

GREEN TRANSITION

Uneven opportunities in new green jobs

Job losses in declining sectors, including automotive and fossil fuels, are leaving many workers without employment. Older workers are especially affected, facing longer periods of unemployment due to ageism, low mobility and a lack of adequate retraining opportunities.



Potential of the green transition

- ✓ Promotes job creation in sectors where older workers have valuable experience, like agriculture, construction, recycling, and maintenance
- ✓ Enables older workers to pass on their expertise to younger generations, fostering intergenerational collaboration and a resilient workforce

Key Recommendations

- **Enhance policy coordination** by improving coherence between climate, social and employment policies to ensure a fair and inclusive transition that addresses ageing and the specific needs of older workers.
- **Design inclusive green jobs and work environments** that are accessible at all ages, adapted to older workers, of high quality, secure and safe.
- **Recognise the value and expertise of older workers in green jobs** by expanding continuing education and age-inclusive training, validating existing skills, and promoting intergenerational programmes in key sectors of the green transition.
- **Ensure inclusive community resilience and a just transition** by reinforcing the social and solidarity economy through regional conversion plans in fossil-fuel dependent areas, mobility and relocation support for affected workers, and retraining towards expanding sectors.