



International
Labour
Organization

► Just Transition and NDCs

Leading the Change: How Workers, Employers, and Governments Drive a Just Transition through Social Dialogue

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Challenges for a Just Transition

Leading the Change: How Workers, Employers, and Governments Drive a Just Transition through Social Dialogue

Challenges to Just Transition in Barbados, Belize, and Jamaica

Limited **fiscal space** and **import/external sector reliance**

Growth and **capacity constraints**

Productivity stagnation

Financial access and awareness barriers

Vulnerable or **un-institutionalised climate policy** and **OSH** frameworks | Technical constraints

Social dialogue spaces not always institutionalised, convened, or effective (or not explicit JT)

Social protection needed advancements/coverage | vulnerable groups

Gender, youth, and rural disparities

Workforce composition – self-employment and informality

Inter-ministerial **coordination** weakness and slow policy implementation

Timely / relevant data

Skills gap is a main challenge highlighted

NDC involvement and inclusion of social partners + Labour voice

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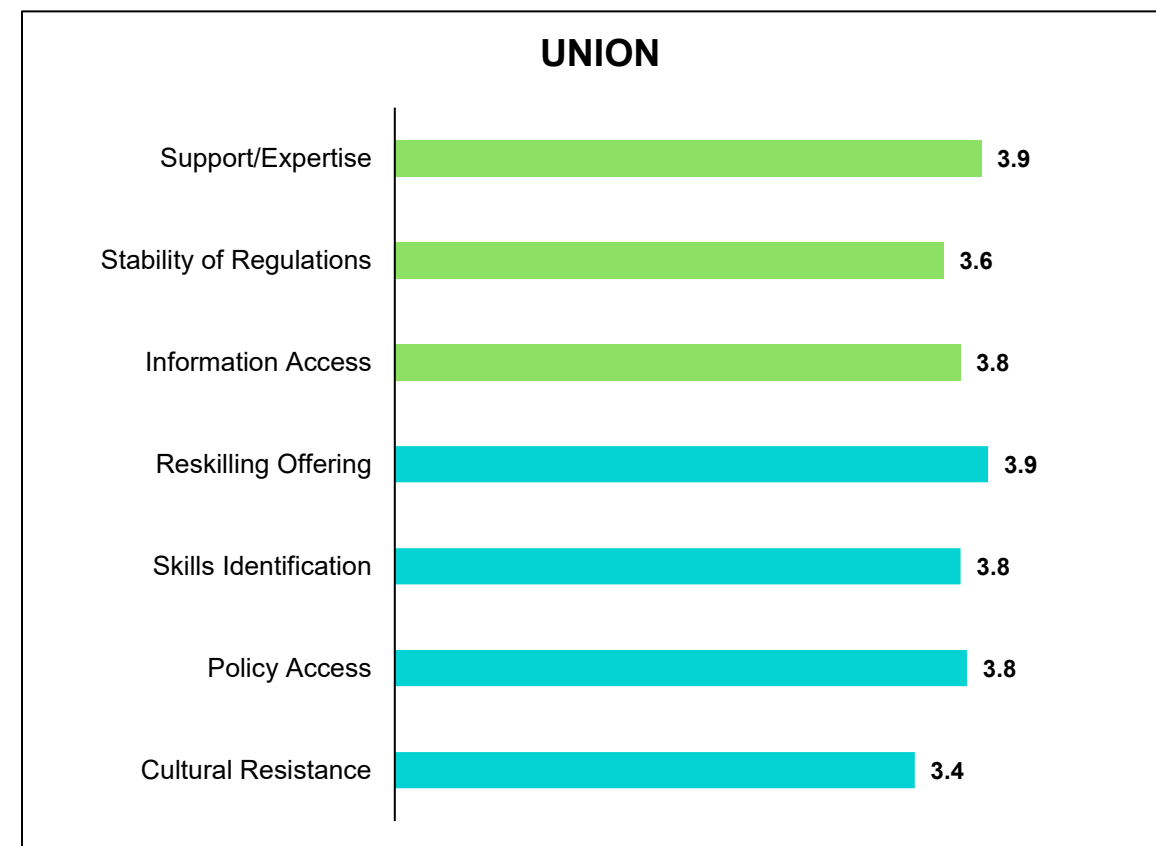
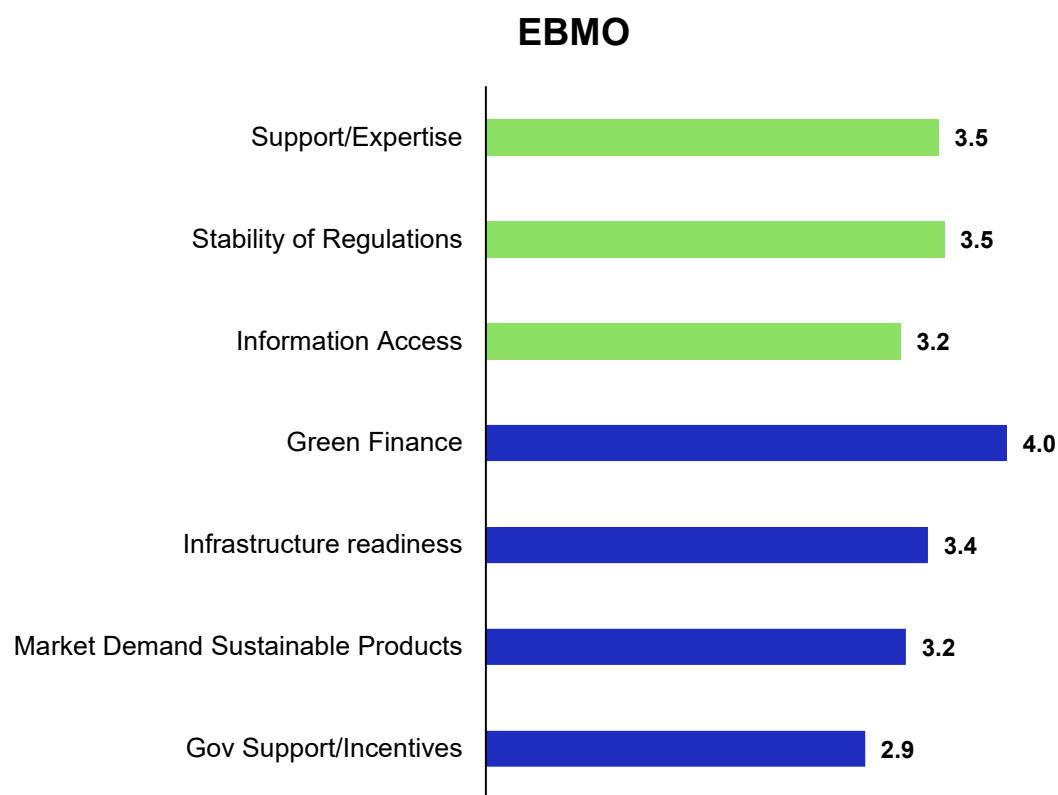
Skills gap is a main challenge highlighted

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Key Institutional and Policy Challenges

- 1 POLICY FRAGMENTATION**
Climate, labour, and economic policies developed in silos
Duplication and gaps limiting impact
- 2 LIMITED TECHNICAL AND INSTITUTIONAL CAPACITY**
Lack of expertise, resources for implementing
transition measures
- 3 WEAK SOCIAL DIALOGUE MECHANISMS**
Inconsistent engagement of employers' and
workers' organizations
- 4 DATA AND EVIDENCE GAPS**
Insufficient information on greenjobs and sectoral risks
- 5 FINANCING CONSTRAINTS**
Difficulties accessing climate finance and funding
for just transition
- 6 REGULATORY AND LEGAL GAPS**
Outdated labour and environmental legislation,
few legal frameworks
- 7 INCLUSION AND EQUITY BARRIERS**
Limited support for vulnerable groups such as
women and informal workers
- 8 COORDINATION ACROSS SCALES**
Alignment needed between regional] national efforts

Please rate the extent to which each of the following factors acts as an obstacle to transitioning toward a sustainable economy:



Scale: 1 (not an obstacle), 3 (moderate), 5 (very severe obstacle)

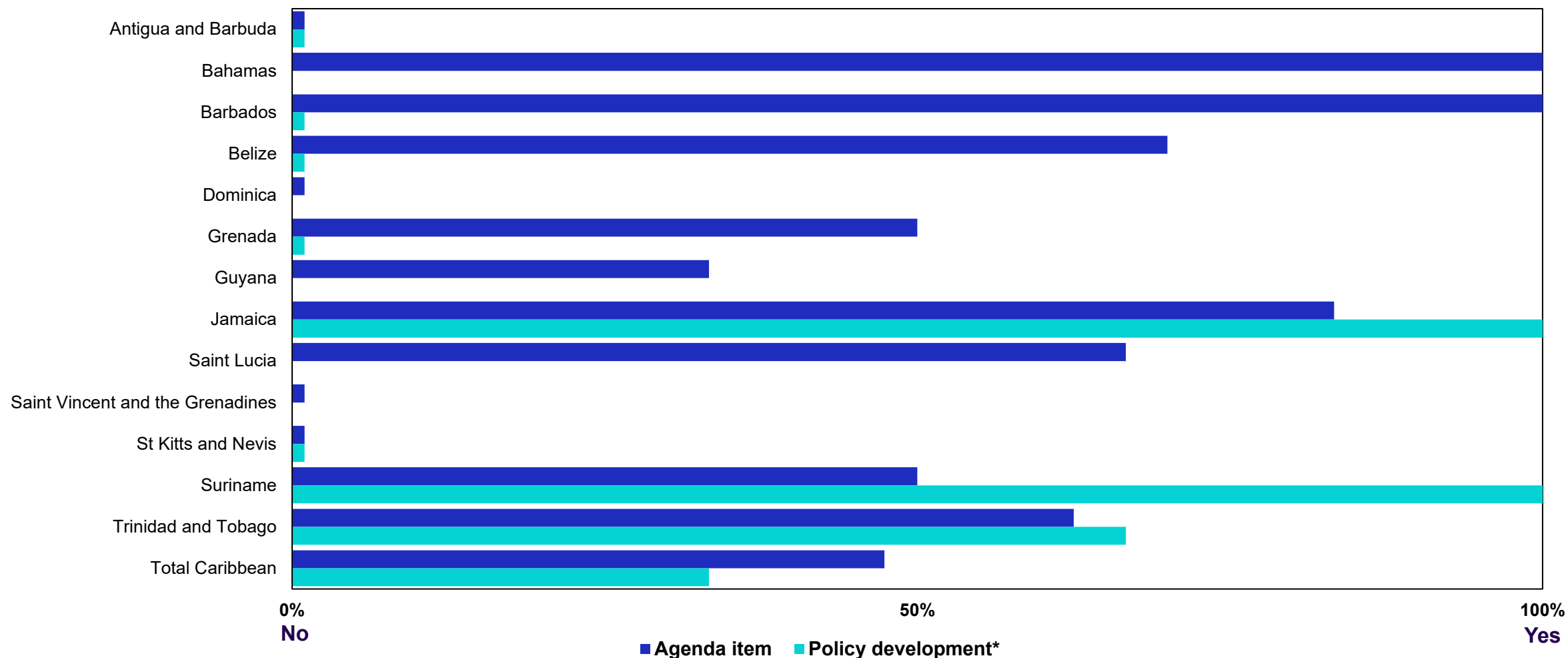
Has the transition to a sustainable, low-carbon economy been an agenda item for social dialogue?

Has the social dialogue institution been involved in the development of national or sectoral policies that support the transition?

Yes or No

Has the transition to a sustainable, low-carbon economy been an **agenda item** for social dialogue?

Has the social dialogue institution been **involved in the development** of national or sectoral policies that support the transition to a sustainable, low-carbon economy?



► Just Transition and NDCs

Opportunities for the Just Transition

Leading the Change: How Workers, Employers, and Governments Drive a Just Transition through Social Dialogue

Green and decent jobfæes



Renewable
energies



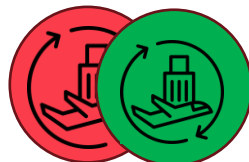
Bioenergy



Waste Mgt



Construction



Tourism



Transport



Blue economy



AFOLU



Others: Tech,
finance, insurance

Decoupling efforts from fossil fuel

Job Creation / Growing skill offering

Young population/NEET

Fiscal management

Innovative finance

**Engagement opportunities + ILO Just Transition
Programme +DWCP**

Implementation mechanisms: Policy + NDC

Shared bipartite JT vision



Shared Tripartite vision

Climate justice leadership and regional cohesion

Green and * Decent* Jobs

"Green jobs are, by definition, decent jobs that contribute to preserving and restoring the environment. They can involve producing goods or providing services that benefit the environment—for example, green buildings or clean transportation."

Identified opportunities

Energy: 1,500 new jobs by 2035 | 2024 RE = 14.4% of electricity generation

Transport: 89/126 public buses fleet is electric | Incentives | New skills needed

Blue economy: EEZ is 430 x Barbados land | Country's bet

Construction: Roof to Reefs | Current industry boom | NDC green codes

Waste: Strong landfill diversion (69%) | Bioenergy with UNDP | Water Reuse | Container Act to Recycling act?

Financial innovation: Debt to nature swaps -> 30% EEZ protection; 3% GDP to climate resilience, millions in debt conversion (\$> 200m) | Blue Green Bank and Barbados Environmental Sustainability Fund



Job Creation -Jamaica

- 26,000 new jobs [2050] and USD \$13.9 billion net benefits (not published) (LT-LEDS based)
- ILO/UNDP Green Economic Model Growth: 7,500 new jobs by 2030
 - Investments in green skills training (J\$3 billion), green technologies capital expenditures (J\$12 billion), and transport electrification (J\$14 billion) -> Service-sector, tourism, business, retail
- **AFOLU**, Energy, Transportation (2,000 EV buses by 2040) | Tourism (should)
- Refrigerant centres, waste management facilities, industry (e.g., low carbon cement)

Job Creation -Belize

- 30,000 new jobs [2050] from mitigation actions
 - ~20,000 agriculture and ~10,000 FOLU
 - Sustainable livestock and land management, agroforestry expansion, and reforestation.
 - **What risks these jobs have?**
 - Workers are outside and tend to work in informal/vulnerable conditions

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How familiar are you with the concept of a Just Transition to sustainable and low-carbon economies?

- 1 = Not familiar**
- 2 = Heard of it but not clear on details**
- 3 = Somewhat familiar**
- 4 = Very familiar**

Familiarity with Just Transition

Country	Government	EBMOs	Unions	Total (country avg.)
Antigua and Barbuda	2.0	3.0	3.0	2.7: <i>Heard of it to somewhat familiar</i>
Bahamas		2.0	2.0	2.0: <i>Heard of it</i>
Barbados	3.0	4.0	3.0	3.3: <i>Somewhat to very</i>
Belize	3.0	3.0	3.0	3.0: <i>Somewhat familiar</i>
Dominica		2.0	3.0	2.5: <i>Heard of it to somewhat</i>
Grenada	2.0	2.0	2.0	2.0: <i>Heard of it to somewhat</i>
Guyana			3.7	3.7: <i>Very familiar</i>
Jamaica	2.8		2.5	2.6: <i>Heard of it to somewhat familiar</i>
Saint Lucia		2.0	2.5	2.3: <i>Heard of it</i>
Saint Vincent and the Grenadines		3.0	1.7	2.3: <i>Heard of it</i>
St Kitts and Nevis	3.0			3.0: <i>Somewhat familiar</i>
Suriname	3.0	4.0	3.0	3.3: <i>Somewhat to very</i>
Trinidad and Tobago	3.0		2.3	2.6: <i>Heard of it to somewhat familiar</i>
Caribbean	2.7	2.8	2.6	2.7: <i>Closer to somewhat familiar</i>

Familiarity (respondent level)

- ☐ **Government: 2.8** (*closer to somewhat familiar*)
- ☐ **EBMOs: 2.6** (*Heard of it to somewhat familiar*)
- ☐ **Unions: 2.6** (*Heard of it to somewhat familiar*)
- ☐ **All: 2.7** (*closer to somewhat familiar*)

► Recommendations towards NDC 3.0

Recommendations

1. Institutionalise engagement in design, implementation, and monitoring.

Revamp climate change boards | Set working groups

Secure tripartite spaces/discussions (enterprise, labour, OSH, industrial growth, reskilling, Just Transition etc)

Supportive Policies from the ILO Guidelines on Just Transition

Social dialogue and tripartism policies	• Mechanisms and spaces exist/institutionalises • Active/inclusive role in policy formulation • Incorporation of environmental dimension in collective bargaining and agreements
Macroeconomic and Growth Policies	• Sustainable growth • Harmonizing growth with social and environmental goals and decent jobs • Investing public funds in the greening of the economy and jobs • Trade and investment policies
Industrial and Sectoral Policies	• Sectoral goals and incentives • Sectoral perspective (risks and opportunities; assessments)
Policies concerning companies (Enterprise policies)	• Favourable environment for sustainable businesses • Business resilience, especially for SMEs • Financial incentives, training opportunities, technical assistance
Skill Development Policies	• Labor skills development • Education, technical training, supply and demand gaps
Occupational Health and Safety Policies	• Identification and regulation of new risks • Adaptation of environments/conditions
Social Protection Policies	• Health services, income security, social services integrated with environmental policies • Innovative solutions to mitigate the impact of climate change on workers (e.g., transition support/protection)
Rights (e.g., labour, gender, inclusion)	• Promoting equitable outcomes • Fundamental principles and rights at work (includes health and safety) • International Labour Standards
Active Labor Market Policies	• Addressing unemployment caused by job losses, and support for at-risk communities • Effective and timely employment services • Identifying green jobs needs

Recommendations

2. Engage and become aware.

Build internal capacity (training, designated person, internalize in your operations)

Know the mechanisms that exist:

- Implementation plans (Belize, Jamaica)
- Long-Term Low Emission Strategies (Belize, Jamaica)
- Technology Needs Assessment and Action Plans (TNA + TAPs) (e.g., Jamaica)
- Biennial Transparency Reports (BTRs) (e.g., Belize)
- Green Climate Fund (GCF)
- Climate Investment Plans / Readiness Programs (e.g., Belize)

3. Bring labour, MSMEs, and Just Transition into the NDC.

Explicit targets for firms, workers, and sectors

- Who is being trained? How many? In what? When?
- Who is being supported? How? Is the support impactful/effective/inclusive?

Just Transition (first and last name) in the NDCs and supporting mechanisms.

Explicit actions/details related to the world of work

- Job gain/losses considerations and analysis (data!)
- OSH, skills, social dialogue, employment services, social protection, incentives, balancing administrative burden (EIA)

Make connections

- 4,000 electric buses | 15% private fleet -> jobs, incentives, burdens, losses

Relevant actions from Belize NDC 3.0 (Employers' perspective)

Targets and actions	Just Transition relevance
 Gender Equality, Disability and Social Inclusion (GEDSI)	Focus on vulnerable groups as cross-cutting action. Support women-led innovation ; expand GEDSI groups' access to climate finance; targeted incentives for renewables/EVs; at least 30% of capacity building in renewables/efficiency to include women, youth, and indigenous-owned businesses; identify job segregation in recycling; ensure GEDSI consultation in sectoral policies .
Loss and Damage	Proposed measures include crop insurance , integrated early warning systems , community-based capacity building (e.g., fire response), coastal buffer zones, post-storm repair systems , sectoral disaster relief planning, retrofitting infrastructure, and tailored financial instruments.
Electricity	Targets include: renewable energy 80% by 2035 of domestic electricity mix; distribution losses capped at 10% by 2030; Other business-relevant actions: financial schemes and support for rooftop solar PV in public/commercial/ residential buildings and energy-efficiency; expand solar water heating; enforce energy efficiency standards by 2026 ; provide business capacity building.
Transport	Target include: cut emissions, boost energy-efficient transport , and raise EV sales to 10% by 2035. Other business-relevant actions: create incentive schemes and expand public transport in tourism areas.
Waste	Relevant actions: raise recycling share by 10% by 2035; expand waste management coverage; adopt a circular economy legal framework ; assess waste-to-energy options .
AFOLU	Relevant actions: boost climate-smart/sustainable agriculture (CSSA) penetration (e.g., irrigation, solar, water retention) by 25% by 2035; promote sustainable practices and nature-based solutions ; conduct crop vulnerability assessments; expand sustainable forest management on private lands; skills/training in CSSA and agro-silvopastoral practices .
Coastal Zones and Marine Environments	Relevant actions: implement the revised Integrated Coastal Zone Management Plan and the Sustainable Ocean Plan; develop plan for seagrass adaptation .
Fisheries	Relevant actions: Develop sustainable fisheries management plan; build fisheries sector capacities on sustainable practices ; enable transition into sustainable non-fishing income streams ; and increase enforcement.
Aquaculture	Relevant actions: develop Aquaculture and Mariculture Management Plan with investment priorities and sector capacity building; evaluate creation of economic recovery financial instruments
Tourism	Goals: strengthen sector resilience and adaptation. Actions: conduct vulnerability assessments in key tourism areas; integrate private sector participation in coastal management ; establish remediation plans for environmental impacts; build capacity of tourism businesses; promote sustainable practices and standards ; disaster preparedness for private sector .
Human Settlements	Relevant actions: Develop a Land Use Policy; examine opportunities for grey, green and blue infrastructure constructions .

Sector/Area	Action connected to Just Transition - JAMAICA
 Cross-sectoral / Labour Market	• Commit to a just transition, ensuring fairness and equity for workers affected by the low-carbon shift. • Conduct stakeholder engagement and social dialogue to capture worker needs. • Promote decent employment, skills upgrading, and enhanced social protection for displaced or transitioning workers. • Aligns Just Transition framework with ILO's four pillars (employment, social protection, rights, social dialogue). • Implement measures and commitments related to green jobs. • Enable the private sector in supporting the creation of green jobs, skills-training programmes for the workforce, and mentorship schemes for youth.
 Education & Capacity Building	• Strengthen education, training, and public awareness. • Sector-specific programmes will be offered to train the relevant workforces in new technologies, and to sensitise them to alternative and integrated livelihoods • Promote climate education in schools. • Promote acquiring or developing new or updated skills. • Encourage gender-responsive training and inclusion in climate decision-making.
Energy & Transport	• Recognises that the transition to a low-carbon economy will also have an impact on the labour force in the country, particularly those working in fossil fuel-dependent industries. States will work to create opportunities for them to transition. • Promote training for renewable energy technologies and efficiency. • Train personnel on equipment safety and in the operation and maintenance of low-carbon infrastructure (e.g., 2,000 EV buses by 2040).
Agriculture & FOLU	• The NDC emphasises the importance of improving agricultural output, generating employment, increasing productivity, sustainably managing forest resources, and implementing adaptation strategies. • Support training and knowledge transfer for farmers on sustainable practices (e.g., farmer-field schools, climate-smart practices). • Aim to enhance livelihood security and food sector resilience. • Promote sustainable livelihoods for forest-dependent communities by enhancing their capacity to participate in sustainable forest management and benefit from forest resources.
Tourism	• Encourages sustainable tourism planning and considers the current workforce capable of implementing these practices.
Fisheries / Coastal Management	• Regulate, monitor, and enforce a reduction in overfishing and illegal fishing practices. • Increase the economic benefits from the sustainable use of marine resources, including through sustainable management of fisheries.
Health & Social Protection	• Ensure that workers have access to social protections, such as health care and retirement benefits. • Strengthen health system capacity to respond to climate-related risks. • Protect vulnerable communities and improve social resilience. • Effective social protection for all against poverty and other forms of vulnerability. • The government can consider establishing a social protection scheme to provide income support for workers who lose their jobs due to the transition. The scheme can also provide support for communities that are dependent on industries affected by the transition
Governance / Social Dialogue	• An LT-LEDS Committee with representation from ministries, the private sector, and other stakeholders have been established. Its mandate and composition can be changed to include other tripartite partners. • Establish mechanisms for stakeholder coordination, participation and information sharing among ministries, agencies, and non-state actors. • Promote participatory decision-making at national and community levels. • Ensure gender and social inclusion in climate governance.

Recommendations

4. Include your workplaces/companies/cities

- Science Based Targets initiative (SBTi) for companies (e.g., energy, industry, sugar, etc) (small and medium can apply).
- Global Covenant of Mayors.
- Put your name in the NDCs, in implementation plans, etc

► NDC 2.0 (2020/2021)

