

## *Summary Report*

### **Community of Practice on Just Energy Transition in Asia (JET COP). In person technical meeting. Jakarta (Indonesia), 18-19 March 2025.**

#### **Background**

The two-day event held on 18–19 March 2025 in Jakarta, Indonesia, was part of the project “Innovation Regions for a Just Energy Transition” (IKI JET), which supports stakeholders in coal-dependent regions to plan and implement inclusive pathways toward a low-carbon energy future, in line with the Paris Agreement and the ILO Just Transition Guidelines. The event marked the official launch of the Community of Practice on Just Energy Transition (CoP on JET) in Asia, which aims to empower key actors, governments, workers’ and employers’ organizations, researchers, and civil society, by promoting knowledge exchange, peer learning, and collaboration across countries facing similar climate and transition challenges.

Organized by the ILO in collaboration with UNOPS and the Energy Transition Partnership, the event brought together 41 participants in person and 43 online from Indonesia, Mongolia, the Philippines, Thailand, and Vietnam. Its main objectives were to consolidate the Community of Practice, facilitate the sharing of good practices and lessons learned, increase awareness of available tools and resources, and foster tripartite dialogue around just energy transition in the Asia-Pacific region. The event provided a space to explore the challenges and opportunities of phasing out coal, and to promote integrated, people-centred strategies that ensure no one is left behind in the transition to a greener future.

Video recordings of the event are available here ([day 1](#)) and here ([day 2](#)).

#### **Opening Remarks**

Opening the forum, **Simrin Singh, ILO Country Director for Indonesia and Timor-Leste**, emphasized the critical need for a Just Transition to mitigate urgent climate change threats, highlighting job creation opportunities in renewable energy for the Asia Pacific region, and the need for continued collaboration and learning to adopt a successful Just Transition approach.

- **Nizar Marizi, Director of Energy and Mineral Resources at the Ministry of National Development Planning of Indonesia (BAPPENAS)**, presented Indonesia's energy transition goals, including economic transformation and the integration of renewable energy into the energy mix, sharing the governments’ commitment to promote a Just Energy Transition.
- **Surya Lukita Warman, Head of Labour Market Centre, Ministry of Manpower of Indonesia**, noted that it is essential to ensure that workers and communities affected by the transition are supported through skilling programmes, social safety nets and the creation of new green jobs.

- **Marianne Rosas, Advocacy Specialist at Employers Confederation of the Philippines**, echoed the need for inclusive policies, emphasizing collaboration among governments, businesses, and workers.
- **Mr. Satoshi Tamai, Director of Planning and Coordination Asia Pacific, International Trade Union Confederation**, highlighted the importance of considering the social dimension of green transitions.

## Introduction to IKI JET and the Community of Practice (CoP) on Just Energy Transition in Asia

Ananda Alonso Nacher, Technical Officer for Just Energy Transition at ILO, provided some context before starting the discussions. She shared an overview of the **IKI JET project** and the **ILO Guidelines** for a Just Transition towards Environmentally Sustainable Economies and Societies for All. She also presented a proposal for the **JET CoP Programme of Work 2025-26** with upcoming activities, that will be completed together with the CoP members.

## Special Remarks on the Just Energy Transition and Human Rights

On her speech, Dr. Elisa Morgera, UN Special Rapporteur on Climate Change and Human Rights, shared her current work on two reports on the phase out of fossil fuels and on the human rights impacts of renewables and critical minerals.

She stated the importance of not only decarbonizing but developing a much more inclusive and meaningful vision of development and human well-being in line with planetary well-being. She highlighted some key strategies to achieve this, such as clear regulatory and governance frameworks, progressive taxation and job guarantee schemes, participation of communities and workers in environmental and socio-cultural impact assessments and access to effective remedies for any victims of human rights violations.

## Session 1: Just Energy Transition: Countries' Overview

This session aimed to provide participants with a comprehensive overview of the Just Energy Transition (JET) landscape across different countries, highlighting country-specific challenges, opportunities, and policy responses.

- **Mongolia:** Focus on renewable energy expansion with a target of reaching 30% of renewable energy sources by 2030 and job creation despite major challenges such as outdated infrastructure and financial gaps. The energy transition offers opportunities such as job creation, increase in GDP, flexible and affordable electricity, and attracting new investments. As an example of best practice, Mongolia shared the case of the Kashmir biggest manufacturer that installed solar panels, covering 40% of electricity for their operations.
- **Indonesia:** To complement the presentations by the Government on the policy framework, workers representatives shared some of the challenges faced by trade unions, such as the low awareness about climate change and just transition issues.
- **Thailand:** Presented a legal overview, as well as their plans to promote eco-friendly transportation and solar energy adoption while addressing skill gaps. Some best practices shared are the Climate Change Act being drafted and the Utility Green Tariff.

The opportunities presented by the Circular Economy were highlighted, and the creation of a regional green hub was suggested.

- **Philippines:** Presented their plans to achieve a share of 35% renewable energy while reducing coal generation to 45% by 2030. As best practices, they have proposed an Inter-Agency Just Transition Committee, Employers adopted a Just Transition Roadmap and an SDG Value Scan, while Workers formed the “Workers 4 Just Transition” network. There is also a Bipartite Declaration and Committee on Just Transition. Finally, the Energy Transition Mechanism (ETM) transaction allowed the retirement of a coal plant 15 years ahead of its expected end of technical life.

## **Session 2: Economic diversification and transformation in the framework of Just Energy Transition.**

This session presented ongoing initiatives on economic diversification taking place in Indonesia.

- Wahyu Gatut Purboyo, Head of Economic Division, BAPEDDA East Kalimantan and Pak Hari Wibawa, Head of Economic Division, BAPEDDA South Sumatra, presented their experience in setting up Regional Consultation Forums in their respective provinces, with the aim of supporting economic transformation in anticipation of the transition away from coal mining.
- Fajar Lizmawan, Energy Advisor at GIZ Indonesia, presented the results of a study on sustainable economic diversification carried out in both provinces. The study identifies the potential economic activities that should be developed and measures their economic, social and environmental impacts, such as agriculture and renewable energy.
- Catharine Winata, from the JETP Secretariat, presented the Just Transition Framework for Indonesia. This is based on Environmental and Social safeguards developed by ADB and other MDBs. Concretely, JETP is now working on a guidance to implement this framework. She highlighted the relevance of Standard 9 on Economic diversification and transformation and how this will be integrated in future energy transition projects.

## **Session 3: Skills development and Partnerships for the Just Energy Transition**

This session presented initiatives implemented by different organizations contributing to the Just Energy Transition (JET), with a focus on skills development but also showcasing how partnerships can be leveraged, including with trade unions and at the community level.

- HaeKyeung, ILO Technical Officer on Skills for green jobs, shared an overview of recent ILO research on green skills, as well as available resources to support skills development .
- Fathah Zuhri, Country Lead for Innovation and Technology at UNOPS/ Energy Transition Partnership, presented the findings of the recent study “Review of

institutional roles and governance mechanisms,” with the aim of ensuring the Indonesian workforce is equipped with the necessary skills for the energy transition.

- Martua Raja, Head of International Relations at KSBSI shared the position paper adopted by the Trade Union Confederation Forum on Just Transition, with the aim of advocating for policies that support the rights of workers affected by the energy transition.
- Bren Wiratsongko, Project Manager at the NGO Rumah Energi presented their work on inclusive education with local communities to create green jobs. The PRO Woman program, for example, targets women affected by the early retirement of coal power plants, both women workers at the plant and women entrepreneurs in informal sectors around the plant. He also highlighted the relevant role of cooperatives that is often overlooked as agents of change in the Just Energy Transition.

#### **Session 4: Presentation of a Just Energy Transition Project by Geo Dipa Geothermal Company**

Idham Purnama, Vice President of Human Capital and General Affairs at PT Geo Dipa Energi (Persero), provided a comprehensive presentation about how this state-owned company is producing clean energy while adopting the highest environmental and social standards. He also provided an overview of the green skills required for their operations. Participants were very interested in the concrete measures the company has taken to ensure equal opportunities for female workers, and the available grievance mechanisms to address complaints from surrounding communities, including indigenous societies.

#### **Session 5: World Café on Just Transitions. Interactive thematic discussion, sharing country experiences**

This session provided participants with the opportunity to share insights, ask questions, and offer recommendations on the key measures and next steps needed to address the challenges highlighted in earlier discussions. Structured as a World Café with four thematic tables, the session explored critical dimensions of a just transition: institutional arrangements to ensure fair and inclusive governance, economic transformation to support industries and businesses in shifting to low-carbon and sustainable models while securing decent jobs, integrated approaches to equip workers with the necessary skills and social protection, and innovative financing mechanisms to effectively fund the transition, such as green financing for SMEs and regulatory frameworks targeting the financial sector.

##### **1. Institutional Arrangements to Manage Just Transition**

This thematic table focused on the question: *What key policies and institutional mechanisms are needed to ensure a fair and inclusive Just Transition?* Participants shared examples, good practices, and lessons learned from different country contexts.

A key outcome was the recognition of the need for strong national tripartite mechanisms. While such structures exist in some countries, they do not always include Just Transition in

their agendas. Strengthening their role and expanding their mandate was seen as essential. Participants also stressed the importance of building capacity, particularly among workers' and employers' representatives, to ensure meaningful participation in these coordination processes.

High-level government leadership was deemed crucial, given the cross-ministerial nature of the Just Transition. Coordination must be strategic and efficient, avoiding fragmentation or overlap. Mechanisms should be tailored to national contexts: for example, some countries may need to expand national frameworks to regional levels, while in Indonesia, where regional forums exist, there may be a need for stronger central coordination.

The discussion also highlighted the importance of linking and integrating different policy areas related to the Just Energy Transition to improve coherence. Coordination should be results-oriented, with clear follow-up, monitoring, and evaluation systems. Appointing a dedicated official to lead the Just Transition at the national level was also recommended.

Participants emphasized aligning energy and labour market planning, using labour market information systems to map workforce needs. A phased approach to implementation was encouraged to minimize disruptions. Lastly, embedding Just Transition principles in climate legislation and national policies was seen as critical to ensuring long-term policy coherence and institutional accountability.

## 2. Economic Transformation

This thematic table explored the question: *How can industries and businesses be supported to shift towards low-carbon and sustainable models while ensuring decent jobs?* A key takeaway was the importance of positioning economic diversification as a national priority. This means developing policies that promote a broad economic transformation beyond just renewable energy, aligned with both national goals and local industry potential.

Identifying sectors with high potential at the local level was seen as essential, along with conducting skills mapping to design relevant training programs. Participants emphasized the need to differentiate support for large companies and SMEs, recognizing that SMEs are vital to job creation and economic resilience. Expanding financing mechanisms to support not only renewable energy but also other promising sectors was also highlighted.

Skills development was identified as a cornerstone of this transition, requiring strong collaboration between government and the private sector to invest in upskilling and lifelong learning.

Best practices shared included the Philippines' Green Public Procurement program, which integrates environmental and decent work standards, and Mongolia's tax holidays for businesses adopting renewable energy. These examples show how well-designed policies can encourage sustainable business practices while supporting decent work.

Overall, the session emphasized a holistic approach, linking national planning, local opportunities, inclusive support for SMEs, strategic financing, and workforce development, to ensure a just and sustainable economic transition.

## 3. Integrated Approaches: Skills and Social Protection

This thematic table focused on the question: *what strategies and actions are needed to equip workers with the right skills and social protection for a just transition?*

Overall, it was agreed among participants that for skills development, inclusive approaches are essential, addressing the needs of women, indigenous peoples, persons with disabilities, youth, the aging population, and those outside the labour force. Solutions should range from awareness campaigns to accessible training programs, led by the government in partnership with institutions, the private sector, civil society organizations, and trade unions.

In terms of social protection, comprehensive measures must cover health, employment shocks, natural disasters, job loss, pensions, and income support. Support should also include incentives for green skills development and targeted assistance for informal and aging workers. Strengthening community-based protection networks will further safeguard vulnerable populations during the energy transition.

Social protection schemes should be expanded to include informal workers and those changing sectors, while targeted subsidies, financial support, and job placement programs can ease the transition. Preparing youth for future opportunities through education and outreach is also vital.

Identifying the skills needed for new sectors created by the Just Energy Transition is a key first step. Based on this, strategic training must be developed, and TVET systems improved, with enhanced training for instructors to meet evolving demands.

A successful transition relies on clear policies, a defined roadmap, supportive institutional arrangements, and continuous social dialogue to ensure all voices are heard and engaged.

#### **4. Financing Just Transition**

This thematic table explored the question: *what innovative financing mechanisms can effectively support a just transition? (e.g. green financing for SMEs, regulations to financial sector).*

The discussion highlighted the importance of diversifying funding sources, including CSR contributions, government and multilateral grants (preferred over loans to avoid risks like privatization and rising energy costs), carbon markets, and other green and social funds.

Thailand's development of a Financing Act was presented as a best practice. The Act includes four carbon pricing instruments, a carbon tax and emissions trading scheme (ETS), carbon pacts, carbon border adjustment mechanisms (C-BAM), and carbon markets, all managed by an independent fund manager. This approach enables Thailand to mobilize domestic funds and reduce reliance on international donors.

A strong consensus emerged that financing decisions must be guided by social dialogue. The costs of transition should not fall on poor households, indigenous peoples, or fossil fuel workers, and energy prices must remain affordable. Labour and social considerations should be fully integrated into green financing strategies.

Governments were seen as key actors in driving a just transition. As noted by the Philippines' Department of Labor and Employment, the state should act as an "angel investor," stepping in where market risks are high to catalyse private sector engagement.

In sum, achieving a just transition requires equitable, inclusive, and socially responsive financing that ensures no one is left behind.

## Conclusion and the Way Forward

This in person event of the CoP on JET in Asia, reinforced the urgency of advancing just energy transitions in Asia through inclusive, collaborative, and well-coordinated efforts. The rich exchanges throughout the sessions highlighted that a successful transition must be rooted in strong institutional frameworks, social dialogue, inclusive skills development, innovative financing, and targeted economic diversification. Participants stressed that national policies must be coherent, coordinated, rights-based, and aligned with both local contexts and global climate goals.

Clear suggestions emerged from the discussions. Countries should strengthen national and regional coordination mechanisms, embed Just Transition principles into legislation, and ensure cross-sectoral planning that integrates labour market data and social protection systems. Scaling up targeted skilling programs and ensuring participation of all social groups, particularly women, youth, informal workers, and indigenous communities, must be prioritized. On financing, participants emphasized the need for equitable, diversified sources that avoid excessive reliance on loans, and called for governments to take proactive roles in de-risking investments and acting as initial catalysts for private sector engagement.

To build on the momentum of the event, the Community of Practice will move forward with its 2025–26 work plan, which includes continued peer learning, capacity-building activities, and country-specific support. Follow-up actions include deepening collaboration among countries, developing practical guidance and knowledge tools, and documenting good practices that can inspire scalable solutions. The ILO and its partners remain committed to supporting these efforts by facilitating regional cooperation, promoting policy coherence, and ensuring that the transition to a low-carbon future is fair, inclusive, and leaves no one behind.

The Community of Practice will also serve as a platform for fostering regular dialogue among members, ensuring that commitments made during this event translate into tangible, on-the-ground action across the region.

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