

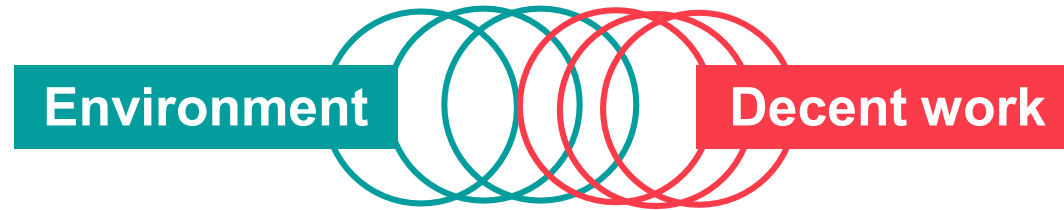
Towards a Just Energy Transition in Indonesia

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1. Just Transition Guidelines
2. Gender and Social Inclusion for a Just Energy Transition
3. Skills Development
4. Practical mechanisms for Just Transition: IKI-JET and the Community of Practice for JET in Asia



Why does environmental sustainability matter for decent work?

1.2 billion jobs
are closely linked to ecosystem services

Two per cent
of working hours will be too hot to work, owing to climate change, by 2030

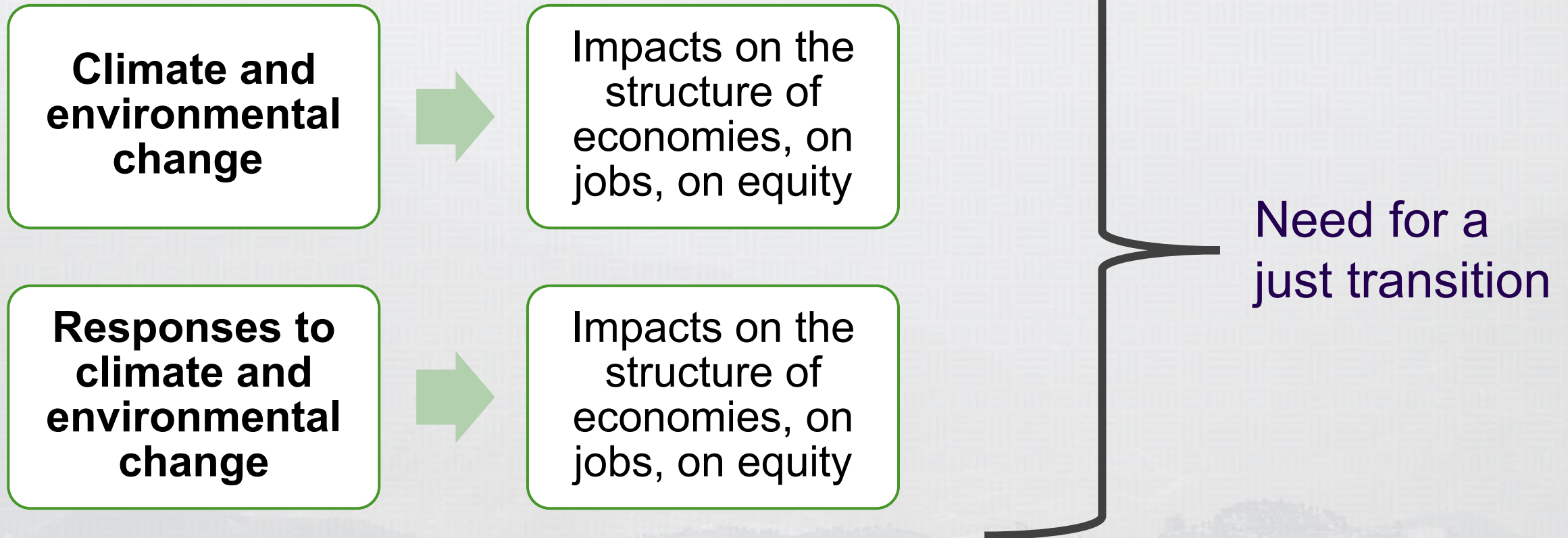
23 million
working-life years were lost annually as a result of different environmentally related hazards caused or aggravated by human activity

The need for climate action



- Poverty reduction, decent work prospects are critically dependent on a stable climate
- The cost of inaction is much higher than the cost of action.
- Climate action and the transition towards low-carbon economies have large-scale potential for employment generation, sustainable growth and social inclusion.

Multiple levels – Multiple layers



What is Just Transition?

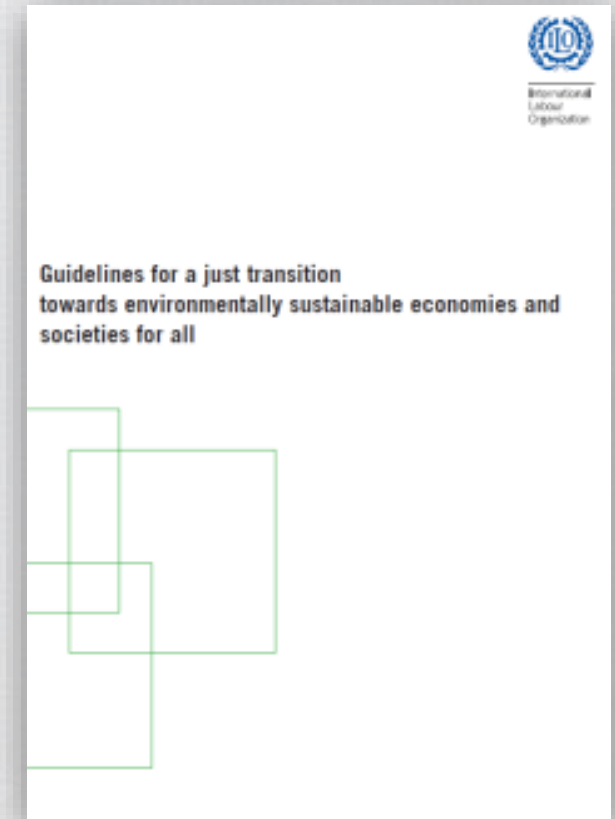


- A just transition means promoting an environmentally sustainable and resilient economy in a way that is as fair and inclusive as possible to everyone concerned – workers, enterprises and communities – by creating decent work opportunities and leaving no one behind.
- It involves maximizing the social and economic opportunities of climate and environmental action, while minimizing carefully managing any challenge.
- It should be based on effective social dialogue, stakeholder engagement and respect for the fundamental principles (ILS) and rights at work.
- Ensuring a gender responsive and inclusive just transition is important for all countries at all levels of development.
- It matters for all economic sectors – not only energy – and for urban and rural areas alike.
- There is no “one size fits all” to a just transition.
- Source: [ILO Resolution concerning a just transition towards environmentally sustainable economies and societies for all \(2023\)](#)

What are the ILO Just Transition Guidelines ?



- An evidence-based framework and tool to support countries as they transition towards environmentally sustainable economies and societies for all.
- Convened in a Tripartite Meeting of Experts and adopted by ILO in 2015. The Paris Agreement noted the “just transition of the workforce” as an important consideration for climate action.
- They seek to enable governments, workers and employers to leverage the process of structural change towards a carbon-neutral economy, create decent green jobs and achieve NDCs and SDGs.
- [Download here.](#)



Key policy areas for a just transition



Macroeconomic and growth policies

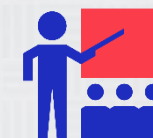
Ensuring fiscal space for social spending, and using financial steering instruments can expedite green transitions



Increased focus on **industrial policies and technology** with potential impacts of global trade and investment.



Smart use of incentives, creation of an **enabling business environment**, and regulatory practices for due diligence can unleash the potential of the private sector for enterprise development.



Anticipating skills needs and strengthening systems to provide equitable access to **skills and lifelong learning** for all individuals, including those in the informal economy, is still constrained in many countries

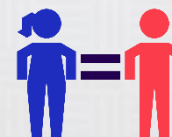


Occupational Safety and Health (OSH)

ensuring that all work is safe and healthy is an important aspect of improving the quality of work.



Social protection is a facilitator of, not just a buffer for, a just transition. Social protection policies together with **active labour market policies** can ease and accelerate transition leaving no one behind.



International labour standards, including the right to freedom of association and the right to a safe and healthy working environment and gender equality, are not often part of the just transition policies – scope for normative dialogue.

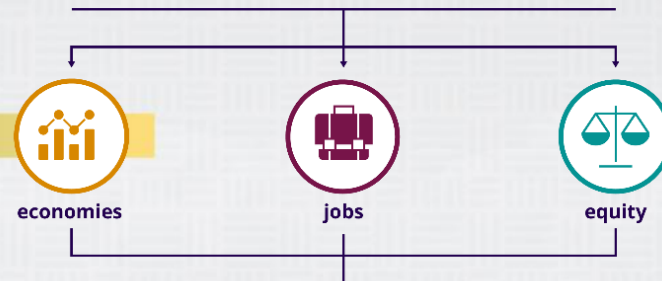


Social dialogue and collective bargaining has been used to build consensus for some, but not all, policy processes.

Gender and Climate Change



Climate and environmental change
impacts on the structure of



Responses to climate and
environmental change

8 million jobs in the coal, oil and gas production industries could disappear by 2030 (ILO 2023a).

Some jobs substituted

Some jobs eliminated



Some jobs redefined

New jobs created

43 million direct and indirect jobs can be generated by the renewable energy industry by 2050 (IRENA and ILO 2021).



Greener, inclusive economies with decent
work and gender equality

PERSISTENT

CHALLENGES



- ▶ Barriers to education and training
- ▶ Gender-based occupational segregation
- ▶ Gender gaps in employment, pay, leadership positions
- ▶ Sticky floors and glass ceilings
- ▶ Sexism, discrimination, violence and harassment

- ▶ Work-life balance
- ▶ Care and family responsibilities
- ▶ Lack of affordable care services
- ▶ Restrictive democratic space
- ▶ Lack of voice and representation

Focus on the energy sector



Women and men face specific impacts with the contraction of fossil fuel industries.

- Women account for 20–25 per cent of employment in the energy sector in some advanced economies (ILO 2018d)
- In 2022, only 30 per cent of decision-makers in European Union (EU) parliamentary committees dealing with environmental and climate change matters were women (EIGE 2023).
- In the context of coal mine and power plant closures, women are disproportionately affected:
 - Women are considerably less likely than men to have formal **direct jobs** in coal mines and power plants
 - Women are overly represented in informal indirect jobs associated with coal mines and power plants.
 - The loss of jobs among male workers is associated with increasing domestic violence and food insecurity
 - Women are often at a position of disadvantage to be considered for new job opportunities associated with renewable energy

What does this mean?

Men are more affected in numbers

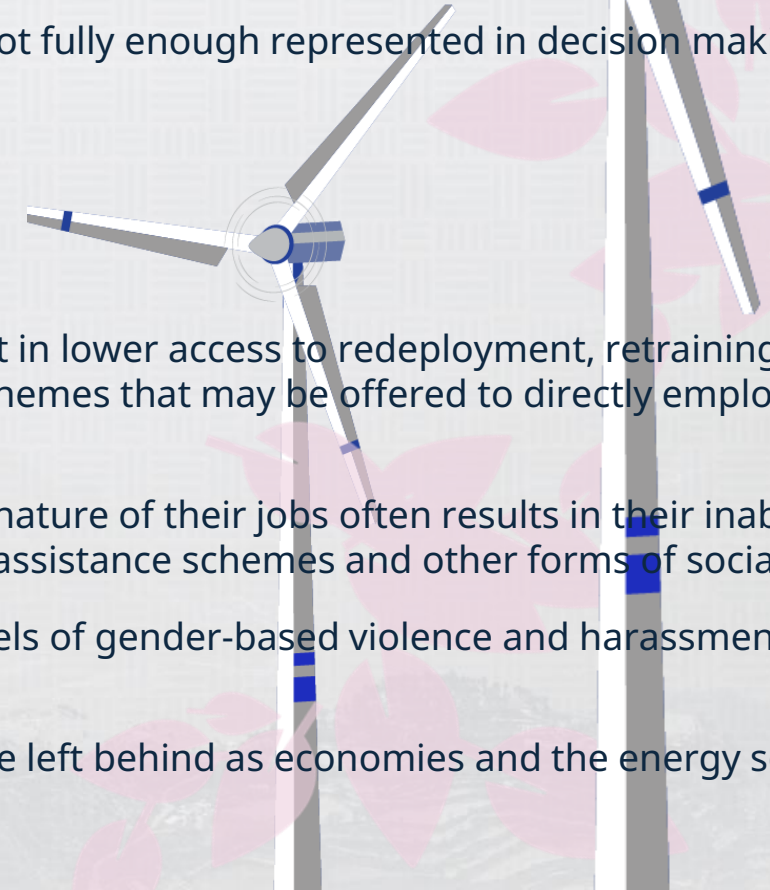
Women are not fully enough represented in decision making spaces

This will result in lower access to redeployment, retraining and early retirement schemes that may be offered to directly employed workers.

The informal nature of their jobs often results in their inability to access social assistance schemes and other forms of social protection

Increased levels of gender-based violence and harassment and poverty levels

Women will be left behind as economies and the energy sector diversify.



Focus on the energy sector



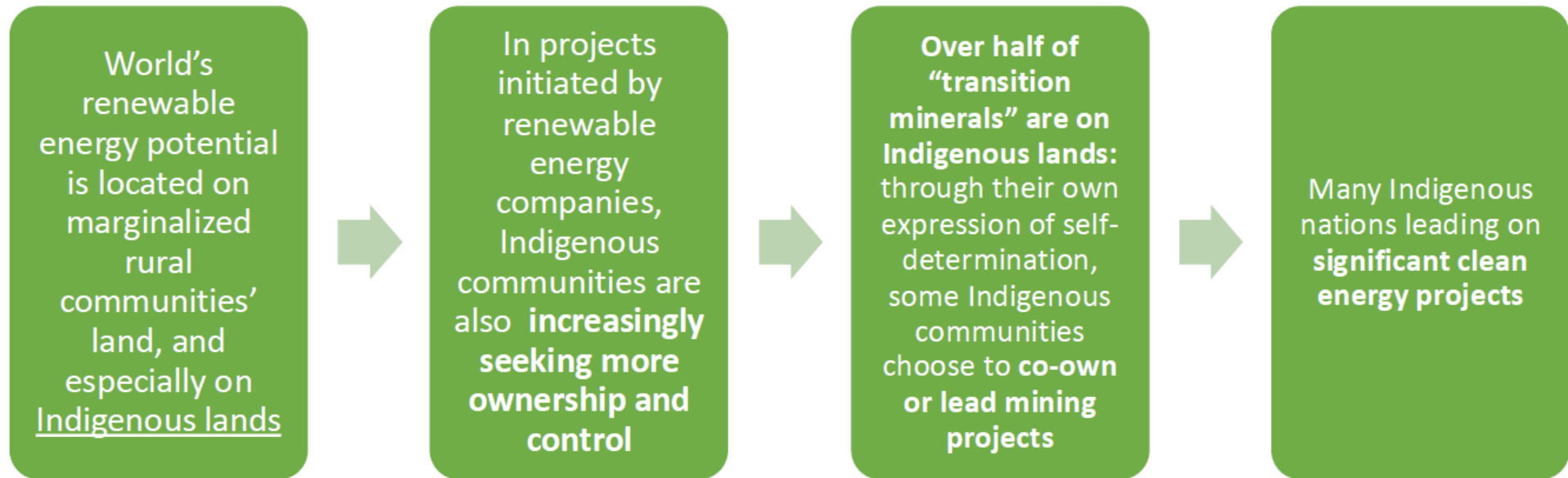
The rapidly growing renewable energy sector provides huge potential; however, women account for only 32% of renewable energy employees.

What is needed to make this sector more inclusive?



Energy policies and strategies should be intentionally driven towards equality and fairness, if not, women and other groups might not benefit from new job opportunities associated with the renewable energy sector.

Energy transition and Indigenous Peoples



- Renewable energy sector shielded of from general criticisms like fossil fuels (*for example: hydropower in Nepal*)
- Increasing investments from private and public sectors, including bilateral and multilateral financing, with little requirement for respect for human rights in energy transition.
- Push for “fast transition” rather than “fair transition” – being pursued at national and global levels rather than at local levels.
- According to the OECD and IEA, 14% of the world’s population do not have access to electricity and 84% of these people live in rural areas.



Solutions

- Support Indigenous-led renewable and low-carbon energy solutions
- **FPIC** – built on the **right to self-determination**– should be at the heart of green economy projects, including **the right to say NO**.
- Climate action programs should consider alternative to marco solutions such as mega dams and fortress model protected areas.
- Direct, adequate, flexible and sustained climate financing for Indigenous Peoples for their own solutions should be through their own organizations and institutions NOT limited through financial institutions, UN or NGOs and including in lieu for the use of our lands and resources by States and businesses.
- States, businesses and investors should be moving towards mandatory human rights due diligence (mHRDD) measures.



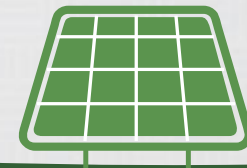
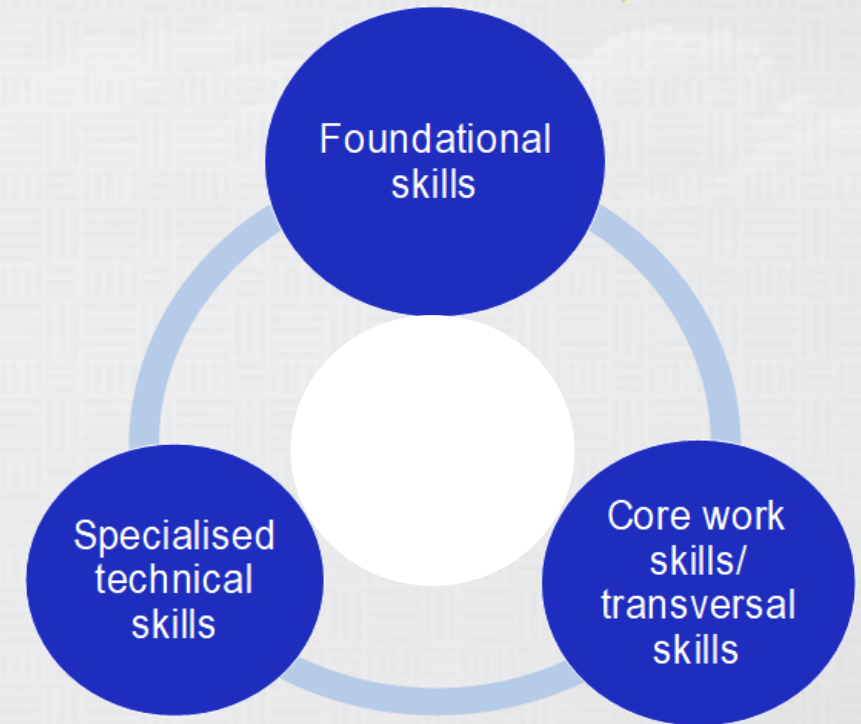
Why skills matter for a just transition?

- ▶ Skills serve as both an **enabler** for growth and as a **buffer** against negative impact from the climate and environmental change
- ▶ Access to training is important for **new entrants to the labour market** and **existing workers** negatively impacted by the climate transition to access new jobs
- ▶ Availability of relevant skills supports **economic growth, employment and enterprises** policies, and industrial and structural transformation
- ▶ Skilled workforce is essential to implementing **effective mitigation and adaptation measures**
- ▶ Support to skills acquisition creates a **‘level playing field’**, fostering social inclusion and equal opportunities



What skills: Skills for Just Transition

Skills that are necessary to successfully perform tasks for green jobs and to make any job greener. The term includes both core and technical skills and covers all types of occupations that contribute to the process of greening products, services and processes, not only in environmental activities but also in other sectors.



Comprehensive coordinated approach



01

Developing right mix of core and technical skills

02

Building policy coherence and coordination

03

Identifying and anticipating skills needs effectively

04

Engaging with industry, local institutions and social partners & building on social dialogue and PPP

05

Adapting curricula and occupational standards tuned to the needs of green transition

06

Improving relevancy of apprenticeships training, vocational education programmes and tertiary education

07

Reskilling and upskilling the existing workers (activating lifelong learning systems)

08

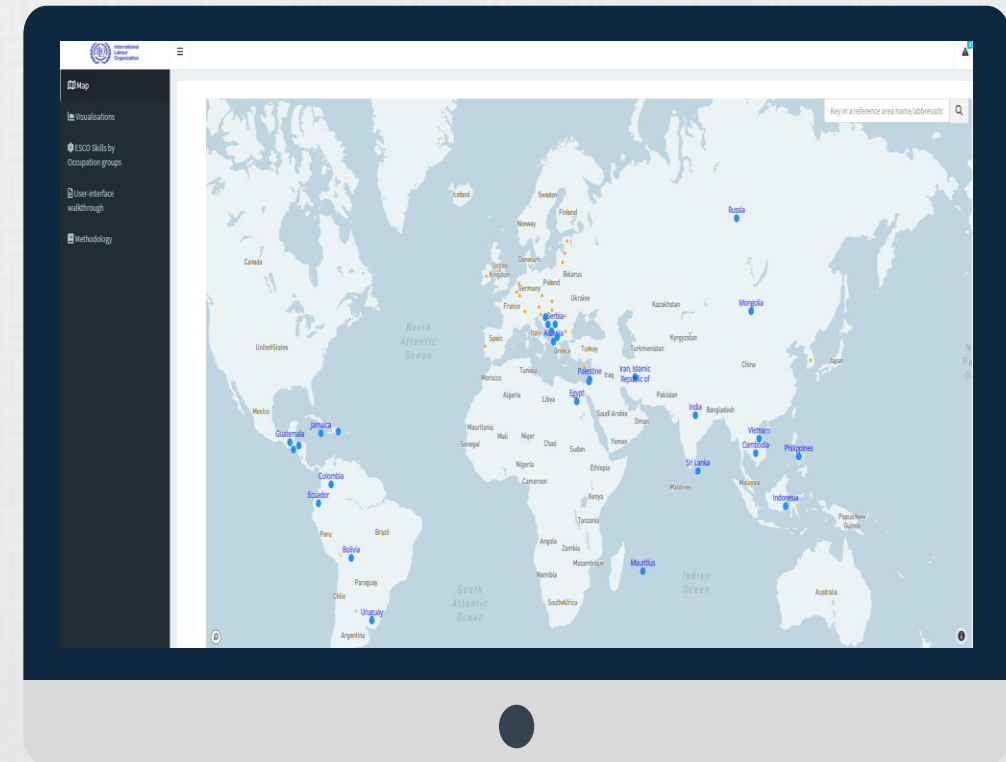
Strengthening institutional capacity and development

Indicators

ILO Skills for Jobs database



- ▶ Comparable data on the magnitude of occupation and skill shortages over time for 28 low- and middle- countries
- ▶ Leverages on data collected from Labour Force Surveys, O*NET and ESCO
- ▶ Green skills tag available at detailed skill level



IKI JET: Innovation Regions for a Just Energy Transition



▶ **Regional Consultation Forum established in East Kalimantan and South Sumatra**

Objective: Develop an inclusive regional economic transformation plan.

▶ **Active Labor Market Policy Review**

Objective: Identify opportunities for policy improvements to strengthen the skills development support system or other support programs for workers impacted by the energy transition (roadmap).

RCF members identified Coffee and Tourism in South Sumatra, and Palm Oil and Tourism in East Kalimantan as priority economic activities. Job types are currently being identified.

▶ **Social Protection for Employment Study**

Objective: Review the status of national social security coverage and local government social security programs for coal mine workers.

▶ **Public Employment Service (PES) Training**

Objective: to improve the competency of Job Introductions in public employment services, relationships with employers, and technical services for job seekers.



Community of Practice for Just Energy Transition in Asia (JET CoP for Asia)



- Ultimate goal of the [JET CoP](#): to **empower key stakeholders to advance Just Energy Transition actions** on the ground by fostering decent work, social inclusion, and poverty eradication, while supporting sustainable economic growth and environmental resilience, in line with the Paris Agreement and the **ILO Just Transition Guidelines**.
- Promote **knowledge sharing** by fostering peer-to-peer learning, and discussing common challenges.
- Provide **targeted capacity development** to policymakers and relevant stakeholders based on specific needs .
- **Strengthen cooperation** among policymakers and relevant stakeholders across different levels (local, regional, national), sectors (e.g., Ministries of Industry, Environment, Labour, Planning, Finance, etc.) and countries.
- **Topics covered:** Skills Development, Social Protection, Financing the Just Transition, JET and NDCs, Gender equality and Social inclusion, Economic Diversification Strategies, OSH and JT...

Transforming Economies for a Just and Low-Carbon Future:

Diversification strategies that promote equity, inclusion, and sustainability

Wednesday 3 September 2025
14.00 – 15.30 (Jakarta time)
via Zoom

Scan here to register



Just Energy Transition in Coal Regions



Supported by:



Federal Ministry
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THANK YOU

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PYC International Energy Conference 2025

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