

Final Report

Training on Employment Assessment tools for Development Planning (focus on Climate, NDCs and Employment) and the establishment of Regional Training Hub in Green Jobs Assessment Institutions Network GAIN



August 13th - August 16th

2024

Bogotá, Colombia

Contents

Introduction	3
Workshop Description	3
Participants	4
Key Speakers	5
Main highlights during the workshop	9
Conclusions	18

Introduction

The transition to environmentally sustainable economies and societies is crucial. The Paris Agreement emphasizes the importance of a just transition and creating quality jobs. A just transition to sustainability may lead to greater job creation and social justice. The report "Jobs in a Zero Net Emissions Future in LAC" suggests that moving to a low-carbon economy can result in net employment gains.

The Green Jobs Assessment Institutions Network (GAIN) provides a methodological approach and training guidebook to help countries analyse and plan for social and employment outcomes of climate and sustainable development policies. The GAIN network also offers capacity building and technical assistance. The establishment of GAIN training hubs aims to help countries build a model based on national accounts data and address their policy priorities.

The Gain training edition in Bogota, Colombia emphasized the need to implement policies to drive a just transition, considering the impact of climate and development.. The training also involved a comprehensive focus on the assessment of green jobs creation from a policy and research perspective and the importance of understanding diverse approaches to just transition and inclusion in Nationally Determined Contributions (NDCs).. Additionally, it brought together participants from 14 countries representing government, employers, workers, academia, and partner organizations. The key highlights of each session are detailed next.

Workshop Description

The workshop took place at the University of Los Andes in Bogotá, Colombia, from August 13th to 16th, with a total duration of 32 hours. There were 53 certified participants. The training was conducted in person and included two tracks: research and policy. The in-person training covered the following areas:

- Policy analysis of outcomes and policy response options for the formulation of social, employment, business, industrial, and other Just Transition policies to maximize positive social and employment outcomes and minimize negative effects.
- Green Jobs Assessment Model and Methodologies to analyze how climate and green policies impact key development and labor market indicators, such as, national energy policies or nationally determined contributions (NDCs).

The workshop focused on providing analytical tools for researchers and technical profiles in the following areas:

- Practical simulation exercises using R software to analyze public policies' impact on employment, production, and the environment.

- Utilization of statistical databases, including the System of National Accounts, labor force and establishment survey data, and the System of Environmental and Economic Accounting (SEEA).
- Use, input, and output supply frameworks based on the International Standard Classification of Industries, including "green industry" expansions, employment and environmental satellite accounts, and Social Accounting Frameworks with income distribution.

The main objective of the training was to help LAC (Latin American and Caribbean) countries better understand the social and labor implications of climate and sustainable development policies. The GAIN assessment methodology and the Green Jobs Assessment Model (GJAM) were presented as a methodological approach to analyze the impact of climate and green policies on key development indicators such as employment, GDP, skills, gender, income distribution, and inequality, among others.

Participants

Profile of participants: ILO specialists and officials, government representatives (Ministries of Labor, Ministries of Environment, in Charge of Climate Change and NDC, and Ministry of Finance, Economy, and Planning), workers' and employers' organizations, and economic research institutions.

Country	# Participants
COLOMBIA	16
JAMAICA	6
BARBADOS	5
GUATEMALA	5
COSTA RICA	3
CHILE	2
CUBA	2
MEXICO	2
USA (NDGP)	2
PERU	2
ARGENTINA	1
BRASIL	1
UK (IDB)	1
NORWAY	1

Country tripartite delegates from Latin America and the Caribbean were selected based on the strategic importance and current actions they are having in their national commitments to green jobs and just transition through projects and programmes with ILO, as follows:

- Central America: Guatemala (PAGE)¹; Cuba, Mexico and Costa Rica (ILO's Regular Budget);
- Caribbean: Guyana (PAGE)², Barbados (PAGE)³, and Jamaica (UNDP)
- Andean Countries: Peru (PAGE)⁴ and Colombia (IKI, SIDA)
- South Cone: Chile

Key Speakers

Gain experts

Joaquim Bento de Souza Ferreira Filho 	Professor at the Department of Economics at the “Luiz de Queiroz” Higher School of Agriculture (ESALQ), University of São Paulo (USP), Brazil. He holds a PhD from the University of São Paulo and a postdoc from the Center of Policy Studies (COPS), Victoria University, Melbourne.
Fabian Rocha 	Fabian ROCHA, based in Trondheim, Norway, is currently a Scientific Researcher in Sustainability at SINTEF Industry. He holds a 2017 - 2020 Doctor of Philosophy - PhD in Natural Resource Economics at University of Stavanger.

¹ Guatemala - UN PAGE - Partnership for Action on Green Economy (un-page.org)

² Guyana - UN PAGE - Partnership for Action on Green Economy (un-page.org)

³ Barbados - UN PAGE - Partnership for Action on Green Economy (un-page.org)

⁴ Peru - UN PAGE - Partnership for Action on Green Economy (un-page.org)

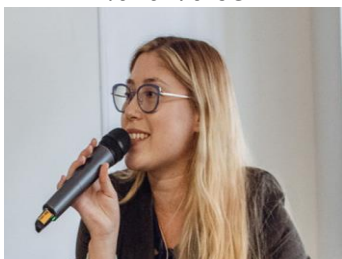
IDB

Dulce Baptista 	Senior specialist in the Labor Markets Division of the Inter-American Development Bank, where she is responsible of incorporating mitigation, adaptation and action against climate change into the operational and analytical programs of that Division. Dulce has a Ph.D. from the University of London.
Mariana Alfonso 	Mariana Alfonso is a sector lead specialist in the Climate Change and Sustainability Division of the Inter-American Development Bank (IDB). She holds a PhD in Economics and Education from Columbia University (USA) and a BA in Economics from Universidad Nacional de Córdoba (Argentina).
Oliver Azuara 	Senior Economist at the Labor Markets and Social Security Division at the Inter-American Development Bank (IDB). Oliver leads operations and research projects focused on digital social security, the future of work, and evaluation.
Alex Nunn 	Dean of Research at Leeds Trinity (UK). Doctor of Philosophy, The Political Economy of Crisis and Multi-Level Global Governance, The University of Manchester. Master of Arts, Political Development (MA Econ), The University of Manchester.

UNDP

Kerry-Ann Willis 	Programme Associate at UNDP, Jamaica, working as a Project Manager in health education, violence prevention, community mobilization, water & sanitation.
--	---

NDC Partnership

Sara Wolf 	Sara is the Knowledge Management Associate for the NDC Partnership Support Unit. As part of the Knowledge & Learning team, she works to inform the partnership's initiatives by leading knowledge management systems and developing analytical products.
Ivana Valdez 	Regional Program Officer for Latin America and the Caribbean at the NDC Partnership Support Unit. Her responsibilities include, providing support to the regional team through information and knowledge management, namely by tracking key engagements and producing analytical outputs that feed into exchanges with countries and partners.

University of Los Andes

Clemente del Valle Borráz



Director of the Regional Center for Sustainable Finance at the University of Los Andes. Economist from the University of Los Andes, with a master's degree in economics from the same university and a master's degree in economics from the London School of Economics and Political Science.

Hernando Zuleta



Dean at the Faculty of Economics. Hernando Zuleta has a bachelor's degree and master's degree in economics from the Universidad de los Andes. He also has a master's degree and doctorate in Economics from the Pompeu Fabra University (Barcelona - Spain).

ILO

Marek Harsdorff



Marek Harsdorff is currently an economist in the Green Jobs Programme, ILO, specialized in development cooperation and environmental economics. His main work includes economic research on Green Jobs contributing to global reports and country assessments, assistance to countries to develop employment-led green economy strategies and design and management of technical cooperation programmes to create green jobs.

Gabriel Michelena 	HQ Technical Officer, Strengthen 2, DEVINVEST ILO graduated with a degree in Economics from the School of Economics of the University of Buenos Aires in 2007. Masters in Econometrics at the Universidad Torcuato Di Tella (UTDT).
Aguinaldo Nogueira Maciente 	Employment and Labour Market Policies Specialist for the ILO Office in Brasil. Holds a degree in Economic Sciences from the University of São Paulo (1994), a master's degree in economics from the University of São Paulo (2000) and a doctorate in Applied Economics from the University of Illinois at Urbana Champaign (United States, 2013).
Blanca Patiño 	Green Jobs and Just Transition Specialist for the ILO Office in Latin America and the Caribbean. Economist with a master's degree in economics from the Universidad de los Andes, and a master's degree in administration and development planning from the University of London (University College London).

Main highlights during the workshop

Day 1 Policy Track

Training Opening and Climate Action Discussion.

The training officially started with a conversation on climate action, and the importance of integrating just transition in related policies.. The initial interventions of Ana Virginia Moreira, Regional Director of the International Labour Organization (ILO), Oliver Azuara, Senior Economist at the Labor Markets and Social Security Division from IDB, as well as, Hernando Zuleta, Dean of the Economy Faculty of the Universidad de Los Andes, allowed a general framework on the opportunities and challenges for increasing ambition in the integration of just transition and the main drivers involved in the process of updating NDC

in the LAC region as well as other related development policies, highlighting regions and population heavily impacted by climate change.

Just Transition and Employment Policies.

The ILO team introduced the Green Jobs Assessment Model, which aims to estimate the effects of climate and development policies on jobs, GDP, and other social indicators. The model analysis allows an identification of potential impacts for job creation/elimination based on different scenarios, as a way to develop policy recommendations to tackle any possible risk, based on social dialogue, defining the main drivers in terms of social protection, skills policies, and financing mechanisms, among others.

NDC Partnership and Support for Climate Action.

The NDC Partnership's team emphasized the role of supporting countries to update and implement their Nationally Determined Contributions (NDCs) as part of the Paris Agreement emphasizing the integration of just transition principles into NDCs. The representatives from NDC Partnership remarked the potential impact of decarbonization policies on employment, poverty, inequality, and regional economies, stressing the need for a just transition that supports workers through reskilling and compensatory measures for low-income households.

Group Work on Policy Design and Modeling

Participants engaged in working groups to discuss sector-specific policies and indicators relevant to their countries. They focused on renewable energy, agriculture, employment, and the integration of fiscal and environmental policies into economic modeling. The discussions aimed to identify the sectors most impacted by climate policies and the indicators necessary to analyze these impacts effectively.

The Inter-American Development Bank toolkit for just transition.

The Inter-American Development Bank (IDB) team introduced a toolkit for just transition, focusing on equity, quality job creation, and inclusive planning. Examples from Uruguay demonstrated successful energy transition strategies. The meeting concluded with discussions on the importance of social dialogue in planning climate policies and the efforts and challenges faced by countries like Barbados and Colombia in transitioning towards a more sustainable and inclusive economy. Additionally, logistical announcements and plans for the next day's sessions were made, including a focus on economic models to analyze policy scenarios and their effects.

Day 2 Policy track

Just Transition, Sustainable Development, Climate Change, Policy and Technical Assessment.

Moustapha Kamal Gueye, the Director of the Priority Action Program on Just Transition at the International Labour Organization (ILO) in Geneva, addressed participants about the importance of integrating social policies into climate action. He emphasized the need to understand the economic value of investing in the social dimensions of ecological transitions, highlighting a gap in current analyses. He referenced significant works and initiatives that have attempted to quantify the economic rationale behind tackling climate and environmental changes. He also pointed out the latest IPCC report's shift in narrative, which places social dimensions of climate action at the forefront, suggesting that equity, social justice, and inclusion can drive climate mitigation and adaptation efforts. He also discussed emerging issues requiring policy guidance and quantitative tools, such as heat stress, the transition to critical energy minerals, plastic pollution, and ocean governance. He stressed the importance of not only creating more jobs in the green economy but also ensuring these jobs offer decent work conditions and wages. The discussion aimed to guide policy and decision-makers in integrating these considerations into their work, particularly in the context of revising Nationally Determined Contributions (NDCs) to include investments in skills, social protection, and the principles of a just transition as part of climate agreements.

Energy Transition Costs, Economic Impact, and Green Economy Investments.

Alejandro Sicar Valencia from the Colombian employees' organization ANDI and other participants discussed the economic implications of transitioning away from sectors with high emissions, specifically the oil and gas sector in countries, of the region. The conversation highlighted the potential costs and impacts of such transitions, including the risk to ensure national energy sovereign and the broader economic effects. Comparisons were made with more developed countries, such as, Germany, emphasizing the relatively small direct impact on employment in the Oil and gas sector versus the larger general equilibrium effects of a rapid phase-out. The dialogue also touched upon alternative strategies, such as investing in the emerging green economy, with references to other countries like China, that has good practices in subsidizing its photovoltaic (PV) industry and electric vehicles, suggesting that different models and scenarios could produce many outcomes. The importance of considering alternative policies and the potential for economic growth through new technologies was underscored, with plans to further discuss and analyze these aspects over the following days.

Worker Value, adaptability, and resilience.

Cheyne Jones from the Barbados Workers Union introduced a discussion analyzing how employment assessment tools could better define the value of work, emphasizing the importance of adaptability and resilience. The response highlighted the use of skills as a proxy for worker value, mentioning the employability and transferability of skills across sectors. Examples from Germany, such as the apprenticeship system for wind mechatronics and photovoltaic installers, were cited to illustrate the concept of reskilling and upskilling. The conversation also touched on the importance of including decent work indicators in labor force surveys, such as job quality, social protection, and the informal job sector, to provide a more comprehensive understanding of worker value.

Green jobs, Economic models and Policies.

During the discussion focused on just transition and green jobs in Colombia, Oscar Cardona from the ILO initiated the discussion on the significant influence of fiscal policies, such as subsidies and taxes, on the economy, using Brazil's energy sector as an example. It was noted that some policies might only marginally affect the economy, like those related to deforestation, due to the lack of economic value assigned to forests in national accounting. The discussion also covered the role of economic models in understanding dynamics and creating economic value, with a focus on incorporating new technologies and industries that are not yet prevalent. Furthermore, the limitations of general equilibrium models in accommodating structural changes and new technologies were discussed, contrasting them with structure simulation models that include new industries.

Green skills development for a Climate-resilient future.

Dulce Baptista, Senior Labor Market Specialist at the Inter-American Development Bank (IDB), discussed the importance of skills development for a climate-resilient future. She outlined how the IDB supports countries in identifying skills demand, green priority sectors, and supporting countries in these areas. She shared examples of IDB's work in many countries, including Peru, Ecuador, Haiti, Colombia, and Chile, highlighting interventions in green sector skills development and systemic changes for skills ecosystems. She emphasized the use of data analytics and strategic sector identification to support countries, mentioning the labor market observatory and examples on how they are making use of Google to provide jobs data for analysis. She concluded by detailing the IDB's four-pronged approach to supporting skills development: aligning private sector needs with skills development, developing competence-based training and certification, ensuring quality assurance, and planning and allocating budgets effectively. The presentation aimed to show how systematic

efforts can improve the development of green skills, ensuring individuals can access green jobs and companies can find the talent needed for the green transition.

Green Jobs Assessment model, Guyana and Jamaica case studies.

This session focused on the application of the Green Jobs Assessment model and presented findings from studies conducted in Guyana and Jamaica. The discussion highlighted the importance of country-specific data in assessing the impact of green policies on employment and economic growth. In the case of Guyana, the implementation of the GAIN methodology has been possible with the support of the PAGE program, and its importance lies in being the first reference in the Caribbean⁵. For Guyana, three scenarios were examined: household subsidies for poverty reduction, a sustainable growth scenario incorporating eco-tourism and energy transformation, and a divestment scenario exploring the shift from oil and gas to green hydrogen. The findings suggest that domestic demand and the onshoring of energy supply chains have important macroeconomic impacts. The divestment scenario indicated potential negative economic impacts but raised questions about the real benefits to the Guyanese people and the need for just transition funds. In the case of Jamaica, UNDP-ILO partnership has also allowed the implementation of the model and a second reference for the Caribbean. The Jamaican case study focused on electric mobility and the impact of international support versus domestic funding on economic outcomes. The meeting underscored the relevance of these assessments for informing national policies and NDC revisions, emphasizing the need for detailed labor market analysis, including gender and skill dimensions, to support just transition policies.

Just Transition, Employment Impact, Deforestation in Brazilian Timber Industry.

The presentation by Joaquim Joaquim Bento de Souza Ferreira Filho from the Universidade de São Paulo focused on the employment and economic impacts of forest activities in the Brazilian Amazon, emphasizing the significance of timber extraction and other non-timber forest products for local employment and income. Utilizing a social accounting matrix for the Amazon region, the study aimed to disaggregate the forest sector to better understand the labor structure and economic contributions of various forest-related activities. The findings highlighted that timber extraction is a major employer in the region, providing jobs to a significant portion of the rural population, with wages in timber extraction being relatively high compared to other sectors. The study also pointed out the potential for increasing the value added in the region through the processing of forest products, which could stimulate local economic development.

⁵ <https://www.un-page.org/countries/guyana/>

Considering efforts to control deforestation could negatively impact these sectors, the results suggest a need for policies that balance environmental goals with economic and employment considerations.

Climate policy in Brazil, Deforestation, Economic impact and Policy analysis.

This session conducted by Aguinaldo Maciente, Employment and Labour Market Specialist from the ILO Office in Brazil, highlighted the importance of conducting assessments for climate policy, and the need for such analyses to make climate policies effective. It points out the challenge of reducing deforestation by 2030 or 2050 while considering the livelihoods of 780,000 people working in forests, which significantly contributes to their income and slightly to Brazil's GDP. The speaker suggests incorporating just transition policies, and supporting the diversification of the economy to mitigate the economic impact on those dependent on deforestation for their livelihood. This approach is presented as a crucial step towards developing national models to understand the impact of climate policies better.

Social Protection and Just Transition.

Jana Bischler is a Technical Officer in the Social Protection Department at the ILO headquarters in Geneva. She discussed the critical link between social protection, climate change, and the just transition. She emphasized how social protection systems, which aim to prevent poverty and social risks during environmental hazards, and the need to adapt in order to address the risks exacerbated by climate change. She highlighted the role of social protection in facilitating a just transition by protecting people from climate impacts and supporting those affected by climate policies through compensation and support for new opportunities. She provided examples of how various countries have integrated climate risks into their social protection systems and unemployment protection schemes. The session concluded by stressing the importance of integrating social protection into National Determined Contributions (NDCs) to strengthen systems against climate challenges. The presentation focused on how climate change affects labor markets through rising temperatures, extreme weather events, pollution, and the degradation of natural resources. It was noted that climate change could lead to significant job losses and reduced labor productivity.

Just transition In Argentina.

Joaquin Etorena, National coordinator for PAGE Argentina, presented the experience of Argentina in the implementation of methodologies for assessing the impact of green economy scenarios in jobs. Argentina offers a particular reference to the region considering the road map developed involving the participation of employers, workers

and government. He detailed a comprehensive overview of Argentina's approach to green employment and just transition strategies. The presentation outlines the steps taken by Argentina to map out the perspectives of government, workers, and employers on just transition and green jobs, leading to the development of a national strategy for promoting decent work, shared prosperity, and innovation. Key sectors identified include renewable energy, biofuels, energy efficiency, and reforestation. The presentation also highlights the creation of a tripartite plus consultative council for implementing employment policies, with a focus on gender and youth, and the adaptation of existing employment programs to incentivize green jobs. Additionally, it covers the development of occupational programs and the assessment of employment effects in emerging sectors like green hydrogen, emphasizing the importance of considering the specific challenges and contexts of Latin American countries in just transition policies.

Just Transition, Social Protection, Labor Market Policies, Regional Groupings.

Alex Nunn, professor at Leeds Trinity University in the UK and collaborator for the IDB, discusses the development of a tool for evaluating the integration of social protection and labor market policies towards a just transition. The project aims to define "just transition" in various ways to assist governments and focuses on the challenges of integrating social protection with labor market policies and addressing inequality and low-quality work. The tool, designed to be non-technical, evaluates policies based on principles like inclusivity, sustainability, and compensation for losses. During the session, participants from different regions, including the Caribbean and Latin America, shared their experiences and challenges related to just transition policies.

Day 3 Research track

Green Jobs Assessment model, Quantitative approaches, Input-output framework, social accounting metrics

Considering the introductory session by Marek Harsdorff started with a comprehensive explanation of green jobs assessments, the first two days covered mainly qualitative assessment approaches. On days three and four, the course is set to delve into quantitative methods, specifically examining the Green Jobs Assessment model. This includes looking at direct, indirect, and induced jobs through the input-output framework and social accounting metrics, to project the aggregate employment effects of green strategies and climate policy.

Model introduction and use, green jobs assessment model, scenario design and analysis, data requirements and sources.

The session was mainly led by Fabian Rocha, trained in the GAIN methodology. He focused on the use of a model for assessing the impact of policies on green jobs, with a specific example from Ghana. The speakers discussed the importance of starting with simple scenarios to understand the model's implications before moving on to more complex scenarios. They emphasize the model's ability to analyze circular flows in the economy, the production and consumption of goods, and the impact of various policies on employment, emissions, and economic growth. The model uses input-output tables, and macroeconomic drivers, and considers different data sources, including labor and emissions data. The workshop includes technical instructions on setting up and running the model using R and RStudio, highlighting the flexibility of the model to incorporate various economic factors, such as population growth, labor productivity, technological changes, and inflation. The goal is to provide participants with the skills to use the model for policy formulation, with a focus on creating scenarios that can lead to sustainable economic growth and job creation while reducing emissions.

Scenario modeling.

During the workshop, participants were guided through the process of understanding and utilizing a macro-econometric model for scenario analysis, specifically focusing on the introduction of solar photovoltaic (PV) systems in Ghana. The facilitator emphasized the importance of understanding the graphical interface of the software, including how to navigate through different panels to access and open files related to the Green Jobs Assessment Model for Ghana.

The workshop included a step-by-step guide on how to run a baseline scenario using the model, highlighting the need to interpret the interface's panels for running the model. The facilitator also explained the significance of the output displayed in the R console, such as, the downloading of packages and the model's execution process, which includes calculations related to the increase in value-added and household consumption. Participants were then guided through the examination of data related to the industry and product outputs, using Excel to understand the structure of the supply and use tables. This included discussions on how different sectors, such as agriculture and health, contribute to the economy and how changes in these sectors can be modeled to reflect scenarios such as droughts or government policies on health expenditure. The workshop also covered the import and export dynamics within the model, explaining how changes in policies or external conditions could affect these elements.

In summary, the workshop provided a comprehensive overview of how to use a macro-econometric model for scenario analysis, focusing on the practical steps of running the model, understanding the data structure, and discussing the implications of various scenarios on the economy.

Social Accounting Matrix (SAM), Input-Output Model, National Accounts, Economic Planning.

During this session there was a focus in understanding basic data structures and model functioning with a presentation from Joaquim Bento de Souza, expert in the GAIN methodology, who discussed the social accounting matrix (SAM) after Fabian and Gabriel's Michelena presentations, which clarified many aspects related to the topic. Joaquim explained the complexity of social accountings, its uses in economic planning, and its relationship with national accounts. He highlighted the differences between input-output tables and social accounting matrices, emphasizing the latter's role in depicting the complete circular flow of income in an economy. Joaquim also detailed the assumptions underlying input-output models, such as fixed technology production functions and price stability, and explained how SAMs expand upon input-output tables by incorporating additional economic flows, such as savings, taxes, and transfers. The presentation aimed to provide a comprehensive understanding of how SAMs function and its importance in economic analysis.

I O model, production activities, intermediate consumption, domestic production value.

In this workshop participants discussed the components of an Input-Output (I O) model, focusing on a column from an I-O table. It explains how production activities involve using products for intermediate consumption, hiring labor and paying wages, and possibly paying land rents and taxes related to production. The concept of the circular flow is introduced, illustrating how payments for intermediate consumption and wages are reciprocated in the economy. The trainer also mentions the importance of balancing the total value of domestic production within the model, emphasizing that all production activities contribute to the domestic market.

Meat consumption reduction, Agriculture, CO2 emissions, Food production.

The workshop session focused on running a policy exercise aimed considering an scenario modelling that reduced meat consumption and its CO2 emissions by shifting market share from meat and meat production to agriculture, specifically crops, with the broader goal of addressing climate change. The policy exercise involves complex considerations, including cultural aspects of food consumption, the need for

infrastructure and machinery for increased crop production, and the potential for importing food initially to prevent shortages. The session includes technical instructions on how to run the scenario using specific software, and analyze the results, particularly focusing on employment impacts by industry and greenhouse gas emissions. The workshop facilitators guide participants through the process of setting up and running the model, interpreting the results, and using a dashboard for visualization.

Day 4 Research track

The final day of the workshop focused on the technical and policy aspects of just transition and sustainable development across various countries. It highlights the introduction of technical models for assessing just transition, the importance of calibrating these models to fit national contexts, and the discussion of policy implications derived from model results. The workshop also emphasizes the need for in-depth training, stakeholder engagement, and the creation of a community of practice for ongoing collaboration among participants from different countries. Specific case studies mentioned include Gustavo Hernández's presentation on energy transition in Colombia, a social investment analysis in Brazil's Sergipe state. Kerry-Ann Willis underscored UNDP's support for sustainable development and just transition in Jamaica. The workshop concludes with acknowledgments of the contributions from organizers, technical support teams, translators, and international partners like the IDB and ILO, highlighting the collective effort required for successful just transition policies.

Conclusions

The ILO team concluded by emphasizing the collaborative efforts and progress in implementing just transition strategies in various countries across the region, providing insights into the unique circumstances and challenges faced by each nation.

In the Caribbean, both in Barbados and Jamaica, Blanca Patiño from ILO underscored the potential for knowledge exchange and mutual learning between these nations. The strategic support provided by the program PAGE in Barbados and the partnership ILO-UNDP in Jamaica, has provided constituents with a broad understanding of their potential role in the green economy and their key priorities and challenges for a just transition. In this sense, ILO highlighted the significance of policy coherence in the Caribbean, particularly in integrating both countries' interests for a just transition, alongside promoting social dialogue and identifying key sectors for green growth.

Furthermore, in the South Cone ILO highlighted Chile and Argentina for their advancements in maximizing the potential of critical minerals, such as lithium, and

urged continued focus on the hydrogen sector, recognizing its vast potential for the region.

The discussion then shifted to the Andean Countries. In Colombia, there was an acknowledgment of the country's significant strides in implementing a just transition strategy for the workforce. However, they also identified the need for a participatory monitoring and evaluation mechanism, emphasizing the challenge of securing adequate financing mechanisms. In regards to Peru, there was a recognition on the country's leadership in the region in their pathway to the green economy. PAGE Peru was one of the first programs of this type in the region, which has allowed workers, employers and government to strengthen their capacity to understand the main challenges and opportunities towards a just transition, supported by different tools and guidelines provided. It was underscored the importance of focusing on the implementation of local pilots and expanding such successful approaches to encompass a broader scale.

In the case of Central America, there was a mention on Costa Rica, acknowledging the country's exemplary strides in the green economy, and challenges in the definition of a just transition strategy. The discussion then extended to Guatemala and Cuba, where there is a demonstrated interest from the government and other key stakeholders in continuing to advance in the domain of just transition, emphasizing the need for capacity-building and promoting green jobs and just transition policies to drive the processes forward. In the case of Guatemala there is an implementation of the PAGE program with a strong focus in key sectors of the economy, in particular agriculture, where there have been advances in their understanding of key challenges and opportunities for promoting an agenda for the promotion of green jobs and a just transition.

The key partners for the training also made important remarks reminding the significance of collaboration, policy coherence, and capacity-building, underscoring the role of social dialogue and inclusive participation in driving the just transition process forward across the region.

Follow-ups and synergies on the way forward

Considering the current work of the LAC region regarding just transition and green jobs, there are several opportunities. The training comes in the end of PAGE programmes implemented in Argentina, Peru, Barbados and Guyana. Therefore, it is expected that the training has been able to strengthen south-south cooperation mechanism that can allow important reflections on the way forward for these countries.

In the case Guatemala, where there are important advances thorough the PAGE program, the training will allow the possibility to integrate tools provided in the training aligned with national priorities for establishing of social dialogue among government, employers and workers. The training will also allowed a capacity building process regarding the importance of the updating process for NDC based on evidence.