

Table II. Themes identified from theses and grouped into the dimensions of social, economic, and ecological sustainability.

Social sustainability	Economic sustainability	Ecological sustainability
<i>Human rights, justice, equality, & ethics issues</i> • non-discrimination in recruitment process • support of work ability • social communication • public procurement • reduction of child labour as a goal of enhancing educational prerequisites in the context of education exportation • immigrants as on-the-job learners and future employees <i>Enhancing Education at the individual, organization, and society level</i> • vocational education export • productization of education knowledge • cooperation between educational institutions • sustainable development in food education • food education as part of health promotion • developing on-the-job learning of immigrants • developing feedback system for an on-the-job learner in a multicultural work community in the restaurant context • digitality in learning and services	<i>Exceptional circumstances during the COVID-19 pandemic</i> • organizational resilience • resilience of firms and entrepreneurs • crisis management <i>Corporate responsibility</i> • internal and external communication with partners, stakeholders, and reporting of firms' performance in terms of CSR • company values • food service reports • digital management <i>Resources & network management</i> • acquisition/management performance • principles of sustainable development in the production process and raw material choices	<i>Ecosystem functionality and ecosystem thinking</i> • protection of water bodies • deduction of emissions • energy efficiency • emission control and energy choices • waste sorting • food waste management • maintenance of outdoor areas • greenhouse gas emissions • Green care • Green key certification • biodiversity • biosphere • carbon neutral <i>Technological sustainability</i> • digitalization

Social sustainability	Economic sustainability	Ecological sustainability
<i>Sustainable well-being in terms of</i> • exceptional circumstances crisis management (COVID-19 pandemic) • resilience at the societal level • reflecting health and well-being effects • health promotion • aging citizens • children, family <i>Livelihood & Employment</i> • labour shortage (hospitality industry) • developing kitchen network of municipalities • enhancing entrepreneurship and industries (food, tourism, catering & food service) <i>Competence development (responsible competence)</i> • future competences of employees • developing learning environment • self-monitoring <i>Enhancing good governance and responsible communication</i> • cities & municipalities • regional development & networks • property maintenance such as outdoor areas (schools and kindergartens) • food service reports of municipalities	<i>Responsible investing & owning</i> • financial responsibility • investment funds • return on investments • responsible corporate reporting • crisis/risk management • maintaining the stakeholders' expectations • risk analysis • property maintenance • small business social responsibility • small business owners <i>Enhancing wellbeing at industry and company levels</i> • readiness for change • functional capacity • strategic decision-making capability • leadership capability • access to employment • part-time working capacity • labour shortage • employer image • new employee recruitment • precision work ability • multicultural work community	<i>Sustainable and responsible tourism in term of sustainable consuming</i> • consumer behavior • ecological values • chancing consuming habits across gender and age • reducing over-tourism • visitor resistance • chancing consuming habits across gender and age • air transport. air travelling • domestic travelling • reducing food waste

• Social media		
Social sustainability	Economic sustainability	Ecological sustainability
	<i>Sustainable tourism</i> • reducing over-tourism • responsible destination management • domestic travelling • holiday homes <i>Knowledge & competence management</i> • competence mapping & prediction • food service competence • purchase competence • customer experience • customer knowledge • self-monitoring <i>Responsible and sustainable consumption</i> • understanding consumer and behavior purchasing behavior • ecological values in air transport & travelling • food waste management • affectin consumption habits across gender and age	

Social sustainability	Economic sustainability	Ecological sustainability
	<i>Health and well-being effects based on food and food service</i> • nutrition expertise • patient nutrition • school meals • eating habits • food safety • sustainable development in a professional kitchen <i>Developing industries, entrepreneurship, competencies in the field</i> • tourism and hospitality • catering, restaurants & bars • cleaning • rural tourism (regions) • tourism service network • productization of vocational education exportation & exportation of degrees • digital service & competence • digital know-how and skills • service quality management • alcohol policy and culture	