

Regional Cooperation on Labour Market Policy and TVET for a Twin Transition in ASEAN (RECOTwin)

Context and Challenge

After the Covid-19 pandemic, the ASEAN region is once again recording positive economic growth forecasts of 5% on average (2024). However, the energy crisis, fluctuations in global demand, increased inflation and the disruption of supply chains have once more highlighted the challenges facing the ASEAN economic area.

Further, the megatrend of a Twin Transition –the shift to a sustainable digital and green era is causing disruptions in the world of work as we know it. Upheavals in employment, where certain job profiles will be replaced due to automation, or where workers will need to be retrained for new green sectors are a reality already. Decarbonization is expected to create a net increase of 18 million green jobs by 2030, most of them in Asia. Women play a major role in the transition, being most affected by climate change and representing a so far untapped potential workforce.

In 2020, the ASEAN member states, with the support of German development cooperation, adopted the ASEAN Declaration on Human Resources Development for the Changing World of Work, in which they advocate reform efforts in education and employment policies. In the same year, the ASEAN TVET Council was introduced to work on the reform of vocational education and training at regional level.

Already in 2018, the ASEAN leaders declared to promote green jobs for equity and inclusive growth of the community and ASEAN member states are working on solutions to actively design an inclusive and just transition. Some, like Indonesia and Vietnam are highly committed to a Just Energy Transition.

Project name	Future-Oriented Labour Market Policy and TVET for a Twin Transition in ASEAN (RECOTwin)
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Project region	Association of Southeast Asian Nations (ASEAN): Brunei, Cambodia, Indonesia, Laos, Malaysia, Myanmar, Philippines, Singapore, Thailand, Viet Nam
Lead executing agency	ASEAN Secretariat: Human Development Directorate (HDD)
Duration	02/2024 – 01/2028



The global transition to a green and digital economic system (the Twin Transition) is a challenge for the countries of the Association of Southeast Asian Nations (ASEAN). They need to develop future-oriented policies for labour market and skills development. Especially a just shift to renewable energy and the circular economy will create many green jobs.

Inclusive labour market and technical and vocational education and training (TVET) policies – in the spirit of feminist development cooperation – will allow to meet the demand for a qualified workforce. To achieve this, government officials need the right competences for policy making to equip workers with the skills required to drive the Twin Transition.



Left: Wind turbines in a green, hilly landscape.
Right: Green lights in a technical setup

Our approach

RECOTwin assists regional bodies like the Seniors Labour Officials Meeting (SLOM) and the ASEAN TVET Council (ATC) as well as national decision makers in adapting their labour market and TVET policies to support the Twin Transition.

The project is working with ASEAN Member States to implement ASEAN work plans on topics such as green jobs, digital skills, labour market information and projections, and gender equality.

It also contributes to the implementation of evidence-based, gender-responsive labour market policies and information systems by providing training, exchange formats and expertise for national decision-makers.

Together with public and private partners from ASEAN Member States, the project is developing regional tools, standards and learning content to adapt TVET in line with a just, green and digital transformation.

To inform the regional discourse and to gather learning experiences, the project is piloting innovative and promising approaches - like gender transformative instruments for labour market policy and TVET with selected ASEAN member states.



3rd Regional Policy Dialogue of the ASEAN TVET Council, 2024
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The benefits and expected results

The aim of the project is to foster the Seniors Labour Officials Meeting (SLOM) and the ASEAN TVET Council and their members to reach a common understanding about the implications, challenges, and potential of the Twin Transition for ASEAN workforce development.

Capacity development, regional standards, and instruments as well as expert inputs will help shaping the integration process of the ASEAN community allowing for peer learning and collaboration among the Member States.

Showcasing promising examples and pioneering interventions from national contexts will provide further evidence on future-oriented approaches for successfully equipping the workforce with skills they need for sustainable employment.

Joint and well-informed recommendations of the regional bodies are expected to result in concrete national policies on TVET and labour market. Officials will be equipped to advocate for the crucial role TVET and labour market play in realizing a just, green, and digital future.



Success factors

RECOTwin is following a two level approach combining proven good examples from implementation in the members states with international scientific research and expertise.

Fostering exchange, peer-learning and trust among the members are the cornerstones for designing relevant policy interventions for all member states of the community to enable a just transition for all.

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