



ONLINE

EMPLOYMENT PROMOTION

# EMPLOYMENT-CENTRED GREEN TRANSFORMATION

DESIGNING POLICIES FOR DECENT WORK  
IN A LOW-CARBON ECONOMY

11 – 29 MAY 2026

 12 LEARNING HOURS


*Information Note*




International  
Labour  
Organization



International Training Centre



## Turn climate ambition into real opportunities: design policies that deliver both sustainability and decent work.



### BACKGROUND

The transition to environmentally sustainable economies is one of the most profound development challenges of our time. It is not only an environmental imperative but a fundamental process of economic and structural transformation. Achieving climate and sustainability goals requires economies to simultaneously reduce emissions, upgrade production systems, and generate productive employment. For many countries - particularly developing and emerging economies - this means pursuing industrialization, economic diversification and climate mitigation at the same time, while ensuring that the transition delivers inclusive growth and decent work.

These structural shifts are already reshaping labour markets. Climate change itself is affecting economic activity and employment through rising temperatures, extreme weather events, environmental degradation and changing resource availability. At the same time, the policy, technological and investment responses to climate change - such as renewable energy expansion, sustainable infrastructure, resource efficient systems and nature-based solutions - are transforming sectors, value chains and skills requirements.

While the green transition can generate new opportunities for job creation, the adjustment process will be complex. Jobs will be created, transformed and displaced across sectors, regions and occupations. Labour markets may experience temporal, geographical and skills mismatches, as workers and firms adapt to new technologies, industries and production patterns. Without well-designed policies, these adjustments risk deepening existing inequalities and weakening public support for climate action. Addressing these challenges therefore requires coherent policy frameworks that integrate climate, economic and employment strategies. Governments must combine macroeconomic and sectoral policies with employment strategies, skills systems, social protection, labour market institutions and effective social dialogue to ensure that the green transition contributes to productivity growth, economic resilience and decent work. Increasingly, policymakers also need better analytical tools to understand how the transition unfolds across sectors and labour markets, moving beyond simple counts of “green jobs” toward a deeper understanding of structural transformation.

Developed by the Employment Policy and Analysis Programme of the ITCILO in collaboration with the Employment, Skills and Sustainable Enterprises Department of the ILO, this course provides policymakers and practitioners with the knowledge and tools needed to analyse these dynamics and design employment-centred strategies for the green transition.

### COURSE OBJECTIVES

By the end of the course, participants will be better equipped to analyse the links between climate action, structural transformation and labour market change; to identify the main risks and opportunities associated with decarbonisation and environmental adjustment; and to use evidence and diagnostic tools to inform policy design. The programme also seeks to strengthen participants' capacity to formulate integrated and context-sensitive responses that combine macroeconomic, sectoral and labour market policies with skills development, social protection and social dialogue.

More broadly, the course is designed to support a just transition by placing decent work at the centre of climate action. It will encourage participants to reflect on how to promote productivity, resilience and inclusion together, so that green transformation contributes not only to environmental sustainability, but also to better jobs and fairer development pathways.

## CONTENT

The learning path consists of five modules spread over three weeks and is delivered through the ITCILO eCampus online platform. While Module 1 will be self-paced, the following four modules will consist of live webinars, reading materials and self-guided exercises:

### **Module 1 – Foundations: Decent work, just transition and the environment (self-paced)**

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The first module is self-paced and will be delivered during the opening week (11-17 May), combining readings, an interactive introductory module and forum-based exercises. This module introduces the core links between environmental sustainability, decent work and the just transition framework. It familiarises participants with key concepts, policy debates and international commitments shaping employment-centred approaches to climate action. The module establishes a shared conceptual foundation for understanding how labour market institutions and environmental policies intersect, providing the basis for the modules that follow.

### **Module 2 – The big picture: climate, structural change and labour markets**

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This module examines the macroeconomic and structural dimensions of the green transition, combining insights from climate science with analysis of structural transformation and labour market dynamics. It explores how climate impacts and transition policies reshape production systems, value chains and employment patterns across countries. Drawing on global experience and green employment diagnostics, the module equips participants with the tools to translate these dynamics into national employment policy responses.

### **Module 3 – Sectoral and industrial policy for green transformation**

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This module explores how sectoral dynamics and industrial policies shape employment outcomes in the green transition. It introduces the concept of compressed development, highlighting the challenge of simultaneously industrialising, decarbonising and generating decent work. Drawing on international evidence and country experiences, the module examines pathways for sustainable job creation across sectors. Participants will analyse how green industrial strategies, including gender-responsive approaches, can support structural transformation while promoting inclusive labour markets.

### **Module 4 – Economic and activation policies for green employment**

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This module focuses on the policy instruments needed to manage labour market adjustments during the green transition. It examines the employment implications of carbon pricing, the role of active labour market policies in supporting displaced workers, and the central importance of skills systems in enabling transitions. Participants will explore how coordinated policy mixes can reduce skills mismatches, mitigate distributional risks and support inclusive outcomes.

### **Module 5 – Green jobs measurement and assessment**

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This module introduces analytical tools for measuring and assessing the employment impacts of the green transition. It reviews emerging approaches, including big data and task-based methods, for identifying green work, alongside simulation and modelling tools used to estimate the employment effects of investments. Participants will learn how measurement frameworks and diagnostic tools can inform evidence-based policymaking and monitoring.

## WHO ATTENDS THIS COURSE

The course is designed for policy-makers, policy advisors, planners, technical officials and other experts from relevant institutions working on employment, climate and development challenges. It is particularly relevant for government officials from ministries responsible for labour, employment, environment, economy, finance and planning, as well as central banks and related public institutions.

It will also be of interest to representatives of workers' and employers' organizations, staff from international and regional organizations, donor agencies and academic institutions, and ILO staff working on employment issues and the green transition.

## FORMAT AND METHODOLOGY

Based on ITCILO online learning methodology, the course combines digital learning resources, real-time interactive sessions led by ILO experts and experienced ITCILO trainers, and individual and collaborative exercises. Participants from diverse institutional and geographical contexts will exchange experience and knowledge throughout the course.

The provisional dates and times of the online seminars are as follows:

- **Webinar 1: Tuesday, 19 May 2026, 13:00 – 15:00 Turin time.**  
The big picture: climate, structural change and labour markets
- **Webinar 2: Friday, 22 May 2026, 13:00 – 15:00 Turin time.**  
Sectoral and industrial policy for green transformation
- **Webinar 3: Tuesday, 26 May 2026, 13:00 – 15:00 Turin time.**  
Economic and activation policies for green employment
- **Webinar 4: Thursday, 28 May 2026, 13:00 – 15:00 Turin time.**  
Green jobs measurement and assessment

*\*Please note that dates may be subject to slight changes depending on speaker availability. In that case, participants will be informed in due time.*

## CERTIFICATION

After completing the exercises and activities proposed during the course, including participation in the webinars, participants will receive an ITCILO Certificate of Participation in digital format.

## HOW TO APPLY

Applications should be submitted through the ITCILO course page by **27 April 2026** through the form available at the link: <https://oarf2.etcilo.org/DST/A9719110/en>

For further information, please contact [employmentpolicy@etcilo.org](mailto:employmentpolicy@etcilo.org)

## COST OF PARTICIPATION

The tuition fee is **€1,010**.

ITCILO has a limited number of fellowships available for developing countries that may cover part of the tuition fees! If eligible, early applicants will be given priority so, if interested in the course, please enquire as soon as possible. You will be able to add your request for an ITCILO fellowship directly in the application form mentioned above.

## **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**

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**COURSE CODE: A9719110**