

## TC ABSTRACT

### I. Basic Project Data

▪ Country/Region:	COLOMBIA/CAN - Andean Group
▪ TC Name:	Just transition, green jobs and gender perspective in the framework of climate change policies in Colombia
▪ TC Number:	CO-T1713
▪ Team Leader/Members:	GONZALEZ VELOSA, CAROLINA (SCL/LMK) Team Leader; SANDOVAL, JOSE MANUEL (CSD/CCS) Alternate Team Leader; MARGARITA JIMENEZ (CSD/CCS); GOMEZ, JUAN CARLOS (CSD/CCS); CENTENO LAPPAS, MONICA CLARA ANGELICA (LEG/SGO); LAURA CASAS ROJAS (SCL/LMK); BOCAREJO SUESCUN, DIANA (SCL/GDI); JULIANA SANCHEZ (SCL/LMK); RICARDO GONCALVES (CSD/CCS); GASTON FERRIN (SCL/LMK); GONZALEZ HERRERA, BEATRIZ MARIA (SCL/LMK); LIBERTAD SICCHA (SCL/LMK)
▪ Taxonomy:	Client Support
▪ Number and name of operation supported by the TC:	N/A
▪ Date of TC Abstract:	21 Mar 2023
▪ Beneficiary:	National Training Service and the Ministry of Environment and Sustainable Development
▪ Executing Agency:	INTER-AMERICAN DEVELOPMENT BANK
▪ IDB funding requested:	US\$355,000.00
▪ Local counterpart funding:	US\$0.00
▪ Disbursement period:	24 months
▪ Types of consultants:	Individuals; Firms
▪ Prepared by Unit:	SCL/LMK - Labor Markets
▪ Unit of Disbursement Responsibility:	CAN/CCO - Country Office Colombia
▪ TC included in Country Strategy (y/n):	No
▪ TC included in CPD (y/n):	Yes
▪ Alignment to the Update to the Institutional Strategy 2010-2020:	Social inclusion and equality; Environmental sustainability; Gender equality

### II. Objective and Justification

- 2.1 The general objective is to support the Colombian government in integrating Climate Change (CC) concerns/issues into the social agenda while promoting a just transition and a gender-sensitive approach. The specific objectives are to support the Ministry of Labor and SENA in the design and implementation of upskilling and reskilling strategies and support SENA's National School of Trainers. A special focus will be given to Amazon Region.
- 2.2 Colombia has been an outstanding leader in Latin America and the Caribbean in the fight against CC and has built a robust policy and regulatory framework during the last decade, that promotes CC mitigation and adaptation measures. According to recent studies carried out by the Inter-American Development Bank (IDB), pathways leading to the carbon neutrality of Colombia's economy, in the long run, would have a positive impact on society since the investments and costs of decarbonization would be lower than the savings and economic benefits that could be achieved. In this process, mitigation and adaptation efforts in Colombia are expected to increase the demand for some occupations at the expense of others. Such structural changes, however, may not translate into net job losses if there are anticipatory investments in workforce

development to embrace new job opportunities. For instance, estimates from the energy sector (biofuel subsector) show a shift towards increasing demand for green jobs by generating at least 14 thousand direct and 35 thousand indirect jobs in the next twelve years.

- 2.3 Given that unemployment levels in Colombia have been, for decades, very high by Latin-American standards, -largely affecting disfavored population such as women - and given the significant inequality in access to formal jobs, tapping the employment opportunities of the environmental and climate change agenda is crucial. Managing a just transition is key to preventing social exclusion and political opposition to environmental policies. This requires addressing: (i) skill shortages in key occupations to increase employment opportunities, (ii) barriers faced by vast sectors of society that may limit their access to new employment opportunities. For instance, some of the barriers identified preventing women from accessing jobs in the renewable energy sector include cultural and social norms, lack of skills, and lack of gender-specific training, among others. And (iii) lack of policies and enabling conditions that promote the integration of gender mainstreaming into the climate change agenda across various sectors.
- 2.4 Despite considerable efforts made by the Colombian government to better integrate its economic and environmental policies, a lack of coherence among skills policies and environmental and climate plans persists. Also, practical implementation has brought to the fore a series of challenges that can be classified into the following areas: (i) the environmental and skill agendas are asynchronous. Even though SENA has implemented many programs in key occupations, there can be inordinate delays. The implementation of innovative programs and certifications can take years, rendering the institutional response in SENA reactive, rather than proactive. (ii) There are challenges in the delivery of programs and certifications in emergent green skills. Well-trained, able instructors in emerging green occupations can be scarce, limiting the program outreach. The delivery of certifications conferred for the recognition of informal learning is still nascent in green occupations. And (iii) the involvement of the private sector is in some sectors limited, affecting the quality of training.
- 2.5 During Q4 of 2022, the IDB participated in the Climate Investment Fund's (CIF) call for proposals for funding activities to support just transition planning and implementation.

### III. Description of Activities and Outputs

- 3.1 **Component 1: Technical support for the development and update of training programs in emergent green skills.** Activities to improve the delivery of training programs led by SENA in emergent green skills through the design of curricula.
- 3.2 **Component 2: Training of trainers within SENA National School of Trainers in the prioritized sectors.** The resources under this component are oriented to develop a training of trainers' program within SENA's National School of Trainers in the prioritized sectors.
- 3.3 **Component 3: Implementation of a training program in emergent green skills in the Amazon territory.** At least one training program will be implemented in the Amazonian territory on topics related to the bioeconomy, in line with the objectives of IDB's Amazon Initiative.
- 3.4 **Component 4: Communication and dissemination strategies.** This component will finance dissemination events and webinars at the national and subnational level to raise awareness on the importance of gender perspective in traditionally male-dominated programs and occupations and share strategies for gender mainstreaming.

## IV. Budget

Indicative Budget

Activity/Component	IDB/Fund Funding	CIF Funding	Total Funding
Component 1: Technical support for the development and update of training programs in emergent green skills	US\$20,000.00	US\$50,000.00	US\$70,000.00
Component 2: Training of trainers within SENA National School of Trainers in the prioritized sectors	US\$0.00	US\$70,000.00	US\$70,000.00
Component 3: Implementation of a training program in emergent green skills in the Amazon territory	US\$200,000.00	US\$0.00	US\$200,000.00
Component 4: Communication and dissemination strategies	US\$0.00	US\$15,000.00	US\$15,000.00
<b>Total</b>	<b>US\$220,000.00</b>	<b>US\$135,000.00</b>	<b>US\$355,000.00</b>

## V. Executing Agency and Execution Structure

- 5.1 The Bank will be the executing agency for the technical cooperation. Within the Bank, the Labor Markets Division (SCL/LMK) will lead the process for the supervision of this operation. The execution of the TC will be coordinated with the relevant divisions of the Bank including CSD/CCS, CSD/ACU and SCL/GDI.
- 5.2 The IDB will execute the operation as accountable for the CIF funds and given its ability to leverage its extensive network of internal and external experts particularly relevant for the development of a training of trainers under component II. Likewise, the project will leverage synergies and complement IDB operations in the areas of climate change and gender.

## VI. Project Risks and Issues

- 6.1 The first challenge is limited government engagement. To address this risk the TC team will work closely with the counterparts both at the national and subnational (Amazon) levels to identify priority sectors and upskilling programs that are aligned with their interests. From the outset, the TC will also define focal points from relevant institutions to ensure comprehensive participation and monitoring of activities. The second risk acknowledged is the potential delays in disbursements due to processing times required by the CIF fund. To mitigate this risk, the TC team has carefully assessed the project's eligibility prior to the completion of the TC approval process and coordinated with the CIF Fund the availability of resources according to the procurement plan of this TC.

## VII. Environmental and Social Classification

- 7.1 This TC is not intended to finance pre-feasibility or feasibility studies of specific investment projects or environmental and social studies associated with them; therefore, this TC does not have applicable requirements of the Banks Environmental and Social Policy Framework (ESPF).