



From Skills to Green Futures: Navigating Workforce Transitions in a Changing Economy

1. Name of proposing Party or organization.

Global Green Growth (GGGI) (4)

2. Brief description of the proposed study:

This case study will examine how countries support workers and communities affected by climate policies and structural economic change. It will focus on the practical connections between just-transition strategies, skills systems, employment programs, social inclusion, investment, and outcome monitoring. The study will draw insights mainly from three GGGI on-the-ground projects in Colombia, Indonesia, and Cambodia. The primary regional case will be Colombia. GGGI's Colombia portfolio supports the country's transition to a low-carbon economy through green jobs, renewable energy, the forest economy, nature-based tourism, climate-smart agriculture, sustainable cities, policy support, investment mobilization, and capacity development. The study will examine two complementary initiatives. AdaptaCesar addresses a coal-dependent territory through economic diversification, sustainable value chains, women- and youth-led enterprises, and a target of 400 green jobs. The GGGI-led Sustainable Power and Resilience for Colombia's Energy Communities focuses on community renewable energy, institutional capacity, investment mobilization, and an expected 10,000-plus green jobs, with half intended for women. Comparative evidence will come from Indonesia's Redirecting Investments for an Inclusive, Just Energy Transition (REDI4JET) project and Cambodia's Creating Jobs in Sustainable Garment Sourcing (KH27). REDI4JET links just-energy-transition planning to socio-economic assessment, inclusive resilience plans, policy-gap analysis, capacity building, investment redirection, and pilot initiatives involving women and vulnerable groups. KH27 provides a direct skills-to-employment example through an accredited 63-credit sustainability diploma, training for factory employees and graduates, apprenticeships, and job placement.⁶ The study will ask how affected workers and communities are identified; how skills systems are adapted to emerging demand; how employment programs connect training to decent work; how gender and social inclusion are operationalized; whether social-protection measures are



integrated or remain outside the project scope; and how outcomes such as job quality, retention, income, enterprise performance, and inclusion are monitored. It will distinguish anticipated, direct, indirect, temporary, and sustained employment outcomes. The study will propose a practical workforce-transition framework linking diagnosis, stakeholder participation, skills planning, employment support, social protection, finance, implementation, and monitoring. It will identify enabling factors and barriers that determine whether just-transition commitments produce tangible benefits for workers and communities.

3. *United Nations region to be covered by the case study:*

Asia-Pacific; Latin America and the Caribbean;

4. *Country or countries to be covered by the case study*

Colombia, Indonesia, Cambodia

5. *Area of the case study:*

Managing workforce transitions ;

6. *Expected duration for completion of the case study (in months):*

4

7. *Contribution of the submitting organization*

Technical inputs; Data; Authorship;

8. *Can the study be developed without financial support from the UNFCCC?*

No

9. *If no, please provide the estimated range of required financial support in USD (Please note that the UNFCCC is not a donor organization and has limited funding):*

20000

10. *Please provide the status of any preliminary work undertaken that could serve as a basis for the study, including a link to any available reports, if available.*

Preliminary desk research has been completed using GGGI's country projects



Framework Convention on
Climate Change