



## Managing Workforce Transitions in Tunisia: Practical Upskilling and Reskilling Pathways for the Energy and Industrial Sectors

### ***1. Name of proposing Party or organization.***

TENMYA 21

### ***2. Brief description of the proposed study:***

As North African economies adapt to global decarbonization policies (such as the EU Carbon Border Adjustment Mechanism) and national renewable energy goals, Tunisia faces an urgent need to protect industrial employment while modernizing its labor force. This independent case study provides an operational analysis of how Tunisia can support workers, engineers, and technical personnel affected by climate policies and industrial transformation. Focusing on practical field-level execution rather than theoretical policy, this study examines how existing vocational training systems, environmental compliance standards, and ISO management frameworks (eg., ISO 14001, ISO 50001) can be adapted to reskill workers from legacy industrial and energy roles into green-economy competencies. The case study investigates three primary dimensions: Adapting Skills Systems: Evaluating how technical curriculum and "Train-the-Trainer(TOT) models can rapidly bridge skill gaps for frontline technicians, site managers, and environmental inspectors in emerging renewable and energy-efficiency sectors. Social Protection & Employment Continuity: Analyzing mechanisms to safeguard industrial jobs and support regional communities heavily dependent on traditional energy and manufacturing hubs during transition pressures. Operational Monitoring: Identifying practical indicators to track retraining outcomes, safety compliance, and employment quality as workers transition into modernized operational roles. Grounded in over 15 years of practitioner experience in industrial compliance, safety, and capacity development, this study delivers concrete insights to the UNFCCC Katowice Committee of Experts (KCI) on how localized, practitioner-led instructional models serve as an essential driver for a just workforce transition in the Africa region.

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

Africa;



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

Tunisia

**5. Area of the case study:**

Managing workforce transitions ;

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

6 months

**7. Contribution of the submitting organization**

Technical inputs;Financial contribution;

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

Yes

**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):**

0

**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.**

The foundational framework for this study is fully established, drawing from over 15 years of direct field experience in industrial compliance, occupational health and safety, and technical workforce training across energy and infrastructure projects.

Preliminary work completed includes: Competency Gap Mapping: Initial analysis of standard industrial, HSE, and technical roles against international sustainability standards (including ISO 14001, ISO 50001, and NEBOSH frameworks). Train-the-Trainer (TOT) Methodologies: Established instructional frameworks for rapid skills localization and field-level delivery targeting engineers, site supervisors, and technical inspectors. Operational Case Observations: Ongoing assessment of compliance gaps, workforce adaptability, and practical training deployment within high-impact regional energy and manufacturing environments. Relevant technical references and framework documentation will be made available upon shortlisting.



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