

**UNDERSTANDING GREEN JOBS: WORKFORCE CHANGES AND POLICY  
IMPLICATIONS IN THE TRANSITION TO A GREEN ECONOMY: A SECONDARY  
RESEARCH PAPER**

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***ABSTRACT***

*The transition to a low-carbon, environmentally sustainable economy is a defining challenge of the 21st century. This global shift is not merely an environmental imperative but also a significant economic and social restructuring event, fundamentally altering the landscape of work. This extensive secondary research paper synthesizes comprehensive literature from international organizations (ILO, OECD, World Bank), academic journals, governmental reports, and industry analyses to explore the definition, scope, and profound impact of "green jobs." The paper provides an in-depth investigation into the dynamics of workforce changes—including job creation, displacement, skill transformation, and reallocation—across key sectors such as energy, construction, transportation, agriculture, manufacturing, and waste management. Furthermore, it meticulously analyzes the critical policy implications necessary to manage this complex transition effectively. The central argument is that proactive, integrated, and forward-looking policy measures—encompassing education reform, vocational training systems, robust social protection mechanisms, strategic industrial policy, and meaningful social dialogue—are absolutely essential to foster a resilient and robust green economy while simultaneously ensuring a "just transition," minimizing social and economic costs, and maximizing inclusive growth and social equity for all segments of the workforce.*

***KEYWORDS:*** *Green Jobs, Green Economy, Just Transition, Workforce Planning, Skills Development, Labor Market Policy, Climate Change Mitigation, Sustainable Development Goals, Structural Change.*