



ONLINE

GENDER EQUALITY

CLIMATE CHANGE

PROMOTING GENDER EQUALITY IN CLIMATE ACTION

PATHWAYS TO A JUST TRANSITION

20 OCTOBER – 14 NOVEMBER 2025

 20 HOURS

Information Note



International
Labour
Organization



INTRODUCTION

Climate change exacerbates existing gender inequalities and disproportionately affects women and marginalized groups. As countries move toward low-carbon and climate-resilient economies, ensuring that this transition is inclusive and equitable is crucial. Women must be recognized not only as those most affected by climate impacts, but also as powerful agents of change in the design and implementation of climate solutions.

A gender-responsive just transition enables the full and equal participation of all people in shaping climate policies and reaping the benefits of green economies. It also ensures that climate action does not deepen existing inequalities, but instead contributes to social justice and sustainable development.

This course draws on the ILO's Just Transition Guidelines, gender equality standards, and recent policy tools such as the 2024 ILO Policy Guide on Gender, Equality and Inclusion for a Just Transition in Climate Action, to equip participants with practical knowledge and strategies for integrating gender into climate action.

COURSE OBJECTIVES

This course will strengthen participants' capacities to identify and apply gender-responsive strategies in climate policymaking, implementation, and planning for a just transition.

The training programme will guide participants through four key modules, each focusing on a different entry point for promoting gender equality in climate action, such as policy frameworks, institutional capacities, and inclusive planning.

WHAT TOPICS DOES THIS COURSE COVER?

Topics will include:

- Why gender matters in climate action and just transition
- The ILO's offer on gender and just transition, including sectoral approaches
- Entry points for mainstreaming gender in Nationally Determined Contributions (NDCs)
- Tools and strategies for inclusive, participatory planning
- Good practices and examples from multiple regions and sectors

WHAT WILL I LEARN?

At the end of the course, participants will be able to:

- Identify key gender gaps and risks in climate-related planning and implementation
- Apply a gender lens to climate and environmental policies, programmes, and plans
- Understand and use the ILO's tools and policy resources related to just transition and gender
- Plan for gender-responsive action in their own institutional, sectoral or national contexts

KEY FEATURES

LATEST TRENDS

- Learn, unlearn, re-learn: reinterpret pedagogical concepts for the 21st Century classroom

PARTICIPATION

- Take an active role: experience the training cycle through a competency-based approach

INNOVATION

- Do it differently: active learning methods, digital engagement tools, gamified approaches, creative thinking

PROJECT-BASED

- Take it to the next level: demonstrate knowledge and skills in applying core trainer's competencies

COURSE STRUCTURE AND METHODOLOGY

The course runs over **four weeks** and includes both self-guided modules and live virtual sessions. Participants will engage with:

- A dedicated **e-learning platform** featuring 4 modules of approximately 90 minutes each
- **Interactive live webinars** with international experts
- Case studies, examples, and exercises tailored to participants' sectors and regions
- Discussion forums to foster peer exchange and reflection

Modules will cover the following areas:

- **Framing the Challenge** – Gender, climate change and decent work
- **Taking Stock of Tools and Policies** – ILO and other institutional offers on gender and just transition
- **NDCs and Capacity Strengthening** – Entry points and practical approaches
- **Planning for Action** – From theory to strategy

Participants will complete the course with a clear vision of how to make their climate action more inclusive, participatory and effective.

WHO SHOULD ATTEND THIS COURSE?

The course targets:

- Policy makers and government officials (labour, planning, gender, environment, climate)
- Representatives from employers' and workers' organizations
- NGO and civil society leaders
- Environmental and climate change professionals
- Gender equality specialists and researchers
- Private sector actors involved in sustainability and climate transition
- Development cooperation and international organization staff

WHY SHOULD I JOIN?

Climate action without gender equality is incomplete. If you're involved in designing, implementing or advocating for climate policies, programmes or strategies and want to ensure they are socially just and inclusive, this course is for you.

You'll gain:

- Tools to analyse and address gender gaps in climate policy
- Practical guidance rooted in international standards
- Insights from global experts and peers

Join a growing community of professionals working for a greener and fairer world.

PRACTICAL INFORMATION

The course will be conducted in **English** and it will be held **fully online**.

After successfully completing all required activities, participants obtain an official ITCILO Certificate of Participation in Digital Credentials Format.

The tuition fee for this course is 950 Euros.

HOW TO APPLY?

If you wish to participate in this course, please fill in the online application form available here:

<https://oarf2.itcilo.org/DST/A9718026/en>

Applications must be received no later than **12 October 2025**.

If the participation is sponsored by an institution, the application should be accompanied by a letter from the sponsoring organization.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
International Labour Standards, Rights at Work and Gender Equality (ILSGEN)
Viale Maestri del Lavoro, 10
10127 Turin – Italy

ilsgen@itcilo.org
www.itcilo.org

COURSE CODE: A9718026