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implementation of response measures**

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**Guidelines and Policy Frameworks for Just Transition
of the Workforce and the Creation of Decent and
Quality Jobs**

A synthesis report - Draft

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Chapter 1 Introduction

Climate change poses an existential threat to humanity today, disproportionately affecting those in poverty and exacerbating economic, gender, and other social inequalities. While transitioning towards net zero emissions will generate net benefits for society, it also entails risks that may adversely impact the workforce in sectors and regions reliant on carbon-intensive goods and services.

There is, therefore, a considerable level of embrace for just transition (JT) by trade unions, the private sector, businesses, and governments alike. This is because all stakeholders do recognize the need to ensure that as nations strive to achieve low-greenhouse gas emitting economies globally, (consistent with science), the measures that are taken should not lead to adverse effects, such as deprivation of decent and quality living and working conditions for workers, particularly those that are employed in carbon intensive industrial and production activities.

Leaving no one behind and ensuring a socially inclusive transition have become the watch words for businesses, the private sector, and governments in their implementation efforts towards deep decarbonization. To achieve this sustainable and just transition there is the need therefore to have transformative policies, strategies and programmes that enable a just transition for workers, communities, and assets impacted by low-carbon economic shift.

Having a generic, adaptable, and globally applicable framework and/or guidelines for just transition thus underscores the KCI's call to Parties and non-state actors to make submissions on various frameworks and guidelines developed and used for just transition of the workforce and the creation of decent and quality jobs within and across sectors, including for training, retooling, retraining and reskilling systems and stakeholder engagement strategies.

This compilation and synthesis (C&S) report brings together the just transition relevant submissions made by Parties and other stakeholders.

The just transition frameworks, guidelines, and tools collectively referred to as "resources" submitted are mostly voluntary, with a few indicating mandatory requirements. These resources are primarily intended for practitioners in the public sector (policymakers) and private sector (business leaders). Their application ranges from local to national and international levels, as illustrated in Table 1.

For example, some submissions by Climate Strategies are broad and applicable across multiple sectors or countries. In contrast, other submissions, like those from the Food and Agriculture Organization and the Grantham

Research Institute on Climate and the Environment, are sector-specific, targeting the agriculture and financial sectors, respectively.

Existing resources comprehensively address issues surrounding social dialogue and business practices. They offer detailed instructions for tripartite social dialogue at the policy level, aligning with international labor standards and good practices. Additionally, these resources provide guidance on implementing social dialogues to promote women's empowerment and gender equality, explaining enabling conditions, various forms of social dialogue, and stakeholder roles. For businesses, the resources offer guidance related to meeting social conditions within operations and supply chains. They also provide information on common planning components, support available for just transition, including funding and regulations, and various platforms used for just transition through multi-stakeholder engagement. Considering that transition in coal sector is more advanced than other sectors, the resources offer practical learning, guidance on developing transition strategies for coal regions, and a comprehensive framework for coal mine closures.

Based on reviewed literature, the report provides a general framework on just transition that may be used by Parties and stakeholders as they embark on sustainable just transitions processes.

Table 1. Some of the existing resources for just transition

| Framework/ tool/ guide | Institution | Features |
|--|-------------------|--|
| Social Dialogue Guidelines | | |
| National Tripartite Social Dialogue: An ILO guide for improved governance | ILO (2013) | A guide for tripartite social dialogue at the policy level in line with international labour standards and good comparative practice |
| Social Dialogue Handbook: Step-by-step Guidance | AMFORI (2020) | Guidance on the implementation of social dialogues to advance the cause of women's empowerment and create gender equality |
| Social Dialogue: Finding a Common Voice | ILO (n.d.) | Explanation of social dialogue, its enabling conditions and different forms, and the roles of different stakeholders. |
| Facilitating social dialogue under the OECD Guidelines for Multinational Enterprises | OECD (2018) | A guide for businesses to meet social conditions in their operations and supply chains. |
| Achieving Decent Work and Inclusive Growth: the Business Case for Social Dialogue | ILO & OECD (n.d.) | Provides seven key insights on social dialogue and case studies for each. |
| Generic multi-sector | | |
| ILO's Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All | ILO (2015) | Non-binding practical orientation for governments, with a user manual (see below) |

| Framework/ tool/ guide | Institution | Features |
|--|----------------------------|---|
| User manual for the ILO's Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All | ILO (2021) | More detailed instruction on and explanation of the 2015 ILO's Guidelines for a Just Transition |
| Just Transition Toolbox | CIF (2022) | Highlights common components of a typical planning process and presents resources (tools, methods, and case studies) |
| EBRD Just Transition Initiative | EBRD | Support for EBRD regions affected by the green transition through available financing investment |
| EU Just Transition Mechanism | EU | Single access point for JT support and knowledge including funding, regulations and initiatives |
| India Just Transition Centre | iForest | Newly established platform for JT through multi-stakeholder engagement |
| Energy sector, especially coal | | |
| Just Transition Toolbox for Coal Regions | Wuppertal Institute (2022) | Overview of practical learning and concepts in coal transition |
| Toolkit: Transition Strategies. How to Design Effective Strategies for Coal Regions in Transition | EU (2020) | Guidance on how to develop a transition strategy for coal regions |
| The World Bank's 3x3 Matrix (governance, people and communities, and infrastructure): A Tested Methodology for Coal Transition | World Bank (2021) | Comprehensive framework supporting coal mine closure that has been used for case studies in Europe |
| IRENA Collaborative Framework on Just and Inclusive Energy Transitions | IRENA | Under development. General principles and modalities adopted in May 2021 |
| Energy sector, especially coal | | |
| South Africa Just Transition Blueprint for Workers for the Coal-Energy Value Chain, Agriculture, and Transport | COSATU (2022) | Provides policy, collective bargaining, and other tools for unions to ensure that workers can drive the agenda of a radical transformation of the economy |
| The Global Commission on People-Centred Clean Energy Transitions | IEA | Indonesia's MEMR is a member |
| Indonesia's Country Platform for Energy Transition Mechanism (ETM) | ADB (2022) | Under development as part of the ADB's support for Indonesia, the Philippines, and Vietnam |
| A Toolkit for a Just Transition with the People | ENGAGER (2021) | Guide to addressing structural injustices in a transition |
| Investors, financial institutions, and the private sector | | |
| Climate Change and the Just Transition: A Guide for Investor Action | Grantham Institute (2018) | Guide for investors and finance sector to incorporate JT |
| Just Transition Finance Tool for banking and investing activities | ILO (2022) | Practical guidance for financial institutions on integrating Just Transition considerations into their strategies and operations |
| Just Transition: A Business Guide (From the Just Transition Centre and the B Team) | ITUC (2018) | Guide for companies to ensure a just transition for the company |

| Framework/ tool/ guide | Institution | Features |
|--|--------------------------|--|
| Introduction to Just Transition: A Business Brief | UN Global Compact (2022) | Introduces the role of business support in a just transition |
| Marginalized groups | | |
| Youth for a Just Transition: A toolkit for Youth Participation in the Just Transition Fund | EU (2021) | Guide to youth participation in the EU's Just Transition Fund |
| Other sectors: agriculture, forestry, garments & textiles | | |
| Just Rural Transition | | Just transition initiatives in climate adaptation, particularly in the agriculture and forestry sectors |
| A 'Just Transition Toolkit' for textile and garment supply chain in Asia | ILO (2021) | Specific advice on just transition in the garment sector for social partners and industry stakeholder groups |

Chapter 2 General framework on just transition

It is apparent from the relevant submissions that having a general framework, guideline or a tool that guides just transition processes, including just transition policy design and implementation, has tremendous advantages as the presence and availability of these resources facilitate the transition work. If well formulated, a just transition framework, guideline or tool provides overall guidance to all stakeholders such as governments, unions, the private sector (businesses), civil society groups and relevant and affected communities.

Four critical elements which stands out are:

- a) Context and concepts for just transition, (including the aims/objectives of the transition, the nature of the transition, drivers, targeted group(s), etc.)
- b) Guiding principles for just transition
- c) Priority areas for action to guide and enhance effective implementation of just transition measures.
- d) Implementation approaches for just transition

Context and Concepts of Just Transition

The concept of just transition originated in the 1970s when labor unions in the United States advocated for support for workers whose jobs were threatened by environmental regulations (Sweeney and Treat, 2018). In the 1990s, two trade unionists coined the phrase (Gambhir et al., 2018). Global trade union organizations, such as the International Trade Union Confederation, later introduced the concept into climate change debates (ITUC, 2009) and the Paris Agreement formally recognizes the imperatives of a just transition of the workforce (UNFCCC, 2015).

All submissions acknowledge climate change as the greatest challenge facing humanity today. Consequently, governments and broader stakeholder constituencies need to make collective efforts to address this existential threat with greater ambition. The submissions agree that efforts to tackle climate change have various impacts, both intended and unintended, which can be positive or negative. Some undesired impacts of implementing climate actions include broader economic effects, particularly on the workforce, and, to some extent, on assets.

Achieving a sustainable transition to net-zero greenhouse gas-emitting economies requires ensuring that no one is left behind and that the transition is just. Most submissions concur that high greenhouse gas-emitting sectors and businesses, such as those related to fossil fuel production and use, bear the brunt of the transition. Consequently, the workforce within these sectors and businesses is often adversely affected.

All submissions, one way or the other, allude to the objectives of just transition effort addressing these issues. These objectives, include, among others:

1. Reducing the shocks on carbon intensive economies and businesses;
2. Assisting workforce transition and transformation, through job creation, inclusive training, re-training, retooling, and reskilling programmes;
3. Spurring ambitious climate actions;
4. Propelling economic diversification;
5. Promoting continuous social dialogue aimed at achieving fair and sustainable low-carbon economies, i.e. upholding equity in a decarbonized world;
6. Strengthening existing markets and opening opportunities for new ones; and
7. Enabling the exploitation of employment opportunities and improving competitiveness and social and territorial cohesion generated by the ecological transition of the economy.

While there is no agreed definition of just transition under the UN Convention, the ITUC, in their submission, proposed that the concept of 'just transition' should be addressed comprehensively, encompassing the social impacts of the climate crisis. They suggested the definition of 'just transition' as outlined in Text Box 1.

Text Box 1: Just Transition Definition

By the Global Labour Movement of ITUC

A Just transition secures the future and livelihoods of workers and their communities during the transition to a low-carbon economy, effectively limiting global temperature rises to 1.5°C above pre-industrial levels.

Just transition plans should be co-created with workers and their trade unions to provide and guarantee decent work, social protection, training opportunities and job security for all workers affected by global warming and climate change policies.

Plans must be underpinned by the fundamental labour rights of freedom of association and collective bargaining and facilitated through social dialogue between workers and their unions, employers and governments as established by ILO.

A just transition requires guarantees for intra-, intergenerational and gender equity, racial justice, respect for the rights of indigenous peoples, impacted communities and migrants and promotes and protects human rights and ILO fundamental labour rights.

Depending on national or business circumstances, several factors drive efforts towards a just transition. The submissions highlight the following key drivers for just transition:

- Strengthening policy commitments (e.g., NDCs, LT-LEDS)
- Developing renewable energy policies, including the promotion of emerging industries and technologies such as hydrogen
- Planning renewable infrastructure
- Exploring market opportunities
- Promoting inclusive and continuous social dialogue
- Leveraging emerging opportunities from the transition to a net-zero emission economy in a way that supports workers and communities

Principles Guiding for Just Transition

The concept of “just transition” addresses a wide array of issues that prompt essential inquiries into fairness during the global shift towards a low-carbon or zero-emission economy, particularly concerning individuals and regions heavily reliant on carbon-intensive industries and sectors (Aaron Atteridge, 2020). A comprehensive examination of literature cited in the submissions, along with inputs from diverse stakeholders, highlights seven fundamental principles outlined in Text Box 2, which can serve as guiding principles for effective work on just transition. To achieve equity objectives, all principles should be pursued concurrently rather than selectively, with the necessity of beginning with the first principle promptly, without delay. Any delay in climate action that leads to certain regions falling behind, as global efforts

progress, is inherently unfair. Similarly the consequences of unmitigated climate change are also unjust, emphasizing the urgency of taking action to mitigate its effects (Aaron Atteridge, 2020).

Text Box 2: The principles of just transition.

- 1) Actively encouraging emission reduction - The prospect of negative impacts in carbon-intensive regions is not a reason to avoid or delay climate action. Delay is fundamentally unjust. A just transition is one in line with achieving globally agreed climate goals – that is, one that accomplishes a very swift decline in emissions towards a near-zero emission.
- 2) Participation – Engage and empower stakeholders, especially affected groups like workers, women, and marginalized communities. Their voices must shape transition plans.
- 3) Inclusion – Ensure no one is left behind in the transition. Implement programmes and social protection so impacts are fairly distributed.
- 4) Transparency – Transition planning and implementation should be open, with regular progress reviews.
- 5) Solidarity – Foster social dialogue and cooperation between government, business, and civil society to plan a just transition.
- 6) Human rights – Uphold, promote, and institutionalize human rights through the transition, including rights to health, decent work, and non-discrimination.
- 7) Equity and fairness – Prioritize equitable outcomes within and between generations, locally and globally.

Priority Areas for Action on Just Transition

A review of the submissions suggests the following actions as critical for addressing just transition either at the enterprise level or at the state level:

- 1) Undertaking initial impact assessments to accurately gauge the potential effects of the transition is essential. This step is crucial for understanding the necessary measures for improvement. The impact assessment typically includes evaluating the impacts of internal and external shocks, as well as determining appropriate assessment tools (e.g., utilizing economy-wide models such as CGE models, micro and macroeconomic models, etc.). Additionally, the impact assessment should incorporate gender considerations and address the effects on assets to prevent the risk of stranded assets or the development of new sources of carbon lock-in
- 2) Fostering and conducting effective stakeholder consultation and engagement throughout all stages of the just transition, from the initial assessment stage, through the design and implementation of just transition measures, to ex-post assessments (including the selection of key performance indicators necessary for monitoring and evaluation and the reporting of just transition impacts). This inclusive process is necessary to maintain dialogue among key stakeholders, including

- government, businesses, labor unions, vulnerable groups, education and training institutes, and civil society organizations.
- 3) Systematically ensuring workforce transition through job creation and implementation of comprehensive training, re-training, retooling, and reskilling programs.
 - 4) Identifying the potential for economic diversification and promoting the implementation of economic diversification measures, including for example facilitating access to finance for green start-ups, etc.
 - 5) Ensuring social protection, safety nets, social inclusion (leveling the playing field and leaving no one behind)
 - 6) Designing and implementing robust and transparent systems for monitoring, evaluation, and regular reporting to better understand the ex-post impacts of transition measures. This includes undertaking progressive and continuous review processes or target impact assessments, establishing a timetable for updates of frameworks/guides (e.g., reviewing every five years), and developing an accountability framework anchored in legislation.
 - 7) Working on sustainable financing and investment options in support of the transition processes.
 - 8) Promoting partnerships with the view to crowding-in the needed support and capacity enhancement.
 - 9) Ensuring gender-just and gender-responsive green transition.
 - 10) Continually identifying risks and implementing risks management and barrier removal strategies.

Just Transition Implementation Approaches

No one-size-fit-all approach can be promoted. However, from the submissions one can distill the following approaches as good practice in undertaking just transitions work.

- 1) Awareness creation – General awareness creation on the work of just transition enhances the understanding of all stakeholders on what is at stake.
- 2) Formal launch – A formal launching of the just transition work helps stakeholders to follow the stages of implementation and assist in the management of expectations from the just transition work.
- 3) Mainstreaming into development planning – It is traditional worthwhile integrating just transition considerations in national, sectoral, business or enterprise development planning processes and policies.
- 4) Legislation – In some cases it is usually helpful to have dedicated legislation enacted to mandate and regulate just transition programmes and safeguards. This usually provides certainty and longevity for measures, rather than reliance on shifting political will. It could also provide for accountability.

- 5) Voluntary corporate initiatives – Business can be encouraged to make transparent commitments and undertake their own just transition initiatives, mobilizing the innovation and resources of the private sector. Robust and verified voluntary pledges by leading firms can catalyze wider industry action.
- 6) Collective agreements – Just transition provisions can be incorporated into collective labour agreements negotiated between trade unions and companies or employers' associations. This gives workers greater leverage in bargaining for transition support from employers.
- 7) Dedicated just transition authority – A statutory authority, or special purpose vehicle, can be established to coordinate and drive the implementation of just transition programmes across government, and connect them to community needs, for example, through district offices. The possible functions of the dedicated authority may be:
 - a. Secretariat for Sustainable Job Creation
 - b. Council for Sustainable Employment Partnerships
 - c. Financing Mechanisms for Just Transition: Securing funding from diverse sources, including international organizations, to support the implementation of the roadmap. Establish partnerships with organizations and agencies offering technical expertise and resources. Explore new funding avenues like sovereign green bonds, provide clear policy signals to investors, and develop transparent metrics for assessing social, environmental, and economic returns.
 - d. Economic Strategy Development and Promotion Office (e.g., for diversification initiatives)
 - e. Center for Skills Development
 - f. Advocacy for Indigenous-Led Solutions
 - g. Labor Market Data Collection, Tracking, and Analysis Center
 - h. Promotion of Investment and Attraction of Industry Support
 - i. Leadership in Collaborative Partnerships and Engagements
 - j. Establishment of Legislation to Ensure Ongoing Engagement and Accountability, and Ensure that the Legal Framework Supports the Transition, including Regulations for Emissions Reduction, Environmental Protection, and Incentives for Sustainable Practices
 - k. Development of Tools and Implementation of Training and Reskilling Programs
 - l. Capacity Building and Enhancement Office: Promoting training, retooling, retraining, and reskilling of the current workforce and future entrants for low-carbon sectors
 - m. Promotion of Decent Work and Quality Jobs in Low-Carbon Sectors

- n. Stakeholder Engagement Promotion for Exploring Measures to Address Adverse Impacts of the Transition, as well as Alternative or New Economic Activities for Affected Regions or Communities
- o. Establishment of Social Safety Nets to Support Workers and Communities Affected by the Transition, Including Training and Reskilling Programs and Financial Support During the Transition Period
- p. Implementation or Advocacy for Environmental Conservation Policies, such as Reforestation, Water Resource Management, and Pollution Reduction
- q. Development of a Robust Monitoring and Evaluation System for Tracking Progress in the Just Transition, including Key Performance Indicators and Feedback Mechanisms for Continuous Improvement
- r. Conduct Public Awareness Campaigns to Educate and Engage the Public on Climate and Environmental Issues, Emphasizing the Importance of a Just Transition
- s. Regular Reporting on the Progress of the Just Transition to Keep the Public and Stakeholders Informed, including Regular Reporting to UNFCCC

Measuring the Just Transition

As mentioned above one of the priority area for just transition is to design and implement robust and transparent systems for monitoring, evaluation, and regular reporting to better understand the ex-post impacts of transition measures.

In some of the submissions, it came out that when measuring progress towards the Just Transition agents must differentiate between 4 categories of indicator. First, composite indicators aim to provide a holistic understanding of the transition. Second, environmental indicators aim to display the environmental impact of transition policies. Third, social indicators aim to assess the impact of affected workers and vulnerable communities. Last, consumption indicators aim to capture the economic shifts that occur due to the transition.

For composite indicators, the European "[Transition Performance Index](#)" and the "[Leave-no-one-behind Index](#)" are one of the best practices to monitor the Just Transition in general.

For an environmental assessment, there exists a wide range of indicators. Generally, it was mentioned to split the indicators into the following environmental categories:

- Air quality / exposure to air pollution
- Access to clean water
- Access to green (and blue) spaces
- Noise exposure
- Climate change effects
- Exposure to hazardous chemicals

For a social assessment, it is was mentioned to split the indicators into the following social categories:

- Health
- Poverty & social exclusion
- (Un-) Employment
- Working conditions & skill development
- Income & income distribution
- Regional cohesion

For an economic assessment, there exists a wide range of indicators. Generally, it is advised to split the indicators into the following consumption-related categories:

- Housing, including energy & water
- Mobility
- Food / nutrition and
- Macro-economic
- Import-export

The European Commission has put together an elaborate assessment of its [Just Transition Indicators](#) across all four categories.

Chapter 3 Best Practices

Governments

The responsibility of managing Just Transition is shared between key actor groups such as the government, affected businesses, and civil society actors. Essentially, governments hold a coordinating and supervising role. Key actions regard organizing, funding, and monitoring the Just Transition. The following specific government actions are common throughout submissions:

1. Establish a national/regional plan strategy and fund for just transitions.
2. Create a dedicated agency to bring together diverse ministries and boost synergies across national and sectoral development agendas.
3. Develop social, environmental, and economic indicators to monitor and evaluate the just transition. Ensure that Just Transition roadmaps include Just Transition indicators for effective governance.
4. Improve data and statistical capacity when developing an effective just transition roadmap and strategy
5. Identify economic opportunities in renewable energy sector and blue economy.
6. Promote green public procurement as a vector of transformation.
7. Develop training programs, social security, and formal rights for vulnerable workers. Key actions include improving social protections, providing re-skilling opportunities, recognizing gig workers, and considering vulnerable identities.
8. Promote equity and social inclusion ensuring that women, youth, and other marginalized groups have fair access to the opportunities generated in the just transition, and that inequalities are not worsened or replicated. Link to case study

9. Introduce new majors in sectors relevant to the JT such as renewable energy or sustainable agriculture to make the education system pioneer the JT.
10. Enhance social dialogue at all stages of the process by involving trade unions, employers, government entities, research institutions, and affected communities.

Businesses

Businesses are vital in implementing Just Transition policies. Often, they are the entities concretely subject to policies and programs such as phase out timelines and structural adjustment subsidies. They are also the entity that interfaces most closely with affected workers and their wider communities. Consequently, key actions regard planning, monitoring, and communicating the Just Transition within their own organizations and across industry networks. The following specific business actions are common throughout all submissions:

1. Create a map of those who will be affected by low emission strategies, both internal and external to the business.
2. Engage workers in dialogue, particularly around questions such as restructuring, emission reduction plans, employment impacts, and the expansion of green operations.
3. Take action to carry out transition plans across relevant business functions. Address workforce maintenance in net-zero strategies.
4. Partner with governments, employer organizations, regional/sectoral initiatives, and across supply chains for more coordinated action.
5. Measure and report actions, challenges and impacts related to just transition.

Non-Government Actors

The responsibility of managing Just Transition is shared between key actor groups such as the government, affected businesses, and civil society actors. The following specific non-government actions are common throughout all submissions:

1. Share knowledge and best practices on environmentally sustainable policies and just transition.
2. Mobilize funding and support from international organizations and donors.
3. Facilitate the commercialization and dissemination of green technology.
4. Promote cooperation locally, with authorities, employers, trade unions, and research institutions for integrating just transition measures into local economic development.
5. Promote cooperation among businesses, shifting away from harmful activities, setting concrete emission reduction plans, and including employment risks in climate related disclosures with corresponding transition plans.
6. Promote the inclusion of specific environmental and labor provisions, e.g. reskilling and redeployment, through collective bargaining and agreement
7. Collaborate with government and the private sector to develop and implement tailored support for affected workers and local communities
8. Assist businesses, particularly MSMEs, in their engagement with governments and training providers to upgrade the management and skills of their current workforce and anticipate future occupational profiles and skill needs.

Chapter 4 Summary of guidelines and policy frameworks

Table 2 compiles and synthesizes the relevant submissions made by stakeholders in response to the call by KCI. While some of the submissions provide general guidance for policy frameworks, guidelines and tools, others highlight country, and sector specific case studies.

Table 2: Compilation and synthesis of relevant submissions from stakeholders

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|---|---|-------------------|-----------|---------------|---------|---|
| 1 | Government of Canada | National - Canada | Voluntary | Policy makers | Generic | <p>Title: Sustainable Jobs Plan: An interim plan for 2023-2025 detailing concrete federal actions to advance economic prosperity and sustainable jobs in every region of the country</p> <p>Link: https://www.canada.ca/content/dam/nrcan-irncan/documents/SGJ_Report_EN_March8.pdf</p> |
| | <p>Short summary</p> <p>Canada's plan to take advantage of the emerging opportunities arising from the transition to a net-zero economy in a manner that supports workers and communities. It is an initial frame for sustainable jobs Action Plan to be released every five years. It received inputs from Canadian workers and unions, communities, businesses, indigenous people, provinces, and territories. It describes a federal governance, engagement and accountability framework anchored in legislation (Canadian Sustainable Jobs Act) that will ensure Canadian workers can keep seeing the benefits of efforts to drive progress related to net-zero target.</p> <p>The interim jobs plan outlines 10 key action areas:</p> <ol style="list-style-type: none"> 1. Establishment of Sustainable Jobs Secretariat 2. Creation of Sustainable Jobs Partnership Council 3. Development of economic strategies through the Regional Energy and Resource Tables 4. Introduction of sustainable jobs stream under the Union Training and Innovation Program 5. Advance funding for skills development towards sustainable jobs 6. Promotion of indigenous-led solutions and a National Benefits-Sharing Framework 7. Improvement of labour market and data collection, tracking and analysis 8. Motivation of investors and drawing in industry leadership to support workers. 9. Collaboration and leadership at the global stage. 10. Establishment of legislation that ensure ongoing engagement and accountability | | | | | |
| 2 | Government of Sindh | National | Mandatory | Policy makers | Generic | <p>Impacts assessments; Stakeholder capacity building; Economic diversification; Social safety nets; Robust systems for monitoring and evaluation; Financing; Partnerships; Awareness creation; Regular reporting systems</p> <p>Title: Government of Sindh submission</p> |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|---|---|---------------------|-----------|--------------------------------|-------------|--|
| | | | | | | <p>Link: https://unfccc.int/event/KCI9</p> |
| | <p>Short summary Just transition roadmap for environmental and climate change sustainability. It involves 12 key steps and considerations:</p> <ol style="list-style-type: none"> 1. Assessment of the current climate change situation 2. Development of comprehensive policy framework 3. Investing in capacity building in all stakeholder groups 4. Identifying vulnerable sectors for economic diversification. 5. Establishing social safety nets to support workers and communities. 6. Implementing policies for environmental conservation. 7. Development of robust systems for monitoring and evaluation of progress of JT 8. Securing funding from various sources and engaging in partnerships 9. Creating public awareness 10. Ensuring legal frameworks to support JT. 11. Developing strategies for climate adaptation and resilience 12. Providing regular reports on the progress of JT. | | | | | |
| 3 | ITUC -Spanish Government | National | Mandatory | Policy makers / Private sector | Coal sector | <p>Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection.</p> <p>Title: Spain, towards a just energy transition Link: https://www.transicionjusta.gob.es/Documents/Noticias/Noticias/common/220707_Spain_JustTransition.pdf</p> |
| | <p>In February 2019 the Spanish government launched a Just Transition Strategy with an Urgent Action Plan to address the impacts experienced in coal-producing regions and by the shutdown of power plants. The government is rolling out an ambitious framework of measures and governance structures together with all stakeholders to address the challenges of the energy transition.</p> | | | | | |
| 4 | Climate Strategies | National - Colombia | Voluntary | Policy makers | Generic | <p>Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection.</p> <p>Title: Toolkit to support policymakers in the process of co-designing just transition commitments and strategies: Colombia Link: https://climatestrategies.org/publication/colombia-toolkit/</p> |
| | <p>Short summary This toolkit is a guide for policymakers in Colombia to advance a just and inclusive transition to a low-carbon economy. This includes: Introduction to just transition including its scope, principles and pillars of action. The tool kit further covers existing JT Commitments of Colombia, sectors likely to be impacted, current policy and regulatory framework and challenges for a just transition. It mentions that key Elements for Further Improvement includes effective</p> | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|---|---|----------------------|-----------|---------------|------------------|---|
| | governance and institutional arrangements, measurement of possible policy impacts, constructive and trustworthy spaces for social dialogue, public policy design and implementation, policy monitoring and evaluation, identification and mobilization of financial resources. | | | | | |
| 5 | Climate Strategies | National - Colombia | Voluntary | Policy makers | Generic | Stakeholder consultation; social protection; Financing Just Transition. Title: The Main National Investment Priorities and Gaps for a Just Transition in Colombia Link: https://climatestrategies.org/publication/the-main-national-investment-priorities-and-gaps-for-a-just-transition-in-colombia/ |
| | <p>Short summary</p> <p>It is a guideline for national investment priority setting for a JT in Colombia. To implement a just transition, Colombia will need to invest in identifying the impacts of climate policies, co-designing strategies to support workers, implementing structural changes and evaluating their success. These actions are costly, as they involve both broad transitions (e.g., to clean energy and away from fossil fuels) and investment in public participation to enhance equity. These guidelines identify strategies for investing in diversification, reskilling, and social dialogue to support just transitions. Key recommendations include engaging new sources of funding like sovereign green bonds, providing clear policy signals to investors, and developing transparent metrics for social, environmental, and economic returns.</p> | | | | | |
| 6 | Climate Strategies | National - Indonesia | Voluntary | Policy makers | Generic | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection; other (financing just transitions) Title: Guidelines for Just Transitions in Indonesia Link: https://climatestrategies.org/publication/guidelines-advancing-just-transitions-in-indonesia/ https://climatestrategies.org/wp-content/uploads/2023/02/Pedoman-Mendorong-Transisi-Berkeadilan-dj-Indonesia.pdf |
| | <p>Short summary</p> <p>These guidelines provide policymakers, business leaders and civil society organizations with principles and recommendations to advance a Just Transition in Indonesia. The guidelines highlight key actors and provide recommendations to integrate just transition frameworks into national climate policies. The guidelines also include a user-friendly list of actions for all stakeholders and a just transition checklist. The guidelines provide recommendations and steps to finance just transitions in Indonesia</p> | | | | | |
| 7 | Climate Strategies | National - Ghana | Voluntary | Policy makers | Transport sector | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection; other (financing just transitions) Title: Ghana Toolkit Link: https://climatestrategies.org/publication/toolkit-for-just-transitions-to-a-low-carbon-economy-in-ghanas-transport-sector/ |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | Short summary The framework provides recommendations to maximise the benefits and reduce the negative impacts of transitioning to a green transport sector in Ghana. It provides recommendations to co-design just transitions in the transport sector, as well as secure financing for participatory planning. The guidelines provide a framework for raising awareness, developing a socially inclusive vision, outlining a pathway, creating a legal framework, developing an iterative process, and financing the transition. | | | | | |
| 8 | Climate Strategies | National - Colombia | Voluntary | Policy makers | Agriculture, Energy, Industry, Transport, Waste, Tourism, Forestry | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: Incorporating Just Transition strategies in developing country NDCs and post COVID responses: Colombia Link: https://climatestrategies.org/publication/incorporating-just-transitions-in-kenyas-low-carbon-economy-development-path/ |
| | Short summary It shows how to incorporate Just Transitions in Kenya's Low-Carbon Economy Development Path. The guidelines highlight the challenges and opportunities for a Just Transition in key sectors of the Kenyan economy. They provide recommendations for centering the needs of vulnerable communities, including perspectives of women, youth and marginalized groups, in climate policy and sustainable development planning. Key recommendations include increasing coordination and reducing policy fragmentation, as well as building awareness of intersectional vulnerabilities. | | | | | |
| 9 | Climate Strategies | National - Vietnam | Voluntary | Policy makers | Fossil Fuel- Coal | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: Just Transitions and Coal Power Phase Out in Vietnam Link: https://climatestrategies.org/publication/just-transitions-and-coal-power-phase-out-in-vietnam/ |
| | Short summary The guidelines recommend actions to manage Vietnam's coal phase-out to reduce the impacts of the transition on coal mining communities and coal power plant employees. The guidelines identify key stakeholders for consultation, assess regions of high impact, and outline the co-benefits of just transitions. Key recommendations include developing tailored legal instruments, evaluating timelines for power plant closure, and strategies for active stakeholder participation. | | | | | |
| 10 | Climate Strategies | National - Bangladesh | Voluntary | Policy makers | Energy, Agriculture, and Garments Sectors | Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection. Title: Report- Just Transition Bangladesh Link: https://climatestrategies.org/publication/the-case-for-just-transitions-bangladesh-report/ |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | <p>Short summary The guidelines identify the opportunities and challenges of just transitions in key sectors in Bangladesh (energy, agriculture, and ready-made garments). The guidelines provide recommendations for local and national policymakers to accelerate just transitions, as well as cross-cutting recommendations related to finance and education. Recommendations include institutionalizing government learning and awareness of just transitions, creating spaces for just transition dialogue, building reskilling programs, and developing new curricula to support green employment.</p> | | | | | |
| 11 | Climate Strategies | National - Argentina | Voluntary | Policy makers | Energy, Agriculture, and Forestry Sectors | Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection. Title: Key Considerations for Unified Just Transitions in Argentina Link: https://climatestrategies.org/publication/key-considerations-for-unified-just-transitions-in-argentina/ |
| | <p>Short summary The guidelines provide policymakers with recommendations to plan and manage a just transition in the sectors of energy, agriculture, forestry and land use, which combined represent 90% of Argentina's emissions. The guidelines highlight opportunities for cross-stakeholder and cross-ministry collaboration to accelerate ambitious just transitions and enhance equality. Recommendations include developing a coherent national plan for just transitions, increasing support for affected workers, and addressing existing sectoral biases and inequalities.</p> | | | | | |
| 12 | Climate Strategies | National - Malawi | Voluntary | Policy makers | Agriculture and Forestry sectors. | Stakeholder consultation; impact assessment; social protection Title: State of Climate Action and the Scope for a Just Transition in Malawi Link: https://climatestrategies.org/publication/state-of-climate-action-and-the-scope-for-a-just-transition-in-malawi/ |
| | <p>Short summary The guidelines provide recommendations to accelerate just transitions in Malawi's agriculture and forestry sector to boost food security and resilience. The guidelines identify at-risk groups, such as smallholder farmers, women and youth, and make recommendations for stakeholder engagement and inclusive sustainable development planning. The guidelines connect just transition activities to existing national development and climate policies. Key recommendations include managing livelihood risks for informal workers and centering the needs of vulnerable communities.</p> | | | | | |
| 13 | Climate Strategies | National - Laos People Republic | Voluntary | Policy makers | Forestry and agriculture sectors. | Impact assessment; social protection. Title: Climate Strategies – Laos People Republic Link: https://climatestrategies.org/publication/challenges-opportunities-and-recommendations-for-a-just-transition-in-laos/ |
| | <p>Short summary The guidelines provide recommendations to ensure broad social benefits from just transitions in the agriculture and forestry sectors in Laos. The guidelines provide recommendations for increasing capacity, developing expertise in social dialogue, and building expertise in impact assessment.</p> | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| 14 | Climate Strategies | International - Global South | Voluntary | Policy makers | Generic | Impact assessment; stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection; The guidelines consider the unique challenges and opportunities of a Title: Exploring Just Transition in the Global South Link: https://climatestrategies.org/publication/exploring-just-transition-in-the-global-south/ |
| Short summary Just Transition in the Global South. Key findings include the role of the informal economy, high climate vulnerability, undefined land rights, energy access gaps, and data gaps on just transition planning and implementation. Recommendations to international policymakers and funders include supporting initiatives to reduce data gaps and funding stakeholder engagement and in-country dialogues. | | | | | | |
| 15 | Climate Strategies | International - Global South | Voluntary | Public sector | Generic | Stakeholder consultation/engagement Title: How to Engage Stakeholders in Just Transition Dialogues: Lessons learned from the South-to-South Just Transitions Network Link: https://climatestrategies.org/how-to-engage-stakeholders-in-just-transition-dialogues-lessons-learned-from-the-south-to-south-just-transitions-network/ |
| Short summary It draws on the stakeholder engagement experiences of the nine countries in South-to-South Just Transition network to recommend successful stakeholder engagement practices. It tackles both successful approaches and barriers to engagement and provides actionable recommendations for those seeking to engage stakeholders in just transition discourses. | | | | | | |
| 16 | Climate Strategies | International | Voluntary | Policy makers | Oil and gas | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: Lessons from Oil and Gas Transitions in the North Sea Link: https://oilandgastransitions.org/resources/reports/lessons-from-oil-and-gas-transitions-in-the-north-sea/ |
| Short summary These guidelines bring together insights from all parts of the oil and gas transitions (OGT) research in Norway, Denmark and the UK. The guidelines set out | | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | | | | | | policy considerations and insights focusing on supply side interventions when pursuing just transitions from oil and gas in the North Sea (e.g., how to design participatory processes and narratives, and the role of specific enabling conditions). It identifies relevant considerations to other producer countries seeking to embark on similar transitions, including the choice of geographic delineation, the role of different stakeholders, mapping of implementation issues and global supply reduction. |
| 17 | Climate Strategies | National – Danish North Sea | Voluntary | Policy makers | Oil and gas sector | Impact assessments; Stakeholder consultation and engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: Why wait until 2050? Exploring possible scenarios for phasing out oil and gas production faster than planned in the Danish North Sea Link: https://oilandgas.transitions.org/resources/reports/why-wait-until-2050/ |
| | | | | | | Short summary This report explores two oil and gas phase-out scenarios in Denmark, and based on these timelines, provides recommendations for a just transition in the oil and gas sector. The report explores 1) what are the economic consequences of the oil and gas phase-out and 2) when offshore oil and gas would become unprofitable for the Danish state. The report identifies 2040 and 2034 as potential alternative phase out dates. The report finds that the economic impact of earlier phase out on state revenues is minimal, justifying an accelerated phase out timeline and highlighting the need for a just transition. |
| 18 | Climate Strategies | National - Norway | Voluntary | Policy makers | Oil and gas | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: Petroleum Transition Pathways in Norway How do Norwegian stakeholders envision pathways to net-zero and phase-out for the country's oil and gas sector? Link: https://oilandgas.transitions.org/resources/reports/petroleum-transition-pathways-in-norway/ |
| | | | | | | Short summary This report outlines two co-created just transition pathways towards net-zero and a phase-out by 2050 for the Norwegian oil and gas industry. These scenarios were developed through a participatory back casting exercise including policy makers and representatives of businesses and civil society organisations (including trade unions and environmental groups). It includes a detailed toolkit/guidelines on how to co-create just transition pathways. |
| 19 | Climate Strategies | National - UK | Voluntary | Policy makers | Oil and gas | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection. Title: Living in the present, making the future: UK scenarios for the phase-out of oil and gas |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | | | | | | <p>Link: https://oilandgastransitions.org/resources/reports/living-in-the-present-making-the-future/</p> |
| | <p>Short summary This report explores two co-created scenarios for a just transition of the oil and gas industry in the UK by 2050: 1) a median anticipated pathway (aligned with a net zero vision), and 2) rapid exit (aligned with a phase out vision). Both scenarios were created through a participatory process alongside stakeholders from government, private sector, civil society and academia. It sets out 12 key intervention points that should be realised under government leadership and oversight and includes a toolkit for others to attempt similar exercises.</p> | | | | | |
| 20 | Climate Strategies | International | Voluntary | Policy makers | Energy sector | <p>Training, Job creation, Stakeholder engagement, social protection, economic diversification. Title: Sustainable employment and welfare support toolkit Link: https://energy.ec.europa.eu/topics/oil-gas-and-coal/eu-coal-regions/knowledge-products/sustainable-employment-and-welfare-support-toolkit_en</p> |
| | <p>Short summary This is a sustainable employment and welfare support toolkit. The aim of this tool is to provide insights to support the labour market transition in coal and carbon-intensive regions. The tool focuses on providing short-term support for workers affected by labour market transitions. The tool also provides details on medium- and longer-term actions to support the labour market transition, including regional diversification strategies.</p> | | | | | |
| 21 | Climate Strategies | International | Voluntary | Policy makers | Energy sector | <p>Impacts assessments, Economic diversification, Job creation Title: Technology options toolkit: Transforming industries in coal regions for a climate-neutral economy Link: https://energy.ec.europa.eu/topics/oil-gas-and-coal/eu-coal-regions/knowledge-products/technology-options-toolkit-transforming-industries-coal-regions-climate-neutral-economy_en</p> |
| | <p>Short summary Technology options toolkit for transforming industries in coal regions for a climate neutral economy. This toolkit highlights technology options for coal regions in transition and identifies the technological developments that are likely in the future. The information provides decision makers in coal regions with an overview of available technologies, enabling them to explore new business models that utilise pre-existing coal-related infrastructure in their region. This functionality assists with the development of regional strategies.</p> | | | | | |
| 22 | Climate Strategies | National - China | Voluntary | Policy makers | Fossil fuels | <p>Stakeholder consultation/engagement; Economic diversification; Job creation; Social protection Title: Economics of Energy Innovations and System Transition (EEIST) - China Link: https://climatestrategies.org/publication/new-policy-briefs-from-</p> |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | | | | | | the-eeist-project/ |
| | <p>Short summary China, holding more than 50% of the world's coal-fired power generation capacity, aims to peak carbon emissions by 2030 and achieve carbon neutrality by 2060. These guidelines analyse the impact of various coal phase-out scenarios from 2021 to 2060 and identify impacts on jobs and tax revenues in the thermal coal sector. Recommendations highlight the need for targeted regional strategies—including fiscal, social, and investment support policies—to manage regional inequalities.</p> | | | | | |
| 23 | Climate Strategies | International | Voluntary | Policy makers | Fossil fuels | Stakeholder consultation/engagement; Economic diversification; Job creation; Social protection Title: Policy briefs Link: https://eeist.co.uk/policybriefs/ |
| | <p>Short summary The transition to a 1.5°C global warming scenario can have significant, region-specific economic impacts, which may not be fully accounted for in traditional economic models. While some regions, particularly net fossil fuel importer countries, will benefit from decarbonization through improved trade balances, regions with carbon-intensive industries may face concentrated job losses. To prevent post-industrial decline in these regions, it's crucial to identify and support at-risk areas and workers through transformative economic policies. These guidelines provide recommendations for diversifying local economies, improving resilience, and maximising transformative policies to reduce the risk of post-industrial decline during net-zero transitions.</p> | | | | | |
| 24 | UN Food and Agriculture Organization (FAO) | International | Voluntary | Policy makers | Agriculture sector | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: The relations between climate change and child labour in agriculture Link: https://www.fao.org/3/cc6244en/cc6244en.pdf |
| | <p>Short summary The FAO study commissioned to RMIT University explores the link between climate change and child labor in agriculture, focusing on Peru, Ethiopia, Nepal, and Côte d'Ivoire. It reveals how climate-related events impact child labor patterns, with families resorting to child labor to survive poverty exacerbated by climate impacts. The research identifies unique effects of weather events on child labor across countries and genders, emphasizing the need for tailored policies. Recommendations include social protection measures, education, climate-resilient training for farmers, and improved agricultural infrastructure. The study aims to support SDG Target 8.7 by 2025, promoting a just transition for affected children and creating a climate-resilient agricultural sector through evidence-based policies.</p> | | | | | |
| 25 | ILO | International | Voluntary | Private sector | Financial sector | Stakeholder consultation/engagement; Job creation; Training, re-training, retooling, and reskilling; Social protection. |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|----|--|---------------|-----------|----------------------------------|------------------|--|
| | | | | | | <p>Title: Just Transition Finance Tool for banking and investing activities Link: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_860182.pdf</p> |
| | <p>Short summary The Just Transition Finance Tool for banking and investing activities was developed by the International Labour Organization, together with the LSE Grantham Research Institute. It provides practical guidance to financial institutions on integrating Just Transition considerations in their strategies and operations. This tool describes the concept of a Just Transition and makes the business case for financial institutions to partner with stakeholders and peers to support a just climate transition. It illustrates prominent social issues that need to be considered by the financial sector while pursuing climate action. The tool is structured along financial institutions' organizational processes providing concrete entry points to integrate social aspects within existing and emerging sustainability and net-zero alignment strategies, as well as Environmental, Social and Governance (ESG) organizational policies and practices. Title: Grantham Research Institute on Climate Change and the Environment</p> | | | | | |
| 26 | Grantham Research Institute on Climate Change and the Environment: | International | Voluntary | Private sector | Financial sector | <p>Stakeholder consultation/engagement; job creation; Training; Re-training; Retooling, and reskilling; Social protection. Title : Making transition plans just: how to embed the just transition into financial sector net zero plans Link: https://www.ise.ac.uk/granthaminstitute/publication/making-transition-plans-just-how-to-embed-the-just-transition-into-financial-sector-net-zero-plans/</p> |
| | <p>Short summary A report on making transition plans just: covering how to embed just transition into financial sector net zero plans. This report provides guidance to financial institutions on how they can incorporate consideration of the social dimension of climate action – in other words a just transition – within their net zero transition plans. It highlights the efforts businesses, trade unions, civil society and financial institutions need to make to translate this imperative into practical implementation. It highlights the following key messages. 1) Addressing transition implications on people 2) Applying and respecting well-established social, labour and human rights standards and goals in net zero planning 3) Anticipating, assessing and addressing social risks, identifying and enabling social opportunities and ensuring meaningful dialogue and participation 4) Getting net zero plans right from start by incorporating support for the just transition, taking an iterative and learning approach to ensure continuous improvement.</p> | | | | | |
| 27 | Grantham Research Institute on Climate Change and the Environment | International | Voluntary | Policy makers and private sector | Generic | <p>Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection; Title: The Just Transition: Shaping the delivery of the Inevitable Policy Response Link: https://www.unpri.org/inevitable-policy-response/the-just-transition-shaping-the-delivery-of-the-inevitable-policy-response/9856.article</p> |
| | <p>Short summary</p> | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| 28 | Grantham Research Institute on Climate Change and the Environment | International | Voluntary | Policy makers/private sector | Generic | Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection Title: An assessment of Just Transition elements in the Inevitable Policy Response Link: https://www.unpri.org/download?ac=16483 https://www.unpri.org/download?ac=17811 |
| Short summary The Grantham Research Institute at the London School of Economics has been working with the Inevitable Policy Response on the climate transition since 2019. In this analysis, we take an in-depth look at the policies reflected in the IPR Quarterly Forecast Tracker, assessing to what extent they integrate the Just Transition | | | | | | |
| 29 | Grantham Research Institute on Climate Change and the Environment | International | Voluntary | Private sector | Generic | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection. Title: Just Nature How finance can support a just transition at the interface of action on climate and biodiversity Link: https://www.ise.ac.uk/granthaminstitute/wp-content/uploads/2022/08/Just_Nature_How_finance_can_support_a_just_transition_at_the_interface_of_action_on_climate_and_biodiversity.pdf |
| Short summary To date, efforts to deliver a just transition have focused on the shift to net zero in the energy system. However, the imperative of decent work and social inclusion applies equally to the transformations that lie ahead to deliver net zero in terms of agriculture, forests, and land-use, and for strengthening the conservation of biodiversity. This is referred to as 'just nature transition'. Based on international agreements and emerging experience, the report identifies three summary principles that the financial sector can apply to guide its work to achieve the just transition at the interface of climate and biodiversity. These include: <ul style="list-style-type: none"> • Integrating human rights and labour standards across climate and biodiversity action • Anticipate, analyze and address the social risks and opportunities of the transition to sustainability across sectors for workers, suppliers, communities and consumers. • Ensuring meaningful participation and partnership. | | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| 30 | Grantham Research Institute on Climate Change and the Environment | National - UK | Voluntary | Policy makers and private sector | Financial sector, agriculture | <p>Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection.</p> <p>Title: Sowing seeds: How finance can support a just transition in UK agriculture Link: https://www.lse.ac.uk/granthaminstitute/publication/sowing_seeds-how-finance-can-support-a-just-transition-in-uk-agriculture/</p> |
| | <p>Short summary This report, informed by input from farmers, sustainability specialists and financiers in the UK, is designed to increase understanding across the financial sector of how it can support a just transition in agriculture by mobilizing more finance towards companies committed to and making progress to support a 'just nature transition'. We defined this transition in our previous report, Just Nature, as one that delivers decent work, social inclusion and the eradication of poverty in the shift to a net zero and climate-resilient economy that simultaneously delivers biodiversity goals in agriculture, forestry, land-use and the oceans. The report:</p> <ul style="list-style-type: none"> Examines social risks and opportunities for stakeholders affected by environmental transitions in UK agriculture: workers, smallholder and tenant farmers, communities and consumers Sets out why the financial sector should integrate just transition principles into lending and investment decisions and the barriers that exist to a just transition in UK agriculture Suggests how to overcome these obstacles with a set of recommendations for action by the financial sector in collaboration with others. <p>The findings seek to accelerate action in the private finance sector, particularly by those lending to the agricultural and food sector, but also among public finance institutions and policymakers.</p> | | | | | |
| 31 | Grantham Research Institute on Climate Change and the Environment | International | Voluntary | Private sector | Finance sector | <p>Stakeholder consultation/engagement;; Social protection</p> <p>Title: Banks and the net zero transition: Tracking progress with the TPI Net Zero Banking Assessment Framework Link: https://www.transitionpathwayinitiative.org/</p> <p>https://www.transitionpathwayinitiative.org/publications/uploads/2023-banks-and-the-net-zero-transition-tracking-progress-with-the-tpi-net-zero-banking-assessment-framework</p> |
| | <p>Short summary The Transition Pathway Initiative Centre based at the London School of Economics and Political Sciences (the LSE-TPI Centre) is an independent, authoritative source of research and data into the progress being made by the financial and corporate world in making the transition to a low-carbon economy. Using companies' publicly disclosed data, the TPI Centre:</p> <ul style="list-style-type: none"> Assesses the quality of companies' governance and management of their carbon emissions and of risks and opportunities related to the low-carbon transition, in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | | | | | | <ul style="list-style-type: none"> Assesses whether companies' current and planned future emissions are aligned with international climate targets and national climate pledges, including those made as part of the Paris Agreement. <p>Just transition is one of 10 key areas of the TPI Assessment Framework.</p> |
| 32 | Grantham Research Institute on Climate Change and the Environment | National - India | Voluntary | Policy makers/private sector | Generic | <p>Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection.</p> <p>Title: Just Finance India: Mobilising investment for a just transition to net zero in India Link: https://www.ise.ac.uk/granthaminstitute/publication/just-finance-india-</p> <p>Short summary</p> <p>Based on feedback from key policy, finance, investment, and non-governmental organization (NGO) stakeholders, the report sets out 10 recommendations for action to mobilizing private investment for a just transition in India, with a special focus on the upside opportunities of green jobs and skills.</p> <ol style="list-style-type: none"> Strategy: Incorporate just transition principles into sustainable finance policy to provide incentives and regulatory signals for private investors, including an operational definition of the just transition. Business: Stimulate India's corporate sector to set up a just transition task force to include key social factors in their net zero plans, actions and disclosures. Corporate social responsibility (CSR): Integrate just transition priorities into CSR spending programmes by businesses. Investors: Investors, banks and capital markets need to factor in just transition principles to their net zero plans, business engagement and capital allocation. Innovation: Encourage financial innovation for just transition and undertake pilots for place-based investment in coal-dependent regions. Foreign investment: Utilize the International Financial Services Centre at Gujarat International Finance Tec-City (GIFT) to attract foreign investment for just transition. Micro, small and medium-sized enterprises (MSMEs): Develop a dedicated just transition strategy to enhanced access to finance for India's MSMEs. International public finance: Deploy capital and expertise from multilateral development banks (MDBs) and development finance institutions (DFIs) to support the just transition as part of achieving India's long-term climate goals. Of particular importance will be supporting green jobs and skills development. Blended finance: Draw on MDBs and DFIs to introduce blended finance solutions to crowd in private capital for the just transition. |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | 10. International cooperation: Cooperate with international partners to scale up climate finance for just transition in India as well as within the G20 and United Nations. | | | | | |
| 33 | International Trade Union Confederation (ITUC) – Confederation of South African Trade Unions (COSATU) | National | Voluntary | Policy makers | Energy, Mining, Transport, Agriculture | Impact assessments, stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Just Transition: Blue print for workers Link: https://mediadon.co.za/wp-content/uploads/2022/04/COSATU-Just-Transition-Blueprint-Full-version.pdf |
| | Short summary COSATU has developed this document as a "just transition blueprint for workers". This document is targeted towards workers who are also part of the communities. It thus prioritizes the interests of workers and communities which are inherently linked constituencies | | | | | |
| 34 | ITUC (European Trade Union Confederation) | National | Voluntary | Policy makers and private sector | Generic | Impact assessment, stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: A GUIDE FOR TRADE UNIONS: Involving trade unions in climate action to build a just transition Link: https://www.etuc.org/sites/default/files/publication/file/2018-09/Final%20FUPA%20Guide_EN.pdf |
| | Short summary A guide on how to involve trade unions in climate action to build a just transition | | | | | |
| 35 | ITUC- Just Transition centre | International | Voluntary | Private sector | Generic | Impact assessment, stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Just transition: A business guide Link: https://the-bteam.files.vwdcn.com/production/assets/reports/Just-Transition-A-Business-Guide.pdf |
| | Short summary This guideline is intended for companies that have or will commit to net-zero emissions or another, science-based climate goal. It outlines the practical considerations, steps and processes companies should follow to ensure a just transition for the company's workers and the communities where the company operates. | | | | | |
| 36 | ITUC- Australian Council of Trade Unions | National | Voluntary | Private sector | Generic | Impact assessment, stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Securing a just transition guidance to assist investors and asset managers support a just transition |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
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| | | | | | | <p>Link: https://www.oactu.org.au/wp-content/uploads/2023/10/securing-a-just-transition_feb2021-2.pdf</p> |
| | <p>Short summary a practical resource that assists investors and asset managers to ensure that companies they are investing in have clearly articulated just transition processes and goals.</p> | | | | | |
| 37 | ITUC-IndustriALL GLOBAL | National and international | Voluntary | Private sector | Industrial sectors | <p>Impact assessment, stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection.</p> <p>Title: A trade union guide of practice for a Just Transition</p> <p>Link: https://www.industriall-union.org/sites/default/files/uploads/images/FutureOfWork/JustTransition/guide_of_practice_en_web.pdf</p> |
| | <p>Short summary The purpose of this guide is to support efforts by IndustriALL Global Union affiliates to plan, launch and win a strong just transition framework.</p> | | | | | |
| 38 | ITUC - IndustriALL Europe | National and international | Voluntary | Private sector | Industrial sectors | <p>Impact assessment, stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection.</p> <p>Title: https://news.industriall-europe.eu/documents/upload/2022/10/638010772890539713_JT_May_Manifesto_short-EN.pdf</p> <p>Link: https://justtransition.industriall-europe.eu/</p> |
| | <p>Short summary As a result of the Just Transition Manifestos “Just Transition” has finally made its way into the common language of European policymakers and national leaders. For trade unions, just transition means the transformation of the economy in a fair and inclusive manner to ensure the maintenance and creation of good quality jobs. The participation of workers and their trade unions in the anticipation and social management of industrial change is a prerequisite. The Manifesto provides policy demands and a toolbox of rights to ensure that transitions are smooth for individual workers. This website share evidence from across Europe of how the green transition is implemented on the ground. Showing initiatives that not only deliver on climate policy goals but on the broader principles of sustainable development and decent work.</p> | | | | | |
| 39 | ITUC - CISL and others, Europe | National | Voluntary | Private sector | Generic | <p>Impact assessments</p> <p>Title: TAKING STEPS TOWARDS A JUST TRANSITION AT COMPANY/SECTORAL LEVEL THROUGH SOCIAL DIALOGUE</p> <p>Link: https://justtransition.cisl.it/en-EN/Home</p> |
| | <p>Short summary Just transition company Doughnut Toolkit is a concrete analyses tool to support unions at the company level in taking steps through social dialogue towards a suitable future. By filling out the questionnaire, the unions representatives get a representation of their company’s situation, according to Kate Raworth’s Doughnut Economy scheme.</p> | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|--|---|---------------|-----------|------------------------------|---|--|
| 40 | ITUC – UNGC, Global | International | Voluntary | Policy makers/Private sector | Maritime Transport | Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Mapping a Maritime Just Transition for Seafarers Link: https://www.ics-shipping.org/wp-content/uploads/2022/11/Position-Paper-Mapping-a-Maritime-Just-Transition-for-Seafarers-%E2%80%93-Maritime-Just-Transition-Task-Force-2022-OFFICIAL.pdf |
| <p>Short summary The Maritime Just Transition Task force was established during COP26 in November 2021, by the International Chamber of Shipping (ICS), the International Transport Workers' Federation (ITF), the United Nations Global Compact (UNGC), the International Labour Organization (ILO) and the International Maritime Organization (IMO). The Task Force has the aim of supporting a just transition and human-centered decarbonization of the shipping industry. It presented a 10-point action plan to achieve a just transition for seafarers.</p> | | | | | | |
| 41 | ITUC - International Transport Workers Federation | International | Voluntary | Policy makers/Private sector | Urban Transport | Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: PEOPLE'S PUBLIC TRANSPORT POLICY DEMANDS Link: https://www.ifglobal.org/en/resources/peoples-public-transport-policy-demands https://www.sum4all.org/data/files/how_to_unlock_public_transport_for_climate_and_sustainable_development-six_areas_for_action.pdf https://www.ifglobal.org/sites/default/files/node/resources/files/ITF_Just-Cities-Report_FA.pdf |
| <p>Short summary A just transition in urban transport focuses on the need to make changes that reduce carbon emissions but at the same time combat existing inequalities. To meet the challenges of climate change justly, it is important to consider the impacts on urban transport workers' security and welfare, on the communities who depend on urban transport, and involve unions in ensuring workers' experiences, views and demands are represented in the process.</p> | | | | | | |
| 42 | ITUC – 100 Actions on Climate Justice | International | Voluntary | Private sector | Construction; building materials; wood; forestry and allied sectors | Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: 100 Union actions on climate justice Link: https://drive.google.com/file/d/1-dWfjbrmwB8Qsyn7gIEmhMO019xEdwG/view https://www.byggnaads.se/siteassets/rapporter/oversatta-rapporter/varldens-viktigaste-bygge-engeiska.pdf?ts=8da33f8ca94c580 https://www.boe.es/diario_boe/txt.php?id=BOE-A-2022-14145 |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|----|--|---------------|-----------|---------------------------|-------------------|--|
| | | | | | | https://www.learnwithunite.org/environment/unite-environment-charter/ |
| | <p>Short summary Workers in the construction sector are critically in the shift towards a low-carbon and climate resilient world. They have a key role to play retrofitting and improving the energy-efficiency of buildings, expanding, and maintaining sustainable forests, and reducing the climate footprint of materials. They install clean energy infrastructure, strengthen the resilience of cities and towns, and re-build when crises hit. The report shows that trade union affiliates from different regions across the world are engaged in various climate justice activities from workers' protection, organizing and training and coalition-building, to social dialogues and campaigns.</p> | | | | | |
| 43 | ITUC – Just Transition Lab Project (Quebec) | National | Voluntary | Private sector | Generic | Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Just Transition Lab Project (Quebec) Link: https://ftq.gc.ca/projet-de-laboratoires-de-transition-juste/ |
| | <p>Short summary With regard to public policies being put in place in the industrial sector to respond to the fight against climate change, unions have developed the concept of just transition to actively participate in decisions that affect them. Several unions affiliated with FTQ have started transition laboratories following the call from the central office. They are at the company or sectoral level.</p> | | | | | |
| 44 | ITUC- Ministry of Business Innovation and Environment, New Zealand | National | Voluntary | Private sector | Mining and metals | Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: The Just Transition Partnership team Link: https://www.mbie.govt.nz/business-and-employment/economic-development/just-transition/the-just-transition-partnership-team/ |
| | <p>Short summary The Just Transition Partnership team works across government, across portfolios and agency boundaries to:</p> <ol style="list-style-type: none"> Support regions to plan effectively in response to major economic shocks, Align the interests of iwi, regions, sectors, and communities into partnerships that have an agreed vision and pathways to success. Works alongside other government agencies active in a region to ensure planning and implementation are aligned with central government objectives and funding streams. | | | | | |
| 45 | ITUC – Just Transition Commission of Scotland | National | Voluntary | Public and Private sector | Generic | Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Just Transition Commission: Letter to Cabinet Secretary for Wellbeing Economy, Net Zero and Energy Link: https://www.justtransition.scot/publication/letter-to-the-cabinet-secretary-for-wenze/ |
| | <p>Short summary This report sets views of some of the key challenges that need to be addressed if just transition is to be delivered in Scotland. It recommends practical steps that could be taken.</p> | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|---|---------------------------------|---------------|-----------|----------------------------------|---------|---|
| 46 | ITUC – World Benchmark Alliance | International | Voluntary | Private sector | Generic | Impact assessment; Stakeholder consultation/engagement, job creation, training, re-training, retooling, reskilling, social protection. Title: Just Transition Assessment 2021 Are high-emitting companies putting people at the heart of decarbonisation? Link: https://assets.worldbenchmarkingalliance.org/app/uploads/2021/11/2021_JustTransitionAssessment.pdf |
| Short summary | | | | | | |
| The World Benchmark Alliance's pilot Just Transition Assessment covers 180 companies across three sectors: 100 oil and gas companies, 50 electric utilities and 30 automotive manufacturers. These assessments look at the social elements of the companies' transition to a low-carbon future. They are based on the companies' publicly available disclosures, which are assessed against our core social indicators and our new just transition indicators. | | | | | | |
| 47 | UN Women | International | Voluntary | Policy makers and private sector | Generic | Title: BEYOND COVID-19: A FEMINIST PLAN FOR SUSTAINABILITY AND SOCIAL JUSTICE Link: Feminist-plan-for-sustainability-and-social-justice-en.pdf (unwomen.org) |
| Short summary | | | | | | |
| Impact assessment, social inclusion, and protection; stakeholder consultation and engagement; partnerships; financing; accountability. The Gender-Just Transition for sustainable future states that as the world looks to recover and rebuild after COVID19, there is an opportunity to advance 'gender-just' transitions, a transformative approach that can achieve greater gender equality and set economies on more equitable and environmentally sustainable paths. Like COVID-19, the environmental crisis is causing immeasurable human suffering, the environmental crisis is gendered; the current economic system is causing environmental breakdown; market-based approaches have failed to deliver results; the potential for green recovery is so far unrealized. Accelerating gender-just transitions as part of COVID-19 recovery will require: a. Financing those addresses investing in gender-just transition. b. Partnerships that ensure empowerment of local communities for gender-just transitions in energy and agriculture. c. Accountability that puts social and gender goals at the heart of environmental sustainability initiatives. d. Metrics that allow for the filling in of data gaps to support accountability. | | | | | | |
| 48 | UN Women - Africa | International | Voluntary | Policy makers and private sector | Generic | Title: GREEN JOBS FOR WOMEN IN AFRICA Link: https://africa.unwomen.org/sites/default/files/Field%20Office%20Africa/Attachments/Publications/2021/11/20211206_UN%20Women_Green%20Jobs_report_ENG%20webpages.pdf |
| Short summary | | | | | | |

| # | Instifution | Applicability | Usage | Target users | Sector | Elements covered |
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| | | | | | | <p>Gender sensitive impact assessments; social inclusion, and protection; stakeholder consultation and engagement, and barrier removal strategies including how to get women ready, leveling the playing field and accelerating for a gender-responsive green transition.</p> <p>Green jobs for women in Africa report and policy brief use a methodology to apply a gender lens to job creation in the green transition in Sub-Saharan Africa and map opportunities for women in the green economy. It assesses opportunities for women's participation in green jobs in key sectors driving growth in African economies, explores obstacles limiting women's access to those jobs, and identifies policy solutions to overcome them and promote job opportunities for women. In the process, it identifies which sectors will offer "quick wins" – relatively rapid access to green jobs – or "slow wins", requiring long-term strategies to remove legal barriers and change social norms.</p> <p>As an analytical method, this report follows a step-by-step process:</p> <ol style="list-style-type: none"> (1) Define green jobs. (2) Identify those sectors likely to offer the greenest job opportunities. (3) Determine women's current labour participation in these sectors. (4) On the basis of step (3), assess the potential for women's participation in green jobs, including the potential for high-level jobs. |
| 49 | UN Global Compact (UNGC) | International | Voluntary | Private sector | Generic | <p>Title: INTRODUCTION TO JUST TRANSITION A BUSINESS BRIEF Link: https://unglobalcompact.org/library/6093 https://info.unglobalcompact.org//591891/2023-10-12/586p4s/591891/1697132116TC225R6v/2023_Final_Introduction_to_Just_Transition.pdf</p> |
| | | | | | | <p>Short summary</p> <p>Stakeholder consultation/engagement; job creation; training, retaining, retooling, and reskilling; social protection.</p> <p>As we confront the climate crisis, what is the role of business in ensuring a just transition? Building on the guiding principles of just transition established in the International Labour Organization's Just Transition Guidelines, this business brief titled "Introduction to Just Transition" aims to help companies plan for a just transition, identify gaps in current practices and generate ideas for improving alignment. It provides an introduction to the role of business in ensuring a just transition for all, covering just transition's foundation and meaning, relevant areas of work and the business case. Seven priority actions are laid out to ensure the transition to net-zero emissions and climate resilience is orderly, inclusive and just, and creates decent work opportunities, leaving no one behind. This Business Brief also includes a Glossary of Key Terms and a Resource Guide. In addition, the brief is supported by an e-learning course (tool) to help companies understand how to begin taking business action based on the brief. The expert-led instruction, interactive checkpoints, and real-life examples, developed by the UN Global Compact in collaboration with ILO, is designed to help business professionals at all levels interested in learning about just transition and how to get started in planning for it.</p> |
| 50 | Spain on Behalf of EU23 | National application | Voluntary | Policy makers | Generic | <p>Stakeholder consultation/engagement, economic diversification; job creation; training, retraining, retooling, and reskilling.</p> <p>Title: The_Just_Transition_Mechanism: making sure no one is left behind</p> |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|----|--|----------------------|-----------|------------------------------|---------|--|
| | | | | | | <p>Link: https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal/finance-and-green-deal/just-transition-mechanism_en</p> |
| | <p>Short summary The EU is committed to becoming a climate-neutral continent by 2050. The transition towards this ambitious target, enshrined in EU law, is guided by the European Green Deal. Targeted investments in innovation and deployment will ensure that the green transition takes place in all territories and regions. Thus, the aim of the European Green Deal is that no place and no person should be left behind; that is why the European Commission launched the Just Transition Mechanism (JTM). The JTM is a place-based approach to alleviate the socio-economic impacts of the transition in the hardest hit territories. The JTM is expected to mobilise around EUR 55 billion, but the total investment volume depends on the overall resources mobilised under the three pillars of the JTM. The Just Transition Fund (JTF), its first and core pillar, has a budget of EUR 19.3 billion and is expected to mobilise around EUR 25 billion. To be supported by the JTF, territories in member states have to justify their dependence on fossil fuels and/or on GHG-intensive industrial activities, and that are the most negatively affected based on the economic and social impacts resulting from the transition, in particular with regard to expected job losses and the transformation of production processes of industrial facilities with the highest greenhouse gas intensity. The plans detailing these impacts are developed in partnership with local stakeholders (economic and social partners, civil society, research institutions and local authorities). The investments will mostly be about reskilling people, creating jobs in new sectors and re-generating affected areas. They will come on top of the investments from other EU funds, which invest in energy efficiency, renewable energy, mobility, circular economy, biodiversity, and other priorities.</p> | | | | | |
| 51 | Spain on Behalf of EU23 | National application | Voluntary | Policy makers/Private sector | Generic | <p>Stakeholder consultation/engagement, economic diversification; job creation; training, retraining, retooling, and reskilling.</p> <p>Title: Just Transition Strategy Link: https://www.miteco.gob.es/content/dam/miteco/es/ministerio/planes-estrategias/transicion-justa/Just%20Transition%20Strategy_ENG.pdf</p> |
| | <p>Short summary Spain Just transition Strategy. The Just Transition Strategy is a solidarity-based support strategy to ensure that people and territories make the most of the opportunities of this ecological transition without leaving no one behind. The Just Transition Strategy offers instruments that must be implemented to support the sector's transformation and the closure of facilities with regional proactive and recovery measures. As part of its commitment to incorporate just transition policies, the Strategy focuses primarily on supporting economic activities that need to adapt, and on the creation, qualitative transformation and protection of jobs. Likewise, the Strategy lays the foundations to identify these activities and implement measures that ensure the equitable and inclusive treatment of the workers and regions affected to bring about a production scenario that is fairer and more socially beneficial for all, seeking to prevent depopulation of the areas affected by potential closures.</p> <p>This strategy was established in 2020 after a consultation process and includes a diagnosis of the situation, just transition strategy goals, measures for a just transition in different sectors, a new tool for implementing the strategy (the just transition agreements), the governance of the strategy (including the creation of the Just Transition Institute and an urgent action plan for coal regions and closing power stations from 2019-2021).</p> | | | | | |

| # | Institution | Applicability | Usage | Target users | Sector | Elements covered |
|--|-------------------------|---------------|-----------|---------------|--------|--|
| 52 | Spain on Behalf of EU23 | National | Voluntary | Policy makers | Coal | Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection. Title: Agreement for a just transition for coal power plants: jobs, industry and territories Link: https://www.transicionjusta.gob.es/Documents/Publicaciones%20ES%20y%20EN/Agreement%20for%20a%20just%20transition%20for%20coal%20power%20plants.pdf |
| <p>Short summary</p> <p>The Agreements for a Just Transition (JTA) are established to preserve and create activity and jobs, secure population in rural areas, and promote coherent diversification and specialization in line with the socio-economic context, making the most of locally generated resources and attracting outside investment. The JTA are designed area by area to make the most of locally generated resources of an economic, social or environmental nature, and to attract outside investment, focusing mainly on those sectors which also perform better in terms of environmental, economic and social sustainability. The aim is also to promote industrial alternatives related to new energy transition sectors and other projects, in order to improve the quality and expansion of infrastructures for industry in these areas.</p> <p>These agreements have been a proven powerful tool for co-governance aimed at ensuring the commitment and coordination of public administrations and proposing supporting instruments in the Just Transition process. The objective of the JTAs is to promote economic activity and its modernization in concerned territories. They start from an assessment of potential job losses and develop a series of pledges, with a final list of measures to maintain employment and the population. They are developed for areas affected by the closure of mines and coal-fired power plants. There are currently 15 Just Transition Agreements in place.</p> | | | | | | |

Chapter 5 Conclusion and way forward

This report provides useful insight as to how various stakeholders are embarking on work related to just transition. As the aim of this activity was to promote the availability and use of guidelines and policy frameworks to assist Parties in promoting just transition of the workforce and the creation of decent work and quality jobs within and across sectors, including training, retooling, retraining and reskilling systems and stakeholder engagement strategies; this document do serve as a useful repository of existing guidelines and policy frameworks.

The purpose of the report is not to provide specific guidance or framework as to how Parties and other stakeholders, especially from developing world, could undertake just transition at the state or enterprise level, a follow-up work may be required.

The KCI could draw upon the elements for a framework or guidelines on just transition synthesized from the submissions and highlighted in this report to prepare a comprehensive framework or a step-by-step guide for stakeholders.

This framework could seek to further expand on the context and concepts of just transition, (including the objectives and how just transition could propel Parties and relevant stakeholders to timely contribute to achieving the global goal for low emissions development imperative), the general principles that guides just transition, what areas of priority actions are needed, just transition implementation approaches, and finally how to monitor, measure, verify and report on the effectiveness and impacts of the implementation of just transition.