

Peer-to-peer exchange workshop to facilitate planning and implementation of effective policies for just transition of the workforce and creation of decent work and quality jobs

For Eastern Europe, Central Asia and the Middle East regions

Dates: 7–8 September 2026, during Climate Week 4

Venue: Baku Convention Center, Baku, Azerbaijan

Organizers: The UNFCCC Secretariat and International Labour Organization (ILO)

Background

There is growing recognition of the importance and necessity of ensuring that the transition to low-emission and climate-resilient economies takes place in a just manner. As Parties pursue ambitious mitigation and adaptation action under the Convention, the Kyoto Protocol and the Paris Agreement, and embark on the transition to low-emission or net-zero and climate-resilient economies and societies, they increasingly see the need to understand the socioeconomic impacts – both positive and negative – of this transition on the workforce, enterprises and communities. Understanding and managing these impacts – including maximizing the positive impacts of the transition and minimizing adverse impacts on employment and livelihoods – is central to countries' ability to sustain ambition and secure broad-based support for climate action.

Achieving these outcomes also requires adequate means of implementation. In particular, access to finance can play an important role in enabling countries to support affected workers, enterprises and communities, strengthen institutional capacities, and implement just transition measures that are aligned with national development priorities and climate objectives.

While there is no one-size-fits-all approach to achieving a just transition, a growing number of frameworks, guidelines, tools and country experiences can help guide Parties in undertaking the transition in a just manner. Some provide general elements applicable across contexts, while others are tailored to specific sectors or national circumstances; not all will be fully applicable to every country, but each can offer insights that Parties can adapt to their own context. Facilitating the sharing of such experiences, good practices and lessons learned among Parties is therefore a key means of supporting countries in designing and implementing their own just transition policies.

The Conference of the Parties (COP), the Conference of the Parties serving as the meeting of the Parties to the Kyoto Protocol (CMP), and the Conference of the Parties serving as the meeting of the Parties to the Paris Agreement (CMA) address these issues through the forum on the impact of the implementation of response measures and its constituted body, the Katowice Committee of Experts on the Impacts of the Implementation of Response Measures (KCI).¹ In line with these functions and as follow up of the implementation of workplan of the forum and its KCI², the COP 27, CMP 17 and

¹ Decisions 7/CP.24, 3/CMP.14 and 7/CMA.1 established the forum on the impact of the implementation of response measures and the Katowice Committee of Experts on Impacts of the Implementation of Response Measures

² Decisions 4/CP.25, 4/CMA2, 4/CMP.15.

CMA 4³, requested the secretariat, noting that national circumstances differ, to conduct peer-to-peer learning, where possible, to facilitate planning and implementation of effective policies for just transition of the workforce and creation of decent work and quality jobs, and on economic diversification and transformation.

This peer-to-peer exchange workshop will serve as a platform to bring together countries at different stages of planning and implementation of just transition policies and strategies to exchange experiences and learn from one another. It will bring together government representatives from across Eastern Europe, the Middle East and Central Asia regions for a two-day, in-person peer exchange.

Objective

The overall objective of the workshop is to enhance the capacity of Party experts from the Eastern Europe, Central Asia and the Middle East regions in planning and implementation of effective policies for just transition of the workforce and creation of decent work and quality jobs, by promoting structured peer-to-peer exchange among participating countries, enabling country-driven identification of solutions, facilitating mutual learning and strengthen networking among participants.

Targeted Audience

- The workshop is targeted at government experts from Parties in the Eastern Europe, Central Asia and the Middle East regions. Given the cross-cutting nature of just transition, countries are encouraged to nominate representatives who are best placed to engage across the topics covered, which may include officials from ministries or agencies responsible for climate change, labour and employment, economic planning, or energy.
- To enrich discussion and promote cross-institutional learning, participation may also include representatives from relevant research institutions, academia, and development partners supporting assessment and implementation of climate policies at national or regional level.

Approach and format

The workshop will adopt an interactive, country-led format that prioritizes small-group exchange. The two-day workshop will be structured around four thematic segments, moving from policy coherence to social dialogue, assessing employment impacts and unlocking opportunities, and financing.

Each segment will follow a similar sequence: (1) country representatives or experts set the scene by sharing their experience; (2) small-group round-table discussions guided by a set of questions, allowing all participants to exchange in depth; and (3) a plenary exchange on takeaways from the group discussions.

³ Decisions 20/CP.27, para.18, 7/CMP.17, para.18, and 23/CMA.4, para 19.

Agenda

Day 1 – Monday, 7 September 2026

08:00–09:30 Registration Arrival of participants
09:30–09:40 Opening remarks • UNFCCC and ILO
09:40–10:00 Round of Introduction/Ice breaker
10:00–10:05 Overview of the workshop • Agung Adhiasto, Programme Officer, UNFCCC
Segment 1 – Policy coherence <i>This session will focus on approaches to integrate just transition principles in NDCs, long-term strategies and sectoral policies and on integrated strategies.</i> <i>Moderated by Agung Adhiasto, UNFCCC</i>
10:05–10:25 Scene setting presentation (5-10 min each) • Camilla Roman, Senior Technical Specialist, ILO • Elena Ivanovska, Cabinet Officer, Ministry of Energy, Mining and Mineral resources, North Macedonia
10:25–10:55 Break & group photo
10:55–12:25 Group discussion – Round tables <i>The purpose of this segment is to strengthen participants' understanding of approaches to integrate just transition principles into national policy frameworks that support policy coherence.</i> Format: Participants break into groups (10-11 per table) to exchange their national experiences. Guiding questions: • How have countries addressed just transition and related considerations (e.g. in terms of employment, skills development, social protection etc.) when developing their NDC 3.0, long-term strategies and sectoral policies? What key considerations, issues and policy have they included? • Which ministries and institutions need to work together to embed decent work, employment and social objectives into climate policies, and what coordination mechanisms have proven effective? • How can countries translate national commitments on just transition into concrete implementation measures, indicators and accountability mechanisms, including at sectoral and local levels? <i>Each table, facilitated by</i> • Camilla Roman, ILO • Laman Bakuvi, YOUNGO
12:25–12:45 Harvesting insights – Plenary setting Representative from each table offer a brief key takeaway, followed by plenary exchange.
12:45–14:00 Lunch break
Segment 2 – Social dialogue and stakeholder engagement <i>This session will focus on advancing social dialogue as a means of achieving just transition in the design, implementation and monitoring of policies.</i> <i>Moderated by Camilla Roman, ILO</i>

14:00–14:25 Interactive session – Identifying stakeholders
14:25–14:45 Scene setting presentation (5-10 min each) • Amanda Cahill, Founder, The Next Economy • Dorothy Guerrero, Global Climate Justice Programme Coordinator, Building and Wood Workers' International
14:45–15:30 Group discussion – Round tables <i>The purpose of this segment is to facilitate peer exchange on the role and modalities of social dialogue in shaping and implementing just transition policies, and on approaches to engaging affected stakeholders.</i> Format: Participants break into groups (10-11 per table) to exchange their national experiences. Guiding questions: • What institutional arrangements and processes have enabled meaningful social dialogue between governments, employers and workers throughout the design, implementation and monitoring of just transition policies? • What lessons have emerged from undertaking social dialogue and stakeholder engagement in the context of advancing a just transition? • How can countries ensure that social dialogue and stakeholder engagement are inclusive, and support participation of workers in the informal economy, women, youth, persons with disabilities, indigenous and tribal peoples, among others? <i>Each table, facilitated by</i> • <i>Amanda Cahill, The Next Economy</i> • <i>Dorothy Guerrero, Building and Wood Workers' International</i>
15:30–15:45 Break
15:45–16:30 Group discussion continued
16:30–16:50 Harvesting insights – Plenary setting Representative from each table offer a brief key takeaway, followed by plenary exchange.
16:50 Close of Day 1

Day 2 – Tuesday, 8 September 2026

Segment 3 – Assessing employment impacts and Unlocking opportunities

This session will focus on approaches to identify and assess the employment impacts of mitigation policies, and on policies that address these impacts by unlocking new opportunities – including enterprise development and circular economy approaches within sectoral policies, and skills development policies – for workers in transitioning sector.

Moderated by Camilla Roman, ILO

09:30–09:40 | Scene setting presentation (5-10 min)

- **Arnold Grant, Deputy Chief, Climate Change Commission of the Philippines, Philippines**

09:40–10:45 | Group discussion – Round tables

The purpose of this segment is to enhance participants' knowledge of approaches to assessing employment impacts and of unlocking opportunities through policies that support workforce transitions.

Format: Participants break into groups (10-11 per table) to exchange their national experiences.

Guiding questions:

- What methodologies and data are countries using to model or assess the employment impacts of climate policies before design and implementation, and how are these assessments informing policy decisions?
- Which policy packages, including those related to skills development, active labour market policies, enterprise support and social protection, have been most effective in helping workers and businesses seize new opportunities in the transition to resilient, low-carbon economies?
- How can countries promote economic diversification to address job losses, substitution and transformation in transitioning sectors and create decent work opportunities through sustainable enterprises, circular economy approaches, nature-based solutions and emerging low-carbon sectors?

Each table, facilitated by

- *Arnold Grant, Philippines*
- *Amanda Cahill, The Next Economy*

10:45–11:00 | Break

11:00–11:25 | Group discussion continued

11:25–11:45 | Harvesting insights – Plenary setting

Representative from each table offer a brief key takeaway, followed by plenary exchange.

11:45–13:00 | Interactive activity – Implementing just transition

13:00–14:00 | Lunch break

Segment 4 – Financing just transition

This session will focus on financing strategies to mobilize public and private financing to support just transitions.

Moderated by Agung Adhiasto, UNFCCC

14:00–14:10 | Scene setting presentation (5-10 min)

- **Zarina Abdullaeva, Gender and Economic Inclusion Specialist, European Bank for Reconstruction and Development (EBRD) (online)**

14:10–15:40 | Group discussion – Round tables

The purpose of this segment is to support the identification of financing strategies to support the transition.

Format: Participants break into groups (10-11 per table) to exchange their national experiences.

Guiding questions:

- How can countries mobilize and align domestic and international public finance, and private investment to support a just transition for all, such as SME financing, and facilitate a jobs-rich low-carbon growth that creates decent work opportunities?
- What financing mechanisms have successfully supported workers and enterprises affected by the transition, particularly in carbon-intensive sectors?
- How have countries leveraged existing climate finance instruments so that they deliver social objectives alongside climate goals, particularly by creating decent jobs, supporting social inclusion, and advancing a just transition for all?

Each table, facilitated by

- *Laman Bakuvi, YOUNGO*
- *Jeniece St. Romain, Crown Counsel, Ministry of Legal Affairs, Antigua and Barbuda*

15:40–15:55 | Break

15:55–16:10 | Harvesting insights – Plenary setting

Representative from each table offer a brief key takeaway, followed by plenary exchange.

Closing segment

16:10–16:25 | Reflection

16:25–16:35 | Closing remarks

- UNFCCC and ILO

16:35 | Close of the workshop