

Climate Strategies' Submission to the Katowice Committee on Impacts: Call for Inputs on guidelines and policy frameworks to promote just transition of the workforce and the creation of decent work and quality jobs.

Evidence-based guidelines and policy frameworks from international just transition research

[Climate Strategies](#) has over a decade of experience spearheading just transition research in international contexts. Our projects have generated numerous guidelines and policy frameworks to promote a just transition of the workforce. We have summarised the relevant inputs, adhering to the framework provided by the KCI.

Submissions from South-to-South Just Transitions (S2S)

[South-to-South Just Transitions](#) is a multi-layered (and multi-year) initiative that supports and empowers countries in the Global South to advance research on just transitions in diverse national contexts. Our project currently works with research partners in nine countries in the Global South to develop national recommendations for just transition strategies. The initiative aims to accelerate just transitions by identifying cross-cutting issues, challenges, opportunities, and trends for just transitions in key sectors — drawing from just transition applications in diverse contexts in the Global South.

Toolkit to support policymakers in the process of co-designing just transition commitments and strategies: Colombia

Nature of document	Guidelines
Scope of application	National – Colombia
Usage	Voluntary
Target Users	Public policy
Specificity	Broad
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
Short Summary	The toolkit provides policymakers with recommendations to co-design a just and inclusive transition to a low-carbon economy in Colombia. Key recommendations include creating a Just Transition Committee to bring together diverse ministries, boosting synergies across the development agenda, supporting local solutions, aligning sectoral and territorial climate change management plans with national policies, and increasing the flexibility of the labour market.
Document Link	https://climatestrategies.org/publication/colombia-toolkit/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/08/CS_S2S_Toolkit_Colombia_Spanish_02.pdf

National Investment Priorities for a Just Transition in Colombia

Nature of document	Guidelines
Scope of application	National – Colombia
Usage	Voluntary
Target Users	Public policy
Specificity	Broad

Elements covered	Stakeholder consultation; social protection; other (financing just transitions)
Short Summary	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.
Document Link	https://climatestrategies.org/publication/the-main-national-investment-priorities-and-gaps-for-a-just-transition-in-colombia/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/08/CS_S2S_Finance-Brief_Colombia_Spanish_02.pdf

Guidelines for Just Transitions in Indonesia

Nature of document	Guidelines
Scope of application	National - Indonesia
Usage	Voluntary
Target Users	Public policy
Specificity	Broad
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection; other (financing just transitions)
Short Summary	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.
Document Link	https://climatestrategies.org/publication/guidelines-advancing-just-transitions-in-indonesia/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/02/Pedoman-Mendorong-Transisi-Berkeadilan-di-Indonesia.pdf

Toolkit for Just Transitions to a Low-Carbon Economy in Ghana's Transport Sector

Nature of document	Policy framework
Scope of application	National - Ghana
Usage	Voluntary
Target Users	Public policy
Specificity	Transport Sector

Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection; other (financing just transitions)
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.
Document Link	https://climatestrategies.org/publication/toolkit-for-just-transitions-to-a-low-carbon-economy-in-ghanas-transport-sector/
Second Language (if available)	N/A

Incorporating Just Transitions in Kenya's Low-Carbon Economy Development Path

Nature of document	Guidelines
Scope of application	National – Kenya
Usage	Voluntary
Target Users	Public policy
Specificity	Specific Sectors (Agriculture, Energy, Industry, Transport, Waste, Tourism, Forestry)
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
Short Summary	The guidelines highlight the challenges and opportunities for a Just Transition in key sectors of the Kenyan economy. They provide recommendations for centring 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.
Document Link	https://climatestrategies.org/publication/incorporating-just-transitions-in-kenyas-low-carbon-economy-development-path/
Second Language (if available)	N/A

Just Transitions and Coal Power Phase-out in Vietnam

Nature of document	Guidelines
Scope of application	National – Vietnam
Usage	Voluntary
Target Users	Public policy
Specificity	Coal Mining and Coal Power Sectors
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection

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.
Document Link	https://climatestrategies.org/publication/just-transitions-and-coal-power-phase-out-in-vietnam/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/03/Just-Transitions-and-Coal-Power-Phase-Out-in-Vietnam_Vietnamese.pdf

The Case for Just Transitions in the Energy, Agricultural, and Ready-Made Garments Sectors in Bangladesh

Nature of document	Guidelines
Scope of application	National – Bangladesh
Usage	Voluntary
Target Users	Public policy
Specificity	Energy Sector, Agriculture Sector, and Ready-Made Garments Sector
Elements covered	Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
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 institutionalising government learning and awareness of just transitions, creating spaces for just transition dialogue, building reskilling programs, and developing new curricula to support green employment.
Document Link	https://climatestrategies.org/publication/the-case-for-just-transitions-bangladesh-report/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/07/CS_S2S_Report-Just-Transition-Bangladesh_Translation_Final-002.pdf

Key Considerations for Unified Just Transitions in Argentina

Nature of document	Guidelines
Scope of application	National – Argentina
Usage	Voluntary
Target Users	Public policy
Specificity	Energy Sector, Agriculture Sector, Forestry Sector
Elements covered	Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection

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.
Document Link	https://climatestrategies.org/publication/key-considerations-for-unified-just-transitions-in-argentina/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/01/Claves-para-un-abordaje-unificado-de-las-transiciones-justas-en-la-Argentina.pdf

State of Climate Action and the Scope for a Just Transition in Malawi

Nature of document	Guidelines
Scope of application	National – Malawi
Usage	Voluntary
Target Users	Public policy
Specificity	Agriculture Sector, Forestry Sector
Elements covered	Stakeholder consultation; impact assessment; social protection
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 centring the needs of vulnerable communities.
Document Link	https://climatestrategies.org/publication/state-of-climate-action-and-the-scope-for-a-just-transition-in-malawi/
Second Language (if available)	N/A

Challenges, Opportunities and Recommendations for a Just Transition in Laos

Nature of document	Guidelines
Scope of application	National – Laos
Usage	Voluntary
Target Users	Public policy
Specificity	Forestry Sector, Agricultural Sector
Elements covered	Impact assessment; social protection
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.

Document Link	https://climatestrategies.org/publication/challenges-opportunities-and-recommendations-for-a-just-transition-in-laos/
Second Language (if available)	https://climatestrategies.org/wp-content/uploads/2023/02/Challenges-Opportunities-and-Recommendations-for-a-Just-Transition-in-Laos_Lao.pdf

Exploring Just Transition in the Global South

Nature of document	Guidelines
Scope of application	International
Usage	Voluntary
Target Users	Public policy
Specificity	Broad
Elements covered	Impact assessment; stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
Short Summary	The guidelines consider the unique challenges and opportunities of a 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.
Document Link	https://climatestrategies.org/publication/exploring-just-transition-in-the-global-south/
Second Language (if available)	N/A

How to Engage Stakeholders in Just Transition Dialogues: Lessons learned from the South-to-South Just Transitions Network

Nature of document	Guidelines
Scope of application	International
Usage	Voluntary
Target Users	Public sector
Specificity	Broad
Elements covered	Stakeholder consultation/engagement
Short Summary	The summary 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. The summary provides actionable recommendations for those seeking to engage stakeholders in just transition discourses.
Document Link	https://climatestrategies.org/how-to-engage-stakeholders-in-just-transition-dialogues-lessons-learned-from-the-south-to-south-just-transitions-network/
Second Language (if available)	

Submissions from Oil and Gas Transitions (OGT)

Climate Strategies' [Oil and Gas Transitions](#) programme (OGT) creates evidence-based policy scenarios to accelerate just transitions from oil and gas dependency. This project (co-led with SEI) has been ongoing since 2021 and has increased support for socially-just oil and gas transitions in the North Sea, specifically in Denmark, Norway, and the UK. OGT's unique approach, which brings together diverse and sometimes conflicting stakeholders to co-create feasible pathways for policy action, pioneered an inclusive approach to oil and gas scenarios. These efforts have paved the way for a new focus on just transitions in the oil and gas sector in the region and generated policy impacts.

Lessons from Oil and Gas Transitions in the North Sea

Nature of document	Guidelines
Scope of application	International
Usage	Voluntary
Target Users	Public policy
Specificity	Energy (oil and gas) sector
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
Short Summary	These guidelines bring together insights from all parts of the OGT research in Norway, Denmark and the UK. The guidelines set out 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.
Document Link	https://oilandgastransitions.org/resources/reports/lessons-from-oil-and-gas-transitions-in-the-north-sea/
Second Language (if available)	N/A

Why wait until 2050? Exploring possible scenarios for phasing out oil and gas production faster than planned in the Danish North Sea

Nature of document	Guidelines
Scope of application	National – Denmark
Usage	Voluntary
Target Users	Public policy
Specificity	Energy (oil and gas) sector
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
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.
Document Link	https://oilandgastransitions.org/resources/reports/why-wait-until-2050/
Second Language (if available)	N/A

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?

Nature of document	Guidelines
Scope of application	National – Norway
Usage	Voluntary
Target Users	Public policy
Specificity	Energy (oil and gas) sector
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
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.
Document Link	https://oilandgastransitions.org/resources/reports/petroleum-transition-pathways-in-norway/
Second Language (if available)	N/A

Living in the present, making the future: UK scenarios for the phase-out of oil and gas

Nature of document	Guidelines
Scope of application	National – UK
Usage	Voluntary
Target Users	Public policy
Specificity	Energy (oil and gas) sector
Elements covered	Impact assessments; Stakeholder consultation/engagement; Economic diversification; Job creation; Training, re-training, retooling, and reskilling; Social protection
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.

Document Link	https://oilandgastransitions.org/resources/reports/living-in-the-present-making-the-future/
Second Language (if available)	N/A

Submissions from Coal Regions in Transition (CRIT)

The [Coal Regions in Transition \(CRIT\) initiatives for the EU](#) and the [Western Balkans and Ukraine](#) support key national stakeholders with the transition to a low carbon economy. CRIT provides support by connecting relevant stakeholders, establishing exchange programmes, providing tailored technical assistance, producing knowledge resources, and collaborating to facilitate knowledge sharing. The CRIT EU initiative was originally established by the EC's DG ENER in 2017, with the Ukraine and Western Balkans added in 2020. The Secretariats have been operated by a consortium including Ecorys, Wuppertal Institute, Climate Strategies, ICLEI and the Central Mining Institute.

Sustainable employment and welfare support toolkit

Nature of document	Tool
Scope of application	International
Usage	Voluntary
Target Users	Public policy
Specificity	Energy Sector
Elements covered	Training, Job creation, Stakeholder engagement, social protection, economic diversification.
Short Summary	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.
Document Link	https://energy.ec.europa.eu/topics/oil-gas-and-coal/eu-coal-regions/knowledge-products/sustainable-employment-and-welfare-support-toolkit_en
Second Language (if available)	N/A

Technology options toolkit: Transforming industries in coal regions for a climate neutral economy

Nature of document	Tool
Scope of application	International
Usage	Voluntary
Target Users	Public policy
Specificity	Energy Sector
Elements covered	Impacts assessments, Economic diversification, Job creation
Short Summary	This toolkit highlights technology options for coal regions in transition and identifies the technological developments that are likely in the future. The information provides decisionmakers 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.

Document 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
Second Language (if available)	

Submissions from the Economics of Energy Innovations and System Transition (EEIST)

The Economics of Energy Innovation and System Transition is a University of Exeter led project that develops cutting edge complexity-based modelling solutions to support government decision making around low-carbon innovation and technological change, aiming to facilitate a rapid low-carbon transition.

Socio-economic impact of coal transition in China: a regional challenge

Nature of document	Guidelines
Scope of application	National - China
Usage	Voluntary
Target Users	Public policy
Specificity	Energy Sector (fossil fuels)
Elements covered	Stakeholder consultation/engagement; Economic diversification; Job creation; Social protection
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.
Document Link	https://climatestrategies.org/publication/new-policy-briefs-from-the-eeist-project/
Second Language (if available)	N/A

Hidden Disparities on the Road the Net Zero: Identifying Areas of Opportunity and Risk

Nature of document	Guidelines
Scope of application	International
Usage	Voluntary
Target Users	Public policy
Specificity	Energy Sector (fossil fuels)
Elements covered	Stakeholder consultation/engagement; Economic diversification; Job creation; Social protection
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.
Document Link	https://eeist.co.uk/policybriefs/
Second Language (if available)	N/A

Climate Strategies

[Climate Strategies](#) is an international, not-for-profit research network with a Secretariat based in the UK and the Netherlands. Our international network includes some of the foremost thinkers and researchers on a range of multidisciplinary climate change topics. Climate Strategies enables its members and other researchers to place impact at the heart of their research. We catalyse climate action by providing robust evidence for decision-making and facilitating meaningful interactions between decision-makers and researchers.

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