

Green Jobs for Social Inclusion and Sustainable Transformation (GESIT)

Promoting Inclusive Employment in Green Jobs

Project name	Green Jobs for Social Inclusion and Sustainable Transformation (GESIT)
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Project region	Indonesia
Lead executing agency	Ministry of National Development Planning (Bappenas)
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In particular, demand-oriented and inclusive technical and vocational upskilling and reskilling offers are lacking to ensure that the green transition will be socially just and that a qualified workforce will be readily available for the new and growing occupations of the green economy.

The challenge

The rapid socio-economic development of Indonesia over the past decades has had profound negative effects on the environment and the climate. In 2021, Indonesia ranked 10th among countries with the highest CO₂ emissions in the world, and projections foresee a further doubling of emissions by 2030 (compared to 2010) under a business-as-usual scenario.

The protection of the environment and the decarbonisation of the economy are therefore now given high priority in national development planning. The Indonesian government has identified the development of a green economy – an economy that is internationally competitive and environmentally and socially responsible – as a key strategy to achieve sustainable high economic growth and to become a high-income country by 2045.

The coupling of broad-based economic growth with environmental, resource and climate protection is still in its infancy. Public and private actors still lack concrete approaches and strategies to exploit the employment potential of a green transformation of the economy.

The objective

The project “Green Jobs for Social Inclusion and Sustainable Transformation (GESIT)” is part of an integrated solution to the global climate crisis consisting of numerous Indonesian-German development cooperation projects that leverage synergies in the fields of energy transition, sustainable economic development, Technical and Vocational Education and Training (TVET), employment promotion and social protection.

Through promoting green skills and jobs, the project contributes to a Just Energy Transition and the decarbonization of the Indonesian economy, and therefore, to the Indonesian government’s commitment to reach net zero emissions by 2060 or earlier.

The objective of the project is: Selected public and private stakeholders are enabled to inclusively promote employment in green jobs.



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Recyclable materials stored at a waste treatment facility.

A job training for installing solar rooftop panels in Indonesia.



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Bappenas Deputy Minister for Population and Employment, Dr. Maliki, opens Indonesia's Green Jobs Conference with the title "Institutionalizing Green Jobs" in December 2023.

Our approach

GESIT project addresses the low awareness of the effects of the transformation to a green economy on the labour market and the vocational education and training system as well as the lack of strategies and instruments to promote employment in green jobs.

The project aims to enable public and private stakeholders to inclusively promote employment in green jobs through three main outputs:

- (1) Strategic guidelines and recommendations for promoting employment in green jobs are available on national level;
- (2) Inclusive approaches for upskilling and reskilling for green jobs are piloted; and
- (3) Employment promotion in green jobs is initiated on sub-national level.

To support the availability of strategic guidelines and recommendations for promoting employment in green jobs on national level (Output 1), the project will, among others, advise relevant government agencies on the operationalization and implementation of the Green Jobs Roadmap developed by Bappenas. In addition, it will provide technical support to the Indonesian Chamber of Commerce and Industry (KADIN) and other sector associations to sensitize companies for the green economy and to pilot interventions in the private sector for promoting green jobs that lead to concrete policy recommendations for the government. Furthermore, partnerships and research projects will be supported to strengthen capacities for gender-disaggregated, sectoral labour market projections and to anticipate future skills needs.

The activities to pilot inclusive approaches for upskilling and reskilling for green jobs (Output 2) will include capacity development measures for private sector chambers and associations to identify new and growing green job profiles and

related qualification needs, particularly in the manufacturing sector and in the areas e-mobility, circular economy, and cross-sectoral green skills. Based on these insights, the project will advise relevant ministries, training providers and private sector representatives in the development and piloting of inclusive upskilling programmes for ten green occupations in the manufacturing sector. This will include further support to institutionalize and scale up tested and proven upskilling modules in the Technical and Vocational Education and Training system as well as technical support to the Indonesian Job Center to actively promote upskilling and reskilling opportunities for green jobs on its online platform. The project will also provide technical advice to the Ministry of Labour on re-skilling approaches for green jobs targeted at the unemployed and those at risk of losing their jobs due to the economic transformations.

To foster the initiation of employment promotion in green jobs on the subnational level (Output 3), the project will provide technical support and advice to local stakeholders in three pioneer provinces of Indonesia, where strong commitment to promote green jobs already exists. The project will strengthen the capacities of local representatives of the government, the private sector, and civil society to initiate multi-stakeholder platforms and partnerships where the effects of the green and digital transformation on the local economy and labour market will be discussed, strategies to address them will be developed, and concrete measures to promote employment in the green economy will be coordinated. The support will also include peer-learning formats between provinces and cities or districts. The measures to promote employment in green jobs on the local level will be rigorously evaluated, documented, and shared so that all Indonesian provinces can learn from them as well as to inform national policy making.

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In cooperation with



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