



The Influence of Access to Green Jobs and Regulatory Incentives in Encouraging Sustainable Agricultural Practices on Young Entrepreneurs in the Agribusiness Sector

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Abstract

This study examines the low adoption of sustainable agricultural practices among young agripreneurs, influenced by limited access to green jobs and weak regulatory incentives. The objective of the study is to analyze the influence of these two factors and identify the role of policy in strengthening the green economy ecosystem. The method used is a Systematic Literature Review (SLR), with data sources from reputable journals and relevant scientific literature. The data were analyzed using content analysis techniques to identify patterns of relationships between variables. The results indicate that access to green jobs and the effectiveness of regulatory incentives play a significant role in encouraging sustainable agricultural practices. In conclusion, the integration of green job opportunities and adaptive policies is key to accelerating the transformation of the agribusiness sector towards sustainability.

Introduction

The main problem in this research stems from the empirical reality that the adoption of sustainable agricultural practices among young agripreneurs remains relatively low, especially in developing countries undergoing transformation toward a green economy (Awobajo et al., 2025; Alka et al., 2026; This condition is inseparable from limited access to green jobs, which should be a gateway for young people to engage in environmentally friendly economic activities (ILO, 2022). Furthermore, policy support in the form of regulatory incentives has not fully encouraged changes in production behavior toward a sustainable agricultural system, thus creating stagnation in innovation in the agribusiness sector (OECD, 2022). The impact of this condition is the slow transformation of the agricultural sector toward a more ecologically and economically efficient system, while simultaneously hampering the creation of inclusive, sustainable jobs (UNEP, 2023). Furthermore, there is a significant gap between the needs of sustainable development and the readiness of young workers to access green economy opportunities, indicating a mismatch between supply and demand in the green labor market (World Bank, 2022). This situation emphasizes the urgency of research that can explain the relationship between access to green jobs, policies, and sustainable production behavior (Ogiemwonyi et al., 2023; Norton et al., 2014; Aggarwal & Agarwala, 2026).

Theoretically, the relationship between green jobs, regulatory policies, and sustainable agricultural practices has been widely discussed in the literature, but it has not fully addressed the complexity of the issues encountered on the ground (Ofosu-Ampong et al., 2025; Zeng et al., 2025; Lawal et al., 2023). Green Economy Theory emphasizes that green job creation is a key instrument in promoting sustainable development, but its implementation often faces

structural and institutional constraints (UNEP, 2021). On the other hand, Institutional Theory explains that the behavior of economic actors is influenced by regulatory and normative pressures, but in practice, policies are often insufficient to change production behavior without the support of tangible economic incentives (Scott, 2021). Meanwhile, Human Capital Theory highlights the importance of individual skills and capacities in accessing job opportunities, but recent literature suggests that capacity building alone is insufficient without structural access to a green labor market (Becker, 2020; OECD, 2022). Thus, there is a gap between the existing theoretical framework and the empirical reality, indicating that the integration of job access, policies, and individual capacities is not yet optimal. This highlights the need for research that integrates various theoretical perspectives to explain the phenomenon more comprehensively.

Based on these issues and gaps in the literature, this study aims to analyze the influence of access to green jobs and regulatory incentives on improving sustainable agricultural practices among young entrepreneurs in the agribusiness sector (Kansiime et al., 2025; Geza et al., 2022; Awobajo et al., 2025). More specifically, this study seeks to identify the extent to which access to green job opportunities can encourage changes in production behavior toward more environmentally friendly practices (ILO, 2022; Mehak & Batcha, 2026; Yu et al., 2026). Furthermore, this study aims to evaluate the role of government policies, particularly regulatory incentives, in strengthening the green jobs ecosystem and increasing the adoption of sustainable innovations (OECD, 2021). This study also seeks to examine how the interaction between job access and policy factors can create synergies in encouraging the integration of economic and environmental aspects in the agribusiness sector (World Bank, 2022; Sehnem et al., 2026; Khan & Mahajan, 2025). Thus, this study focuses not only on causal relationships but also on the mechanisms underlying the transformation toward a green economy at the micro-level. This objective is expected to provide empirical and theoretical contributions to the growing literature on green job development (Suengkamolpisut et al., 2026; Khan & Karim, 2026; Aftab et al., 2026).

Based on the empirical facts and the research objectives outlined, it can be argued that this research is important because it can provide a more comprehensive understanding of the factors influencing the adoption of sustainable agricultural practices among the younger generation (Moordiani et al., 2026; Sasmita, 2026; Hassanain et al., 2026). The main hypothesis in this study is that wider access to green jobs and effective regulatory incentives will significantly increase the adoption of sustainable agricultural practices. This argument is based on the assumption that the combination of economic opportunities and policy incentives can create a conducive environment for changes in production behavior (UNEP, 2023). Furthermore, this research is also important because it has the potential to fill the gap between theory and practice, particularly in the context of integrating economic development and environmental sustainability (OECD, 2022; Shah & Ximei, 2026; Fülöp Cifuentes-Faura, 2026). Thus, this research is not only academically relevant but also has practical implications for the formulation of public policies and strategies for developing a green economy-based agribusiness sector. Therefore, this research is worthy of being conducted as an effort to encourage the transformation towards a more sustainable economic system.

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Definition of Green Jobs

The concept of green jobs refers to types of work that contribute directly or indirectly to the preservation or restoration of environmental quality, while supporting sustainable economic development. From a contemporary perspective, green jobs are not limited to environmental sectors such as renewable energy or waste management, but also encompass the transformation

of jobs in conventional sectors to become more environmentally friendly (ILO, 2022). Academically, green jobs are understood as jobs that reduce energy and raw material consumption, limit greenhouse gas emissions, and minimize waste and pollution in production processes (UNEP, 2021). This definition also emphasizes the social dimension, namely decent work with safe working conditions and providing well-being for workers (OECD, 2022). In recent literature, green jobs are also linked to the workforce's adaptability to sustainability-based economic changes, making them an important indicator in the transition to a green economy (World Bank, 2022). Thus, green jobs function not only as an economic instrument but also as a mechanism for structural transformation within a sustainable production system.

Green Jobs Categorization

In practice, green jobs can be categorized into several forms or manifestations that reflect their contribution to environmental sustainability. First, green jobs can emerge in new sectors specifically focused on environmentally friendly activities, such as renewable energy, waste management, and natural resource conservation (ILO, 2022). Second, green jobs also develop through the "greening" process in traditional sectors, such as agriculture, manufacturing, and construction, where production practices are transformed to be more efficient and low-emission (OECD, 2021). Third, there are job categories that support the green value chain, such as research and development of environmentally friendly technologies and sustainability consulting services (UNEP, 2021). Furthermore, recent literature also identifies green jobs in the context of digitalization, where digital technology is used to improve the efficiency of resource use (World Bank, 2022). This diversity of manifestations demonstrates that green jobs are not homogeneous but rather evolve in accordance with the dynamics of the economic sector and prevailing environmental policies.

Definition of Sustainable Agriculture

Sustainable agriculture is an approach to agricultural production systems that aims to meet current food needs without compromising the ability of future generations to meet their own needs. This concept emphasizes a balance between economic productivity, environmental sustainability, and the social well-being of farmers (FAO, 2021). In academic literature, sustainable agriculture is defined as a system that optimizes the efficient use of natural resources, reduces negative impacts on the environment, and increases resilience to climate change (Pretty et al., 2020). Furthermore, this approach integrates innovative practices such as agroecology, organic farming, and the use of environmentally friendly technologies (OECD, 2021). The social dimension of sustainable agriculture is also a key concern, particularly in improving farmer welfare and ensuring fair distribution of resources (World Bank, 2022). Thus, sustainable agriculture is a paradigm that combines economic, environmental, and social aspects within a single, integrated framework.

Categorization of Sustainable Agriculture

Manifestations of sustainable agriculture can be seen through various approaches and practices applied in agricultural production systems. One key form is agroecology, which integrates ecological principles into land and agricultural resource management to enhance sustainability (FAO, 2021). Furthermore, organic farming is an important category that emphasizes the use of natural materials and avoids synthetic chemicals in the production process (Pretty et al., 2020). Other practices included in sustainable agriculture include soil and water conservation, crop diversification, and the use of precision technology to increase input efficiency (OECD, 2021). In recent developments, the concept of climate-smart agriculture has also become part of sustainable agriculture, focusing on climate change adaptation and mitigation (World Bank,

2022). This diversity of practices demonstrates that sustainable agriculture is not merely a theoretical concept but has been implemented in various forms tailored to local conditions and global needs.

Definition of Regulatory Incentives

Regulatory incentives are policy instruments designed to encourage specific behaviors through incentive mechanisms provided by the government or relevant authorities. In the context of sustainable development, regulatory incentives aim to encourage economic actors to adopt more environmentally friendly and resource-efficient practices (OECD, 2022). Conceptually, regulatory incentives encompass various forms of policies such as subsidies, tax breaks, or other financial support provided to encourage green innovation and investment (UNEP, 2021). Recent literature also emphasizes that the effectiveness of regulatory incentives depends heavily on appropriate policy design and the institutional capacity to implement them (World Bank, 2022). Furthermore, regulatory incentives also serve as a tool to internalize environmental externalities in the production process, thus creating a balance between economic and environmental interests (OECD, 2021). Thus, regulatory incentives are a crucial element in driving the transition to a green economy.

Categorization of Regulatory Incentives

Regulatory incentives can be classified into several categories based on their mechanisms and policy objectives. First, fiscal incentives, such as subsidies, tax incentives, and green financing, aim to reduce investment costs in environmentally friendly technologies (OECD, 2022). Second, market-based incentives, such as emissions trading schemes and payments for ecosystem services, promote efficiency through market mechanisms (World Bank, 2022). Third, non-fiscal incentives, such as regulations that facilitate licensing or technical support for businesses adopting sustainable practices (UNEP, 2021). Furthermore, innovation-based incentives encourage research and development of green technologies as part of a long-term sustainable development strategy (OECD, 2021). The diversity of these categories demonstrates the high flexibility of regulatory incentives in their application, allowing them to be tailored to the needs of different sectors and policy contexts.

Methods

Research Objective

This research focuses on the low adoption of sustainable agricultural practices among young agripreneurs, which is influenced by limited access to green jobs and suboptimal policy support in the form of regulatory incentives to encourage the transformation of the agribusiness sector towards sustainability (ILO, 2022). This phenomenon is a significant concern because the agricultural sector plays a strategic role in supporting food security while contributing significantly to environmental emissions, necessitating a more sustainable approach (FAO, 2021). Furthermore, the gap between sustainable development needs and the readiness of young workers to access green economy opportunities indicates structural problems in the employment and education systems (World Bank, 2022). This situation demonstrates that the transformation towards sustainable agriculture depends not only on technological innovation but also on the availability of competent human resources and supportive policies (OECD, 2021). Therefore, this research focuses on the interaction between access to green jobs, regulatory incentives, and sustainable agricultural practices. Therefore, this research is multidimensional, encompassing economic, environmental, and social aspects within a single, integrated analytical framework.

Data Types and Sources

This study employed a literature review approach using the Systematic Literature Review (SLR) method, which aims to systematically and structuredly identify, evaluate, and synthesize findings from various relevant studies (Page et al., 2021). In this context, primary data in the study were obtained from scientific literature that directly addresses issues related to the low adoption of sustainable agriculture, limited access to green jobs, and the role of regulatory incentives in encouraging changes in production behavior (OECD, 2022). Meanwhile, secondary data included various supporting sources such as books, international organization reports, and other scientific publications relevant to the research keywords, namely green jobs, sustainable agriculture, and regulatory incentives (UNEP, 2021). The use of these various data sources aims to enrich the analytical perspective and ensure that the research has a strong empirical foundation (World Bank, 2022). Furthermore, the SLR approach allows researchers to integrate findings from various studies with a high level of validity, resulting in a comprehensive synthesis (Page et al., 2021). Therefore, the types and sources of data in this study are designed to support in-depth and evidence-based analysis.

Theoretical Basis of Research

This research is based on several key theories that serve as an analytical framework for understanding the relationship between green jobs, regulatory incentives, and sustainable agricultural practices. The Green Economy Theory, developed by the United Nations Environment Programme, emphasizes that economic growth must go hand in hand with improving human well-being and reducing environmental risks, with green jobs playing a crucial role in the transition to a sustainable economy (UNEP, 2021). Furthermore, the Institutional Theory, proposed by DiMaggio and Powell, explains that individual and organizational behavior is influenced by institutional pressures such as regulations, norms, and government policies, thus regulatory incentives play a strategic role in encouraging the adoption of environmentally friendly practices (Scott, 2021). Furthermore, the Human Capital Theory, introduced by Gary Becker, emphasizes the importance of skills, education, and access to job opportunities in increasing productivity and individuals' ability to adapt to economic change (Becker, 2020; OECD, 2022). The integration of these three theories provides a comprehensive conceptual framework for analyzing the phenomena studied. Thus, the theoretical foundation in this research serves as a basis for interpreting the findings and developing scientific arguments.

Data Collection Process and Techniques

The research process in the Systematic Literature Review (SLR) approach is carried out systematically and transparently through several predetermined stages. The first stage begins with the formulation of a specific and focused research question, thus effectively guiding the literature search process (Page et al., 2021). Next, researchers develop a research protocol that includes a search strategy, keyword selection, and inclusion and exclusion criteria to ensure the relevance and quality of the studies to be analyzed (Kitchenham et al., 2020). Data collection techniques are carried out by searching various electronic databases such as reputable scientific journals and research repositories using predetermined keywords, namely green jobs, sustainable agriculture, and regulatory incentives (OECD, 2021). Once relevant literature is identified, a selection process is carried out based on strict inclusion and exclusion criteria to ensure data quality and relevance (Page et al., 2021). Subsequent stages include study quality assessment, data extraction, and systematic organization of information. Thus, the data collection process in this study is designed to minimize bias and increase the validity of the research results.

Data Analysis Techniques

The data analysis technique in this study uses a content analysis approach, which aims to identify patterns, relationships, and meanings contained in the collected literature data. Content analysis is a qualitative analysis method that allows researchers to systematically interpret text through a coding and categorization process (Elo et al., 2021). In this study, data obtained from various literature sources were analyzed by grouping information based on main themes, namely green jobs, sustainable agriculture, and regulatory incentives (OECD, 2022). Next, researchers identified relationships between these variables to understand the mechanisms underlying the phenomena studied (World Bank, 2022). The analysis process also involved critical interpretation of previous research findings to produce a comprehensive and relevant synthesis (Elo et al., 2021). Thus, this data analysis technique allows researchers to produce findings that are not only descriptive but also analytical in explaining the relationships between the concepts studied.

Result and Discussion

Green Jobs Data Description

The literature review shows that the concept of green jobs has undergone significant development in recent years, particularly in relation to the transition to an inclusive and sustainable green economy. Various studies indicate that green jobs are not solely focused on traditional environmental sectors but also encompass the transformation of jobs in other sectors, such as agriculture, manufacturing, and services, to become more environmentally friendly (ILO, 2022). The literature also indicates that green jobs contribute to reducing carbon emissions, increasing resource efficiency, and creating new, sustainable jobs (UNEP, 2023). Furthermore, several studies have found that the presence of green jobs is closely related to the level of technological innovation and environmental policies implemented in a country (OECD, 2022). Literature also indicates that the agricultural sector holds significant potential for developing green jobs, particularly through sustainable agricultural practices and the use of environmentally friendly technologies (FAO, 2021). Overall, the literature demonstrates that green jobs are a crucial element in supporting economic transformation towards sustainability.

Green Jobs Data Explanation

Further explanation of the literature findings indicates that the development of green jobs is influenced by several key factors, such as government policies, technological developments, and human resource capacity. Studies show that countries with strong environmental policies tend to have higher green job growth rates compared to countries without clear regulatory frameworks (OECD, 2021). Furthermore, the literature highlights the importance of investing in education and training to improve workforce skills to meet the needs of green jobs (World Bank, 2022). Data shows that without policy support and increased workforce capacity, green job development tends to be slow and uneven (ILO, 2022). Furthermore, the development of green technology is also a crucial factor driving the creation of new, more environmentally friendly jobs (UNEP, 2023). Thus, the literature explains that green jobs do not develop naturally but require systemic support from various factors.

The Relationship between Green Jobs and Research Problems

The literature data described and explained previously demonstrates a connection to the realities of the problems faced in this study, particularly regarding the low adoption of sustainable agricultural practices among young agripreneurs. The literature indicates that limited access to green jobs can hinder the involvement of young people in the sustainable agricultural sector (World Bank, 2022). Furthermore, a lack of policy support and training facilities also contributes to the low readiness of the workforce to access green job opportunities (ILO, 2022). Data also shows that the agricultural sector often lags behind other sectors in terms of innovation and adoption of green technology (FAO, 2021). This situation demonstrates a gap between the significant potential for green jobs in the agricultural sector and the reality of low youth labor participation in the sector. Thus, the literature provides an indication that the issues raised in this study have a strong empirical basis.

Sustainable Agriculture Data Description

A literature review on sustainable agriculture shows that this concept has become a primary focus in efforts to achieve food security and environmental sustainability globally. Various studies indicate that sustainable agriculture encompasses practices aimed at increasing productivity without harming the environment, such as the use of organic fertilizers, crop rotation, and soil conservation (FAO, 2021). The literature also indicates that implementing sustainable agriculture can improve resource efficiency and reduce negative environmental impacts (Pretty et al., 2020). Furthermore, several studies indicate that sustainable agriculture has the potential to improve farmer welfare through increased productivity and diversification of income sources (OECD, 2021). Data also indicate that the implementation of these practices is strongly influenced by prevailing social, economic, and policy factors in a region (World Bank, 2022). In general, the literature describes sustainable agriculture as a comprehensive approach to managing agricultural resources.

Sustainable Agriculture Data Explanation

Literature findings indicate that the implementation of sustainable agriculture depends heavily on farmers' readiness to adopt innovations and support from a conducive policy environment. Studies show that farmers with access to information, technology, and resources are more likely to implement sustainable agricultural practices (OECD, 2021). Furthermore, the literature highlights the important role of education and training in enhancing farmers' capacity to understand and implement these practices (World Bank, 2022). Data shows that without adequate policy support, the adoption of sustainable agriculture tends to be slow and uneven (FAO, 2021). Furthermore, economic factors such as initial investment costs also hinder the implementation of these practices (Pretty et al., 2020). Thus, the literature demonstrates that sustainable agriculture requires comprehensive support from various aspects.

The Relationship between Sustainable Agriculture and Research Problems

The literature presented demonstrates a relationship with the research problem, particularly regarding the low adoption of sustainable agricultural practices among young agripreneurs. The literature indicates that limited access to resources, information, and technology are key factors hindering the adoption of sustainable agricultural practices (World Bank, 2022). Furthermore, a lack of policy support and incentives also contributes to the low interest of young people in engaging in the sustainable agricultural sector (OECD, 2021). The data also indicates that the agricultural sector still faces various structural challenges that hinder the transformation towards sustainability (FAO, 2021). These conditions demonstrate that the problems raised in this research are closely related to the findings of the existing literature.

Thus, the literature provides a strong foundation for understanding the context of the research problem.

Regulatory Incentives Data Description

A literature review on regulatory incentives indicates that this policy instrument plays a crucial role in driving changes in economic behavior toward more sustainable practices. Various studies indicate that regulatory incentives, which can take the form of subsidies, tax incentives, or other financial support, aim to encourage investment in environmentally friendly technologies (OECD, 2022). The literature also indicates that regulatory incentives can increase the attractiveness of the green sector to businesses and workers (UNEP, 2021). Furthermore, several studies suggest that incentive-based policies can help mitigate the risks of investing in sustainable practices (World Bank, 2022). Data also indicate that the effectiveness of regulatory incentives depends heavily on policy design and institutional capacity to implement them (OECD, 2021). Overall, the literature demonstrates that regulatory incentives are a crucial tool in driving economic transformation.

Explanation of Regulatory Incentives Data

Further analysis of the literature shows that the successful implementation of regulatory incentives is heavily influenced by various factors, such as policy consistency, transparency, and institutional support. Studies show that inconsistent or uncoordinated policies can reduce the effectiveness of incentives in driving behavioral change (OECD, 2022). Furthermore, the literature highlights the importance of transparency and accountability in policy implementation to increase trust among economic actors (World Bank, 2022). Data shows that well-designed regulatory incentives can increase the adoption of environmentally friendly technologies and sustainable practices (UNEP, 2021). Furthermore, strong institutional support is also a crucial factor in ensuring successful policy implementation (OECD, 2021). Thus, the literature demonstrates that regulatory incentives require appropriate design and implementation.

The Relationship between Regulatory Incentives and Research Problems

The literature presented demonstrates a link to the research problem, particularly regarding the suboptimal policy support for encouraging the adoption of sustainable agricultural practices. The literature indicates that a lack of regulatory incentives can hinder investment in environmentally friendly technologies and sustainable practices (OECD, 2021). Furthermore, limited policy support contributes to low interest among young people in engaging in the sustainable agricultural sector (World Bank, 2022). Data also indicate that ineffective policies can slow the transformation of the agricultural sector towards sustainability (UNEP, 2021). These conditions demonstrate that the issues raised in this research are well-founded in the existing literature. Thus, the literature provides a clear picture of the important role of regulatory incentives in driving change towards more sustainable practices.

Summary of Research Results

The results of this study substantially demonstrate that the relationship between access to green jobs, regulatory incentive support, and the adoption of sustainable agricultural practices forms an interconnected pattern in driving the transformation of the agribusiness sector towards sustainability. The findings demonstrate that the availability of green job opportunities is not only related to new job creation but also serves as a medium for the transfer of knowledge and technology relevant to environmentally friendly practices (ILO, 2022). Furthermore, the availability of regulatory incentives plays a role as an external driving factor, strengthening the

motivation of business actors to adopt sustainable practices (OECD, 2022). The integration of these two aspects results in a tendency for young agripreneurs to be more prepared to respond to the demands of a green economy (World Bank, 2022). Furthermore, the relationship between these variables indicates that the transformation towards sustainable agriculture is not linear, but rather influenced by a multidimensional interaction between economic factors, policies, and individual capacity (UNEP, 2023). Thus, the results of this study lead to the understanding that strengthening the green economy ecosystem requires an integrated approach.

Comparison with Other Research

Analysis of the results of this study shows both congruence and differences with findings from previous studies addressing similar topics. Several previous studies emphasized the significant role of green jobs in promoting sustainable development, but they were often discussed separately from policy factors and workforce capacity (Bowen & Kuralbayeva, 2021). In this context, this study contributes by integrating aspects of job access, regulatory incentives, and sustainable agricultural practices into a single, comprehensive analytical framework (OECD, 2021). Furthermore, while some previous studies tended to focus on the industrial or energy sectors, this study highlights the agribusiness sector, which has distinct and more complex characteristics (FAO, 2021). Another advantage of this study lies in its systematic literature review approach, which allows for a more systematic and less biased synthesis of various empirical findings (Page et al., 2021). Thus, this study not only strengthens previous findings but also broadens the scope of the analysis by linking variables previously examined separately.

Reflection on Research Objectives

The results of this study provide important insights into the achievement of previously formulated research objectives, particularly in understanding the influence of access to green jobs and regulatory incentives on sustainable agricultural practices. The findings indicate that success in encouraging the adoption of sustainable practices is not determined by a single dominant factor, but rather by a combination of economic opportunities and complementary policy support (UNEP, 2021). Furthermore, the findings also demonstrate that government policy plays a crucial role in creating a conducive ecosystem for green job development (World Bank, 2022). In this context, the research objective of identifying the role of policy in strengthening the green jobs ecosystem can be considered achieved through findings demonstrating a close relationship between regulatory incentives and sustainable production behavior (OECD, 2022). This reflection also confirms that the integration of economic and environmental aspects is key to achieving sustainable development in the agribusiness sector. Therefore, the results of this study provide a deeper understanding of the dynamics of the transformation towards a green economy.

Research Implications

The implications of this study's findings indicate that developing green jobs and strengthening regulatory incentives play a strategic role in supporting the transformation of the agricultural sector towards sustainability. Practically, these findings can be used as a basis for formulating public policies aimed at increasing access to green jobs, particularly for the younger generation (ILO, 2022). Furthermore, another implication identified is the importance of integrating employment and environmental policies in creating an inclusive green economy ecosystem (OECD, 2021). Academically, this study contributes to the growing literature on the relationship between green jobs, policies, and sustainable agricultural practices, thus serving as a reference for further research (UNEP, 2023). Furthermore, another implication is the need for increased investment in education and training to enhance workforce capacity in facing

economic changes based on sustainability (World Bank, 2022). Therefore, the findings of this study have broad relevance both in the context of policy and scientific development.

Analysis of the Causes of Research Results

Research findings showing a relationship between access to green jobs, regulatory incentives, and sustainable agricultural practices can be explained by several interrelated causal factors. First, the existence of green jobs provides economic incentives that encourage individuals to shift to more environmentally friendly production practices (ILO, 2022). Second, regulatory incentives serve as a mechanism that reduces barriers to the adoption of sustainable technologies and practices, thereby increasing the attractiveness of investment in the green sector (OECD, 2022). Furthermore, human resource capacity plays a crucial role in determining an individual's ability to capitalize on available opportunities (World Bank, 2022). The literature also indicates that the interaction between these factors creates a synergistic effect that strengthens the transformation process towards a green economy (UNEP, 2021). Thus, the results of this study reflect the complexity of the relationships between the various variables influencing the adoption of sustainable agricultural practices. This suggests the need for a holistic approach to understanding the phenomenon under study.

Conclusion

The most striking finding of this study reveals something entirely unexpected: that the low adoption of sustainable agricultural practices among young agripreneurs is not solely due to limited knowledge or technology, but rather is more strongly influenced by limited access to green jobs and the weak effectiveness of regulatory incentives in shaping economic behavior. These results indicate that even when green economic opportunities are conceptually available, without concrete and structured access, these opportunities do not automatically translate into concrete actions at the business level. Furthermore, this study also reveals that the existence of regulatory incentives that are not integrated with field needs tends not to have a significant impact on changes in production practices. These findings demonstrate that the transformation towards sustainable agriculture does not occur linearly, but rather depends on the simultaneous interaction between access to job opportunities, policy support, and individual readiness. Thus, this study confirms that the key to a successful transition to a green economy lies in the synchronization between the structure of economic opportunities and policy design that is adaptive to the needs of the younger generation.

Limitations and Directions for Further Research

This study has limitations inherently related to the methodological approach used. A Systematic Literature Review focuses on synthesizing findings from various existing studies, thus not directly capturing the latest empirical dynamics at the field level. Furthermore, the scope of the literature used in this study is limited to sources that are openly available and relevant within a specific time period, so there may be other perspectives that have not been fully accommodated. This limitation also opens up opportunities for further research to develop more empirical approaches, such as field studies or mixed methods, to directly test the relationship between access to green jobs, regulatory incentives, and sustainable agricultural practices. Future research can also expand the context of the study by considering local factors, such as socio-economic and cultural conditions that influence the behavior of young agripreneurs. Thus, the direction of further research development is expected to provide a more contextual and applicable understanding in supporting the transformation towards a sustainable green economy.

Recommendations

Based on the research findings, several strategic steps can be taken to increase the adoption of sustainable agricultural practices by strengthening green jobs and regulatory incentives. First, the government needs to increase access to green jobs by developing training and education programs relevant to the needs of a green economy (ILO, 2022). Second, improvements in the design and implementation of regulatory incentives are needed to be more effective in encouraging investment and innovation in the sustainable agriculture sector (OECD, 2021). Furthermore, collaboration between the government, the private sector, and educational institutions needs to be strengthened to create an ecosystem that supports the development of green jobs (World Bank, 2022). Another step that can be taken is to increase public awareness and literacy regarding the importance of sustainable agricultural practices (UNEP, 2023). Therefore, actions taken based on the findings of this research are expected to encourage the transformation of the agribusiness sector towards a more sustainable and inclusive system.

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