



► Enhancing Capacity Building to Support Just Transition Strategies

Second Dialogue under the UAE work programme on Just Transition Pathways

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► Different levels of capacity development for a just transition



Individual



Institutional



Systemic

► Capacity development – individual level

- Combination of core and technical skills
- Relevant to evolving needs of industry and workers
- Attention to gender and groups in situation of vulnerability and disadvantage

Capacity development – institutional level

For whom

- Different line ministries and agencies
- Different levels of government

In what areas

General - e.g. planning...

With some specificity to JT

- Carrying out/using employment and social impact assessments of climate policies and investments
- Foundations on employment and social policies & foundations on climate change and policies to work across policy domains
- Integrated policies and place-based strategies

For whom

- Trade unions and employers' organisations
- Community organisations, women's organisations, IP's organisations and other civil society organisations
- Academia/research institutes

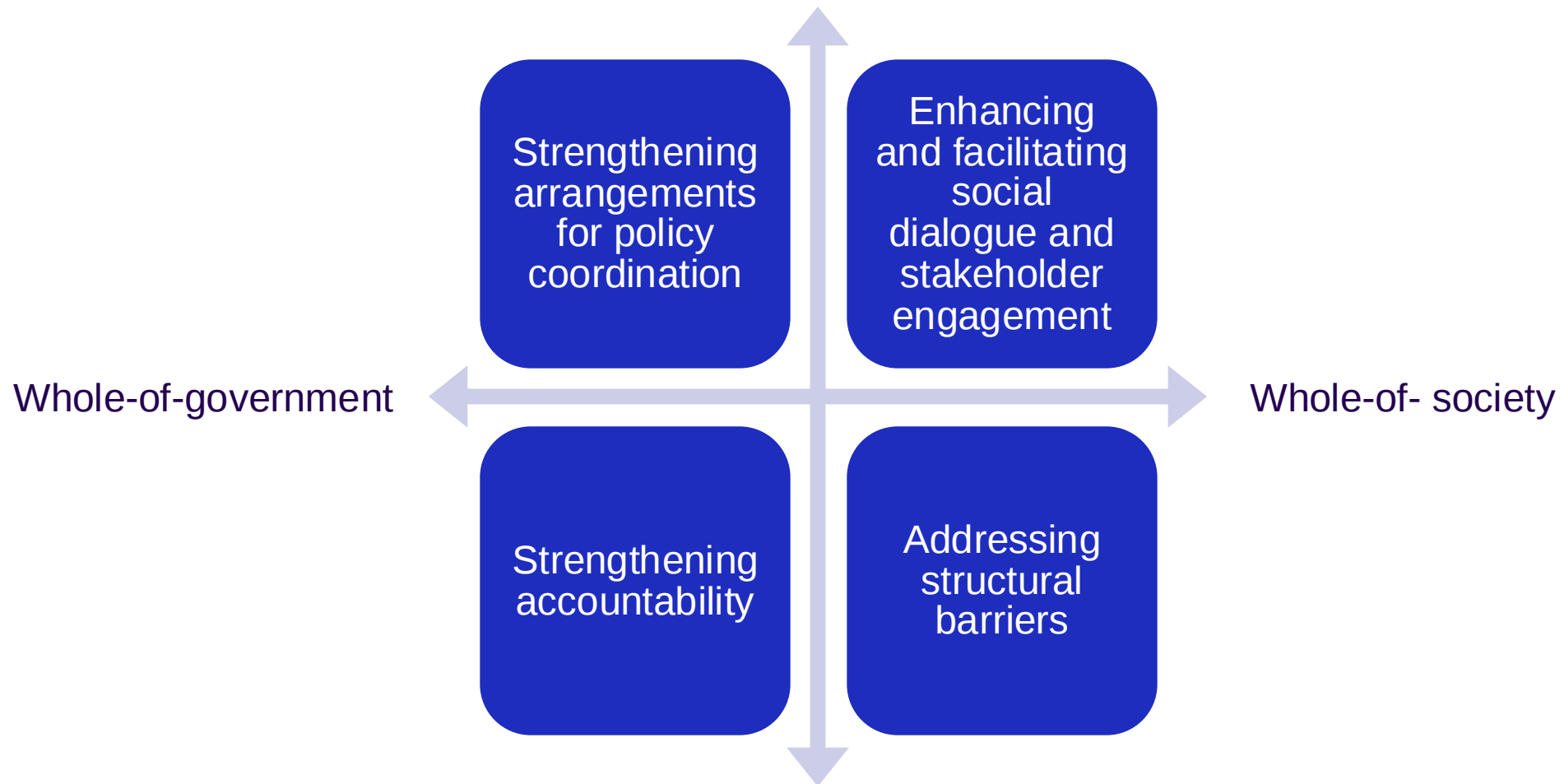
In what areas

General -e.g. advocacy, negotiation

With some specificity to JT

- Foundations on employment and social policies & foundations on climate change and policies to work across policy domains
- Carrying out and using employment and social impact assessments of climate policies

► Capacity development – systemic level- working across institutions



▶ Key considerations for capacity development for just transition

- ✓ Based on a sound understanding of needs and gaps
- ✓ Ownership and active role of participants
- ✓ Not only training – coaching, peer-to-peer, networks
- ✓ Plans for application and follow up support
- ✓ Gender and social inclusion considerations in design and implementation of capacity building activities
- ✓ Sustainability (transfer & dissemination)

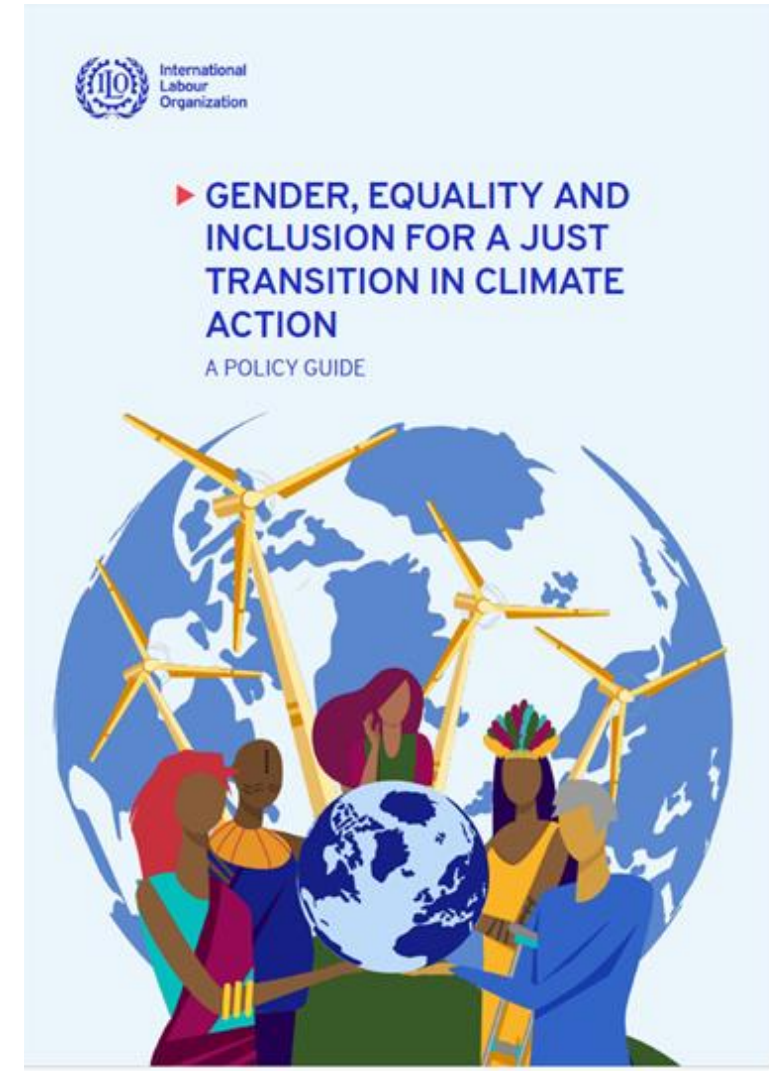
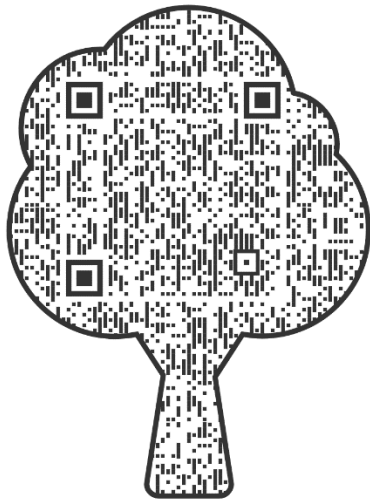


▶ Evaluating and measuring capacity building – some considerations

- Process and outcomes indicators
- Beyond the n. of (training) participants: changes of knowledge/attitudes; application of skills/ knowledge; policy/programmes that made use of knowledge/skills; (for skills) redeployment & hiring rates.
- Measuring and evaluating at different points in time
- Challenges: attribution (for more systemic/higher level outcomes); dependence on other factors; resource intensity (for some methods); response rates/tracking issues (for some methods)
- Using gender and other forms of disaggregated data
- Co-design – what counts for participants

Gender equality and inclusion needs to be addressed across policies, programmes and investments for a just transition

A newly published ILO guide seek to support capacity building efforts in this direction



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Thank you

For more information: romanc@ilo.org