



COORDINATING MINISTRY FOR ECONOMIC AFFAIRS
THE REPUBLIC OF INDONESIA



NATIONAL ECONOMIC COUNCIL
REPUBLIC OF INDONESIA



Organized by



INTERNATIONAL CONFERENCE

INCLUSIVE ENERGY TRANSITIONS IN SOUTHEAST ASIA AND BEYOND

Cross-Regional Learning from South Asia

10–12 February 2026 • Jakarta, Indonesia

Session 5: Just Coal Transition - Promoting Green Jobs and Social Protection (GIZ)

This is not an ADB material. The views expressed in this document are the views of the author/s and/or their organizations and do not necessarily reflect the views or policies of the Asian Development Bank, or its Board of Governors, or the governments they represent. ADB does not guarantee the accuracy and/or completeness of the material's contents, and accepts no responsibility for any direct or indirect consequence of their use or reliance, whether wholly or partially. Please feel free to contact the authors directly should you have queries.

In collaboration with



NOSSAL
INSTITUTE

Certified by



Portfolio Overview



GIZ Energy Programme Indonesia/ASEAN

INDONESIA'S ENERGY TARGETS

- Net Zero Emission by 2060 (JETP: by 2050)**
- Renewable Energy (JETP: 44% by 2030)**
- Transmission Grid**
- Just Energy Transition**
- Energy Efficiency & Conservation**

THEMATIC PILLARS

- Industry Decarbonisation**
- Power System Transformation**
- Just Energy Transition**
- Island Energy Solutions**
- Sustainable Energy Finance**

BILATERAL PARTNERSHIPS Portfolio of currently running projects under the energy cooperation framework between Germany and Indonesia

German-Indonesian Energy Cooperation Hub (Energy Hub), (2023 – 2028), 2.55 Mio EUR

SETI
(2023-2028)
15 Mio EUR
Sustainable Energy Transition in Indonesia



PEEB Cool
2023-2028, 1.32 Mio EUR
Programme for Energy Efficiency in Buildings Cooling System

CASE
(2020-2027)
5.2 Mio EUR
Clean, Affordable and Secure Energy for Southeast Asia – Indonesia Chapter

IKI-JET(2023-2026)
6.5 Mio EUR (GIZ in IDN 1.9 Mio EUR)
Innovation Regions for a Just Energy Transition – Indonesia Chapter

H2Uppp
2024-2025,
0.3 Mio EUR
International Hydrogen Ramp-Up Programme

PDP-H2
2024-2025 0.256 EUR
Project Development Program for Green Hydrogen

Green Energy (2023-2029)

- RE2Grid 5.5 Mio EUR
- FlexGen 3 Mio EUR
- Carbon2Price 4 Mio EUR
- RE2Cool 4 Mio EUR

ENTRI (2023-2027) 4 Mio EUR
Renewable Energy Mini Grids in Triangular South-South Cooperation

SOCOOL (2023-2026) 5 Mio EUR
Solar Cold Chains for Green Economy

GESIT (2024-2028)
1.5 Mio EUR
Green Skills for the Energy Transition

PERFORM
(2023-2027)
5.75 Mio EUR
Strengthening Carbon Pricing Mechanism and Fiscal Policy Measures for Climate Protection and The Energy Transition in Indonesia

MULTILATERAL PARTNERSHIP

ASEAN EU – German Climate Action Programme (CAP)
(2023-2026)
2 Mio EUR

Nickel Impact Programme Indonesia (NIPI)
(2025-2028)

- IKI Funded
- BMZ funded
- BMWF funded
- Cross-financed BMZ & IKI

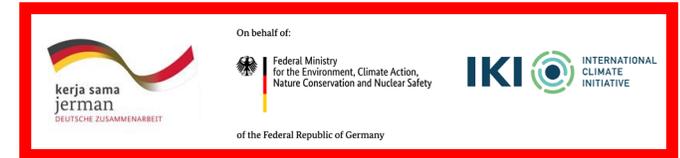
Upcoming Project:

FANTASTIC
(2026-2029), 4 Mio EUR
Fair and Accelerated Energy Transition towards Carbon Neutrality

GIZ Energy Programme Indonesia/ASEAN

Government Partners:

Direct Government Partners:



Cooperation Government Partners:

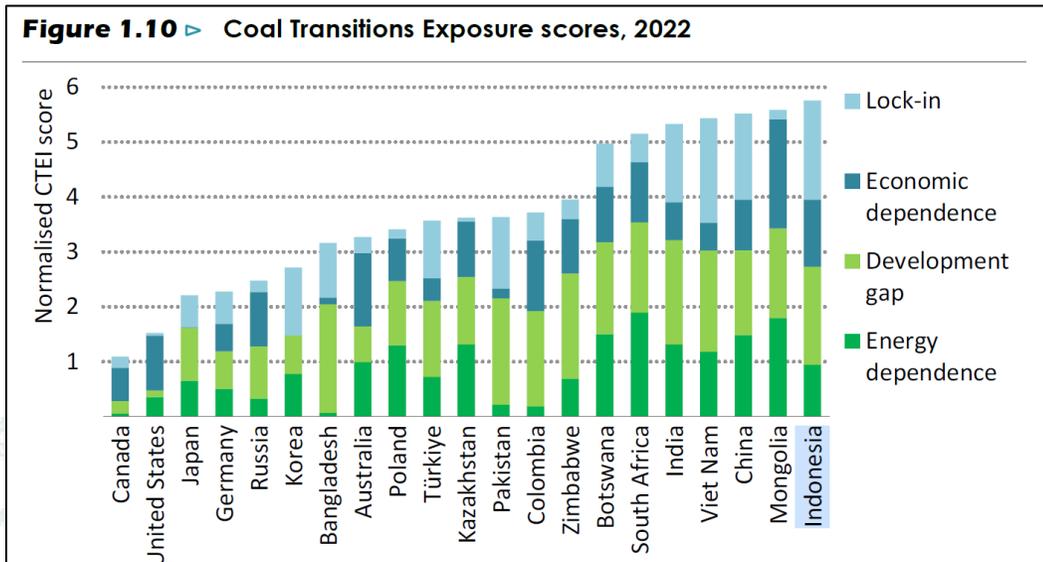


Implementation Partners:



Global and national energy transitions presents both opportunities and risks for coal regions

Indonesia is the most exposed country to the coal transition impacts



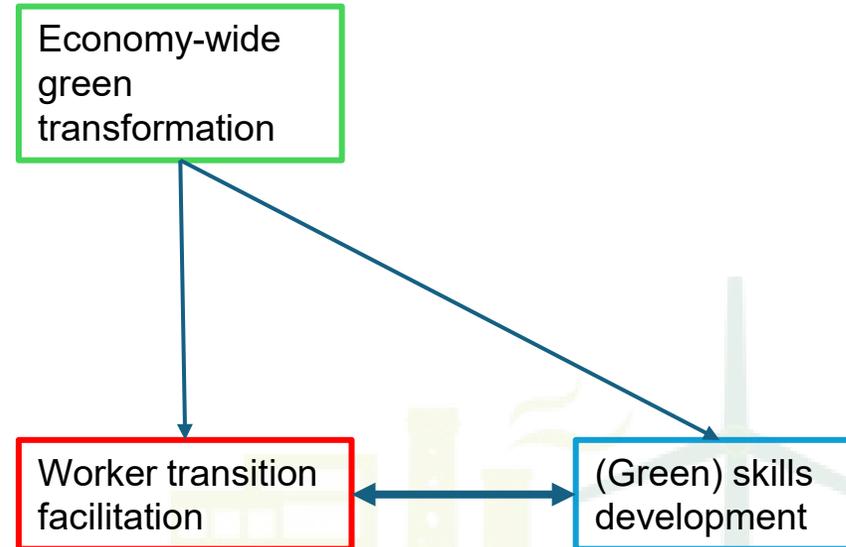
- **Opportunities** for economic diversification and green transformation
- **Risks** of workers to smoothly transitioning into the new green growth sectors

Source: IEA (2024) Accelerating just transition for the coal sector

Promoting green jobs in the context of coal transition

Intended objectives guiding our works:

- Green sectors expand and companies in emerging growth sectors adopt greener production models and practices.
- (Green) talents are available for growth sectors, enabling productive jobs that deliver social and nature-positive outcomes.
- Coal workers are supported to remain employed through a just transition into green growth sectors.



What our cooperations have achieved and are in achieving so far:

Support Bappenas, MEMR, MoL (national)

- Bappenas:
 - Green jobs as priority programme in RPJMN 2025-2029
 - **Green Workforce Development Roadmap** launched (April 2025)
 - **National JET Framework** (in-progress)
- MEMR:
 - **HR Development Policy Agenda** for Energy Transition towards Net Zero launched (June 2025)
 - 1,911 green occupations in the sectors are mapped along with 10-year employment projection
- Kemenaker: **101 PES officers** trained to support coal transition
- Piloting green skills development on 5 RE related topics: 25 trainers from 17 TVET institutions have been trained and roll-out is being prepared

Support province gov't of two coal regions (Kaltim & Sumsel)

- **Multistakeholder platforms (RCF)** are established by the governors
- **Priority growth sectors are inclusively selected:** 15 in Kaltim and 13 in Sumsel.
- **Preliminary stakeholder agreements** on:
 - Greening 8 conventional sectors in each province (ie. coffee, rubber, tourism)
 - Facilitating investment in 5-6 green sectors (ie. RE, biomethane, green ammonia, solar)
- **Skills roadmaps** for coal transition towards solar PV & sustainable industrial crops, tourism (in-progress)
- **Green skills development:** 32 coal laid-off & informal workers (41% women) are trained for aircon installation & maintenance, linked to energy efficiency
- **CBA agreements for fair transition** in 5 coal companies
- **Policy recommendation** on social protection expansion

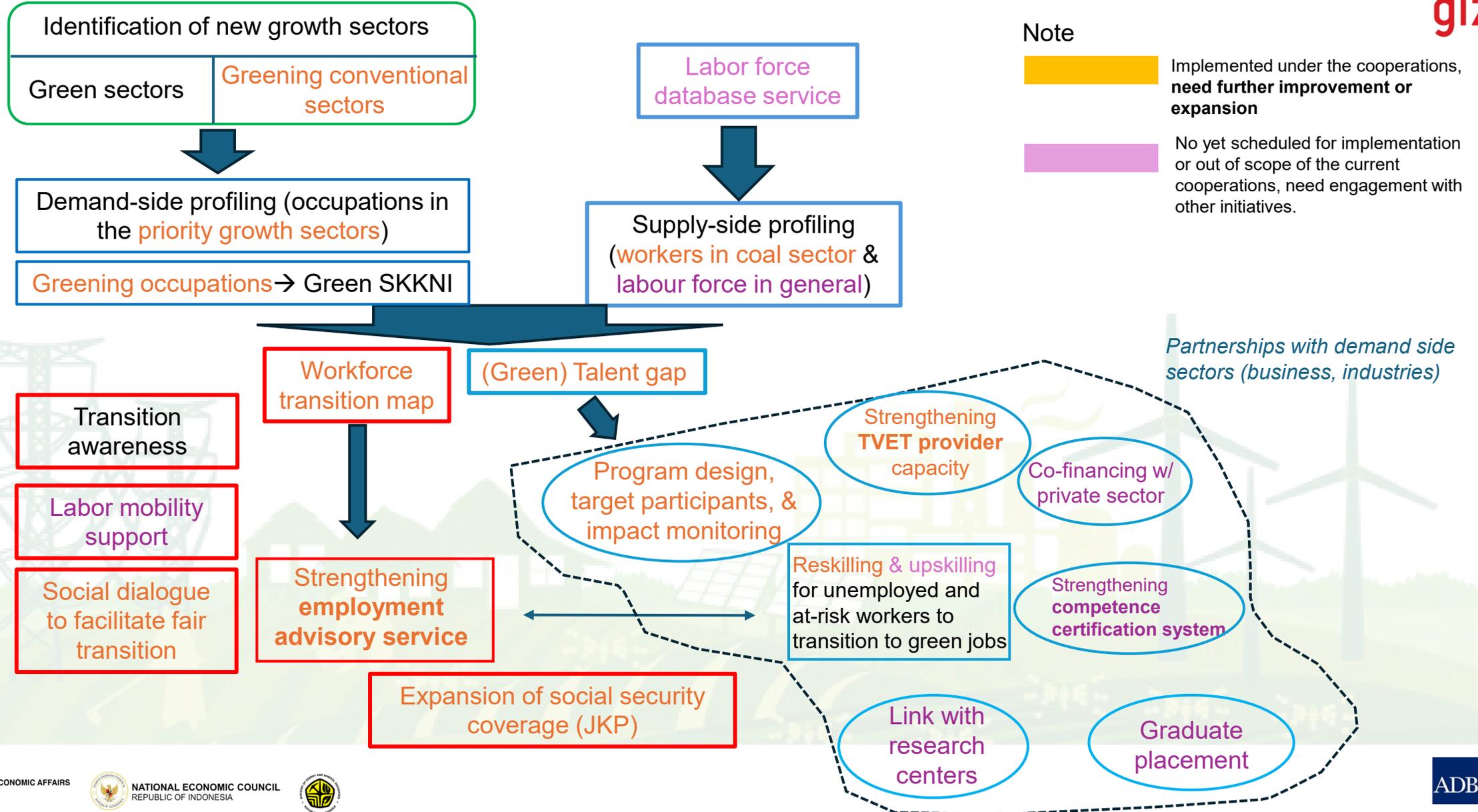
How our cooperations could do better

- Systematic mapping of occupations in more sectors→ need more financial resources.
- Profiling of all workforce in the regions→ **need better labor force database.**
- Additional support to facilitate green transformation in companies in priority growth sectors: internalization into policies, business process, SoPs, and job desc→ **need better incentives.**
- Creation of stronger and better targeted businesses incentives for:
 - green transformation in the priority growth sectors; and
 - transition from coal to new economic opportunities through a just, bipartite process.
- Integrate more elements into the TVET partnerships with the industries—e.g. co-financing
- Strengthening competence standardization system e.g., recognizing prior learning experience, make the system more efficient and affordable.→Long and expensive process
- Financial solutions to increase the number of workers covered and expand benefits to support the transition.



Launch of Indonesia's Green Workforce Development Roadmap

....which points to the need for a more comprehensive, integrated model



Conclusion

If managed well, **the coal transition can promote green jobs and a fair transition for affected workers.**

Key lessons from our interventions include:

- Energy transitions present both opportunities and challenges for economic growth, job creation, and social welfare, affecting governments, employers, workers, and communities across multiple dimensions.
- To mitigate risks and optimize opportunities for at-risk workers and relevant stakeholders in the coal sector context, comprehensive and integrated policies across jurisdictions (national and regional) and sectors are essential. These policies should focus on three primary areas:
 - (a) economy-wide transformation;
 - (b) green skills development; and
 - (c) worker transition programs.
- The multistakeholder platform (RCF) facilitates collaborative and inclusive engagement among government, business, community, academia, and non-governmental organizations (moving away from govt-led intervention) in identifying priority economic sectors for regional economic transformation and developing action plans to address transition challenges.



Kaltim and Sumsel provincial governments convene forums to drive economic transformation

THANK YOU!