

► Leveraging NDCs as a vehicle of a just transition in ambitious climate action

ILO's offer on strengthening NDCs for a just transition and decent work

Supporting countries' efforts through key levers of change

Why – a defining moment for delivering on climate goals and sustainable development through a just transition

The next round of Nationally Determined Contributions (NDCs) provides a pivotal opportunity to meet the goals of the Paris Agreement. Delivering a just transition and thus addressing the employment and social dimensions of climate action is a key enabler of climate ambition and a vehicle of sustainable development.

Addressing a just transition meaningfully in NDCs offers a crucial anchor to foster these goals.

- It provides a central entry point for coherence across different policy domains.
- It signals a clear commitment to inclusive and fair outcomes and processes to workers and employers and to stakeholders across society and it fosters broad-based support.
- It supports a whole-of-government, whole-of-society approach to climate action and to sustainable development.

As of 2024, 62 countries explicitly mentioned just transition in their NDCs (ILO, upcoming). Beyond explicit nominal references, mentions of relevant policy areas vary and they range from employment, skills, to social protection. Attention to just transition in NDCs has been growing over time but, it is also clear that there is scope for a widening and strengthening of the uptake.

As just transition is both about fair and inclusive processes outcomes as much as fair and inclusive outcomes. The uptake of social dialogue with workers' and employers' organisations is vital for building broad-based support and identify solutions that work for real economy actors. While there are some promising experiences, the use of social dialogue in NDC development and implementation is uneven. The new round of NDCs offer a key avenue to leverage social dialogue and to include broad engagement with stakeholders, with attention to those in vulnerable situations.

It is in this context that the ILO is seeking to step up support to countries in their efforts to include just transition in their revisions of their NDCs.

What – ILO's approach to addressing just transition in NDCs

Objective

The ILO seeks to assist countries in developing NDCs that

- i) are grounded in national priorities,

- ii) address social and employment impacts of climate change and climate measures,

- iii) offer actionable entry points,

- iv) are based on social dialogue and stakeholder engagement and

- v) pay attention to the needs of vulnerable groups.

Approach to country support

ILO's support is grounded in countries' contexts and priorities and leverages learnings and good practices across regions, captured in a range of tools and knowledge resources. It builds on ILO's experience on his assistance in addressing just transition and decent work in climate plans and on its long-standing expertise at the crossroads between the climate, employment and social policies. It draws upon its tripartite structure and unique relations with workers' and employers' organisations. It catalyses partnerships with other UN agencies and organisations to strengthen synergies and maximise impacts. ILO's assistance is based on the 2023 [International Labour Conference Resolution](#) and [the Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All](#) that were endorsed by ILO's 187 Member States.

ILO's approach is based on foundational elements that provide the grounds for an effective inclusion of just transition considerations in NDCs as well as thematic assistance in various policy areas.

ILO's approach to addressing just transition in NDC development is complemented by assistance on implementation, including through the development and operationalisation of just transition plans or frameworks, as well as thematic policy instruments. It is strengthened by global and regional knowledge development and sharing, including through an upcoming Just Transition Knowledge Gateway.

Levers of change

ILO's approach to country assistance on the integration of just transition in the NDCs works through key levers of change to help drive effective and inclusive policy design and implementation. These include:

- ✓ Country responsiveness through analysis and diagnostics
- ✓ Broad-based ownership through social dialogue and stakeholder engagement
- ✓ Drive towards implementation through strategic prioritisation and linkages with other policy instruments and frameworks

- ✓ Collaboration through partnerships with other organisations to leverage synergies and support coherence.

How – Country support: modalities and focus areas

Strengthening the foundations: cross-cutting support

Establishing a solid ground for integrating just transition in NDCs is essential for effective policy design and strengthens the basis for implementation and follow-up actions.

Rapid country-level analyses and diagnostics

A Rapid Situational Analysis for a Just Transition in NDCs is carried out. This is a relative quick and yet structured exercise mapping the country context and policy landscape to offer reflections on how to address a gender-responsive just transition in the NDC. It also serves to inform dialogue processes especially in their initial stages. The analysis builds on findings of relevant assessments on employment and distributional impacts of climate actions where these have been conducted. Depending on country context other relevant diagnostics may be leveraged to support NDC revisions.

Social dialogue

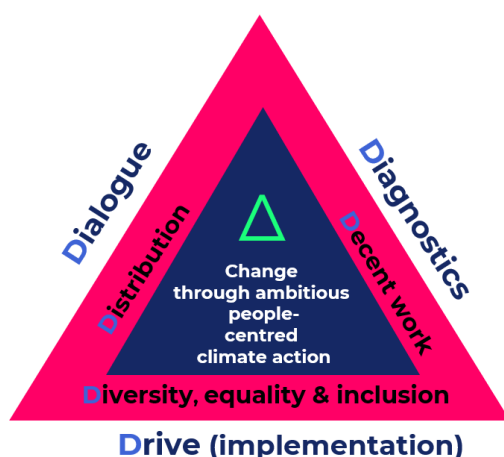
Social dialogue processes and mechanisms are leveraged and, as relevant, strengthened to inform NDC design and the inclusion of just transition considerations. This enables the voices of workers' and employers' organisations to be heard, it enhances the relevance of NDC actions to needs on the ground and it provides a basis for broad-based consensus on climate actions. Linkages with stakeholder engagement processes are sought and supported.

Capacity development

Tailored capacity development is delivered to different ministries, as well to workers' and employers' organisations to support meaningful engagement in NDC processes. The format may include joint and/or targeted trainings. It strengthens the understanding of employment, labour and other social dimensions of climate actions and of potential entry points to address them effectively in the NDC, with considerations for key areas such as skills, employment promotion, social protection, sustainable enterprise development, gender equality, inclusion and social dialogue. Capacity

development includes the sharing of learnings and good practices while adapting them to the country priorities and needs, and emphasizing coherence across relevant national policy areas.

► **The six Ds: key elements for an effective integration of just transition in NDCs towards ambitious people-centred climate action.**



- **Enterprise development and sustainable growth.** Measures include enhancing enabling environments and support systems for sustainable enterprises, with attention to specific needs of MSMEs, responsible business conduct, value chain development to support local economic diversification, and the growth of and transition to green sectors.
- **Social protection.** Focus areas include measures for strengthening and expanding social protection systems to contribute to climate change adaptation and support those adversely impacted by the transition.
- **Occupational health and safety.** Focus areas include considerations of the impacts of heat stress on workers' health and productivity, as well as risks associated with emerging green sectors and technologies.
- **Rights and International Labour Standards.** International Labour Standards and Fundamental Principles and Rights at Work are promoted to support climate action that enhances social equity and decent work.

Thematic support

Cross-cutting foundational support can be complemented by thematic assistance on key policy areas through the development of dedicated diagnostics, technical advice and capacity development. Illustrations of thematic support areas:

- **Investments for climate action and job creation.** Approaches include: leveraging climate investments in key sectors and in nature-based solutions to maximise gender-responsive decent work opportunities; orienting employment schemes towards climate goals with attention to the needs of groups in situations of vulnerability; leveraging employment policies and labour market institutions for climate action.
- **Skills development.** Focus areas include provisions for the reskilling and upskilling of workers affected by climate change and the climate transition, skills responses to address needs emerging from climate policies with attention to youth, women and other groups.

A global just transition gateway: complementing country-support with international knowledge sharing and assistance

Country support informs and is informed by ongoing work at the global level, particularly through a global Just Transition Gateway.

The Gateway will focus on just transition policies, tools, and promising practices, in addition to a help-desk function to provide demand-based orientation. It will generate and offer access to resources and country experiences, including an upcoming mapping of integration of just transition in NDCs, [case studies on addressing just transition in NDCs, LT-LEDs and NAPs](#), [just transition policy briefs](#) and other resources.

For further information please contact

romanc@ilo.org
ferreirac@ilo.org

ilo.org