Green Collective Bargaining Strategies Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Green Collective Bargaining Strategies Training Course provides a comprehensive framework for labor unions, employer organizations, and policymakers to negotiate Just Transition clauses that secure decent work while advancing decarbonization. By embedding "green" provisions into collective agreements ranging from onshore beneficiation of critical minerals to circular economy workforce protections stakeholders can mitigate the socio-economic risks of the Green Resource Curse and enhance long-term economic competitiveness.

Effective GCB strategies go beyond traditional wage and hour disputes to address the inclusive governance of work amid environmental transitions. Participants will explore how to leverage social dialogue to facilitate up-skilling, manage redundancies in "brown" sectors, and foster a culture of environmental compliance within the enterprise. Through a focus on transboundary negotiations and sectoral cohesion, this training equips leaders with the collaborative tools necessary to marry economic integration with human development, ensuring that the shift to a low-carbon economy leaves no one behind.

Programme Curriculum

Green Collective Bargaining Strategies Training Course

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Course Objectives

1. Master the ILO 2015 Guidelines to align collective bargaining with global sustainability goals.
2. Develop specific language for **up-skilling and retraining** pathways within sectoral agreements.
3. Evaluate the impact of climate policies on "brown," "white," and "green" job distributions
4. Strategies to prevent the **Green Resource Curse** by negotiating for local value-added processing
5. Utilize tripartite cooperation to foster an enabling environment for sustainable enterprises.
6. Integrate waste reduction and resource efficiency standards into workplace regulations.
7. Analyze sectoral vulnerabilities to environmental transitions during the pre-negotiation phase.
8. Ensure that green transition benefits are equitably distributed across demographic groups
9. Negotiate for domestic transformation of raw materials to capture higher economic value.
10. Develop consultation processes for workers in high-emission industries facing closure.
11. Use collective agreements to drive enterprise-level adherence to national carbon targets.
12. Apply "Four-Fold Approaches" to manage transboundary resource and energy disputes (Wolf, n.d.).
13. Use green social dialogue to modernize industrial relations and improve market positioning.

Target Audience

- Trade Union Negotiators and Labor Representatives.
- Human Resource Managers and Industrial Relations Officers.
- Sustainability & ESG Leads in heavy industry and manufacturing.
- Government Policy Advisors specializing in Labor and Environment.
- Legal Counsel focused on employment and environmental law.
- Works Council Members in transition-heavy sectors (Energy, Mining, Auto).
- NGO Advocates working on Just Transition and climate justice.
- Sectoral Association Leaders managing industry-wide bargaining.

Course Modules

Module 1: Foundations of Green Social Dialogue

- Introduction to the ILO Just Transition framework.
- Mapping the intersection of labor rights and environmental sustainability.
- The role of unions as "active agents of change"
- Building a business case for green bargaining.
- Establishing tripartite communication channels.
- Case Study: *The German Coal Commission* - Balancing phase-out timelines with worker security.

Module 2: Mapping the "Brown to Green" Workforce Transition

- Identifying "Brown," "White," and "Green" jobs.

- Skills gap analysis for renewable energy integration.
- Designing life-long learning and retraining mandates.
- Anticipating regional socio-economic specificities.
- Worker mobility and relocation support.
- Case Study: *Spanish Coal Mining Agreements* - Transitioning miners to renewable energy restoration projects.

Module 3: Drafting Transformative Just Transition Clauses

- Structural analysis of "Green Clauses" in existing collective agreements.
- Negotiating for Onshore Beneficiation and local value chains.
- Language for mandatory environmental consultation committees.
- Linking occupational health and safety (OHS) to climate change (e.g., heat stress).
- Enforcing environmental performance indicators.
- Case Study: *Enel (Italy)* -Comprehensive framework for internal job conversion and training.

Module 4: Green Industrialization & Resource Sovereignty

- Combating the Green Resource Curse through bargaining
- Strategies for local processing of critical minerals (Lithium, Cobalt).
- Integrating sustainable procurement into labor contracts.
- Negotiating for domestic green investment commitments.
- Economic value capture at the enterprise level.
- Case Study: *South Africa's REIPPP* - Evaluating labor participation in renewable energy auctions.

Module 5: Circular Economy & Workplace Resource Efficiency

- Worker-led initiatives for waste reduction and energy saving.
- Bargaining for "Right to Repair" and durable equipment in the workplace.
- Negotiating shared gains from energy efficiency savings.
- Circular supply chain management and labor standards.
- Environmental auditing with union participation.
- Case Study: *Umicore (Belgium)* - Transitioning from mining to global leader in battery recycling.

Module 6: Transboundary & Sectoral Negotiation Techniques

- The "Four-Fold Approach" to complex negotiations
- Managing multi-stakeholder interests in transboundary energy grids.
- Aligning national bargaining with European Sectoral Social Dialogue.
- Mediation strategies for environmental disputes.
- Conflict resolution in resource-scarce environments.
- Case Study: *The Mekong River Commission* - Lessons in transboundary resource negotiation and collaboration.

Module 7: Inclusive Governance & Gender Equality in Green Jobs

- Conducting Gendered Value Chain Analysis
- Addressing the "Green Gender Gap" in technical sectors.
- Negotiating for diverse representation in green decision-making bodies.
- Ensuring equitable access to green up-skilling programs.
- Policy design for intersectional climate justice.

- Case Study: *Sindicato dos Metalúrgicos* - Promoting women's leadership in the green automotive shift.

Module 8: Monitoring, Evaluation & Sustainability Reporting

- Tracking the impact of green clauses on enterprise emissions.
- Using social dialogue for Corporate Social and Environmental Responsibility (CSER).
- Documentation and reporting standards for Just Transition outcomes.
- Digital tools for monitoring collective agreement compliance.
- Scaling best practices across sectors.
- Case Study: *The Global Compact Learning Forum* - Using international networks to disseminate green bargaining successes.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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