers.

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Reviewer C:

Recommendation: Revisions Required

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**The TITLE is clear and it is adequate to the content of the article.**

The title is clear

**The ABSTRACT clearly presents objectives, methods, results, and conclusions.**

Yes

**There are a few grammatical errors and spelling mistakes in this article.**

**The study METHODS are explained clearly.**

This research article presents a bibliometric analysis of global academic literature concerning the intersection of green skills and labor market evolution. Using data from the Web of Science, the study maps out key research trends and identifies a significant surge in publications led predominantly by European and Asia-Pacific institutions. The findings suggest that environmental competencies are becoming essential across traditional sectors such as construction and manufacturing, rather than remaining niche. The analysis categorizes existing research into three primary clusters: educational integration, policy responses, and the socioeconomic impacts of a sustainable transition. The author ultimately highlights the critical need for inclusive training to ensure that marginalized workers are not left behind during the shift to a low-carbon economy.

The paper provides a systematic, meta-level synthesis of a historically fragmented research area spanning multiple disciplines. A primary novelty of the paper is to capture the role of "green human capital." It does this across the full spectrum of economic activity. Additionally, it identifies three distinct yet interconnected research clusters: policy and education, labor and skills, and green economic transition. This visualization enables researchers to understand the "intellectual terrain" and the influence of global policy on academic discourse. The study provides a clear, data-driven overview of the global nature of the debate, revealing the dominance of European and Asia-Pacific research and highlighting the modest participation of developing countries. Finally, the study identifies critical gaps, particularly regarding equity-related challenges. The study points out that the current literature often overlooks transition pathways for marginalized groups and fossil fuel-dependent workers, framing the green transition as a "social responsibility" rather than an economic necessity.

Although the draft paper offers a structured bibliometric overview, further clarification or detail in several areas could improve the depth and clarity of the study:

- **Sample Size and Scope:** The analysis is based on a total of 32 articles. For a bibliometric study intended to map "global research trends," this sample size is exceptionally small. Readers may wonder if this small number reflects the field's infancy or if the search criteria were too

restrictive.

- Search Query Omissions: The methodology lists a specific Boolean query: ("green skills" OR "green education" OR "sustainable skills development" OR "environmental literacy") AND ("employment" OR "labor market"). However, the Results section identifies "green jobs" as a major keyword in the thematic clusters. It is unclear why "green job" was not included in the initial search string. Its exclusion may have contributed to the small sample size.

**The results are clear and do not contain errors.**

The results are well described. I have some comments to improve them.

- Geographic Data Interpretation: The text states that the United States produced the "highest number of publications." However, the next paragraph notes that EU countries collectively represent 27.7% of the dataset, surpassing other regions. While both statements are technically true—one refers to a single country, and the other to a regional bloc—the transition between them could be clearer to avoid confusion about which entity is the primary research leader.
- Context for Turkey: The introduction highlights Turkey as being in the "early phases" of a green skills agenda and suggests that the evolution of the literature offers valuable insight for Turkish decision-makers. Despite this mention, Turkey does not appear again in the Results or Conclusion sections. It is unclear whether any of the 32 analyzed articles focus specifically on Turkey or how the findings apply directly to its unique institutional context.
- Definition of "Blind Spots": The paper identifies "important blind spots" regarding equity-related challenges and transition pathways for fossil fuel-dependent workers. However, I would suggest to clarify whether these gaps were identified through the VOSviewer mapping or through a qualitative reading of the articles would strengthen the argument.
- Figure 5 illustrates three clusters: Policy/Education, Labor/Skills, and Green Economic Transition. While the text provides general themes, it does not fully detail the mapping of individual keywords to these clusters, leaving it to the reader to interpret the visual proximity of the nodes.

**The CONCLUSION or summary is accurate and supported by the content.**

Yes

**The list of REFERENCES is comprehensive and appropriate.**

Yes

*Please rate the TITLE of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the ABSTRACT of this paper.*

[Poor] 1-5 [Excellent]

5

*Please rate the LANGUAGE of this paper.*

[Poor] 1-5 [Excellent]

4

*Please rate the METHODS of this paper.*

[Poor] 1-5 [Excellent]

3

***Please rate the RESULTS of this paper.***

[Poor] 1-5 [Excellent]

4

***Please rate the CONCLUSION of this paper.***

[Poor] 1-5 [Excellent]

4

***Please rate the REFERENCES of this paper.***

[Poor] 1-5 [Excellent]

3

### **Overall Recommendation!!!**

Return for major revision and resubmission

### **Comments and Suggestions to the Author(s):**

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