



► Guidance Note 3.5: Mainstreaming a Just Transition towards Environmental Sustainability in ILO Evaluations

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This guidance note is part of Pillar 3 ► *Planning and designing evaluations*

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► 1. WHY IS THIS GUIDANCE NOTE NEEDED?

1.1 WHAT DOES THE GUIDANCE NOTE PROVIDE?

This guidance note provides a framework for integrating just transition principles into ILO evaluations. Just transition is a critical concept for ensuring equity in the shift towards sustainable economies and is integral to the ILO's mandate of promoting decent work, social justice, and sustainable development¹. The aim is to guide evaluators in systematically incorporating these principles across all evaluation stages, ensuring coherence with international standards and stakeholder priorities.

The guide emphasizes the importance of evaluating interventions not just for their primary targeted outcomes but also for how they contribute to a fair, inclusive, and sustainable transition. By focusing on key evaluation criteria—relevance, coherence, effectiveness, efficiency, orientation towards impact, and sustainability—it promotes a holistic approach to assessing just transition initiatives.

1.2 KEY AUDIENCE

The primary audience for this document includes ILO staff, evaluation managers, and external consultants involved in the evaluation of ILO's activities, especially those aiming to assess the socio-economic consequences of environmental change and the policy addressing climate and environmental change. Furthermore, the guidance aims to be useful for those involved in the design, implementation and evaluation of ILO interventions that may have environmental and social impacts, even if their focus is not primarily on these aspects.

1.3 ILO'S INCREASING EMPHASIS ON ENVIRONMENTAL AND SOCIAL SUSTAINABILITY

The ILO has made significant strides in promoting environmental sustainability. This includes the establishment of the Environmental Sustainability Policy (2016) and the Environmental Management System (EMS), which operationalizes this policy across ILO programmes and projects. Both documents were revised and updated in 2024. The ILO has integrated environmental sustainability as a key aspect of its strategic plan, using markers to evaluate the sustainability of its activities. The ILO is developing an Environmental and Social Sustainability Framework to align its work with broader UN environmental and social standards.

► 2. UNDERSTANDING JUST TRANSITION AND ITS IMPORTANCE

2.1 DEFINITION AND PRINCIPLES OF JUST TRANSITION

As defined by the International Labour Conference (ILC)², "A just transition promotes environmentally sustainable economies in a way that is inclusive, by creating decent work opportunities, reducing inequality and by leaving no one behind.

Just transition involves maximizing the social and economic opportunities of climate and environmental action, including an enabling environment for sustainable enterprises, while minimizing and carefully managing challenges. It should be based on effective social dialogue, respect for fundamental principles and rights at work, and be in accordance with international labour standards. Stakeholder engagement is also important."

2.2 WHY INCLUDE JUST TRANSITION IN EVALUATIONS?

Evaluations are crucial for assessing the effectiveness of interventions in achieving just transition outcomes, and for identifying areas for improvement. By including just transition in evaluations, the ILO can provide evidence and learning on whether initiatives are promoting decent work, social inclusion, and equity in the response to climate change and environmental degradation.

2.3 ALIGNMENT WITH ILO NORMATIVE AND TRIPARTITE MANDATES

The principles of just transition align with the ILO's normative and tripartite mandate, reinforcing its commitment to social justice and decent work. The ILO's normative framework includes conventions and recommendations that support just transition. These standards guide the development of policies and programmes that address environmental, social, and economic challenges. At the ILC 111th Session in Geneva in 2023, under [Resolution V](#), conclusions concerning a just transition were proposed for action by the ILO Director-General and consideration by the Governing Body. These addressed the following four areas in detail:

- The imperatives of a just transition towards environmentally sustainable economies and societies for all
- Guiding principles for a just transition for all
- The roles of governments and employers' and workers' organizations
- The role of the International Labour Organization.

1. The 2013 102nd International Labour Conference raised the importance of ILO's mandate to address green issues, including just transition.

2. At its 111th Session in 2023.

By integrating just transition principles, ILO evaluations can effectively support the Organization’s goals in promoting sustainable development, fostering tripartite social dialogue, and ensuring the inclusion of all stakeholders in decision-making processes. Underlying ILO principles in this area include social dialogue, Fundamental Principles and Rights at Work, gender equality, policy coherence, decent work, no one size fits all and fostering international cooperation.

2.4 ILO GUIDELINES ON JUST TRANSITION

The [ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all](#) (2015) serve as a framework for addressing the impacts of climate change and environmental degradation on workers and labour markets, particularly through its cooperation with governments and social partners. The Guidelines aim to mitigate challenges and leverage opportunities by supporting a fair transition through collaboration with governments, social partners, and other stakeholders.

Key areas of focus in the transition to environmentally sustainable economies include:

Opportunities for the world of work³:

- Net job creation through investments in sustainable production and consumption practices and natural resource management.
- Improved job quality and income via greener, more productive processes and services in sectors such as agriculture, construction, recycling, and tourism.

3. Guidelines for a just transition towards environmentally sustainable economies and societies for all. ILO Geneva. 2015, P5.
4 Op. cit. P5.
5. Manual for the ILO Guidelines for Just transition, ILO 2021. P9.
6. Details on each of the nine policy areas can be found [here](#).

Challenges:

- Economic restructuring leading to worker displacement, job losses, or creation of new jobs requiring skills not available among retrenched workers.
- Adaptation needs for enterprises and communities to mitigate asset, job and livelihood losses (or other adverse changes) and to reduce or prevent forced migration.⁴

Since the ILO Guidelines were produced in 2015, the ILO has promoted guidance material and tools linked to the detailed advice from Resolution V of the 111th ILC in 2023 (see annexure). For instance, to provide actionable guidance, ILO ACTRAV issued a Manual for the Guidelines on Just Transition in 2021, principally targeted at worker’s organizations. According to this Manual⁵, just transition has two main dimensions:

- **The process:** A managed transition with an effective and inclusive social dialogue at all levels to ensure just burden-sharing and societal support for ambitious policies and nobody is left behind.
- **The Outcome:** A resilient decarbonized economy fostering decent work for all, inclusive societies, and poverty eradication; whilst promoting environmental sustainability and addressing pollution, biodiversity loss and land degradation.

2.5 WHAT AREAS OF ILO’S WORK ARE COVERED BY JUST TRANSITION?

The ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all (2015) highlight nine policy areas which should be considered in a just transition

framework. Each area includes issues to be addressed by governments, workers’ and employers’ organizations, either independently or collaboratively. The nine areas⁶ are:

- Macroeconomic and growth policies
- Industrial and sectoral policies
- Enterprise policies
- Skills development
- Occupational safety and health
- Social protection
- Active labour market policies
- Rights
- Inclusive and effective social dialogue and tripartism.

Since the initial Guidelines were circulated, just transition has become a highly dynamic area within the sustainable development arena. The nine areas originally identified as relevant have greatly expanded to encompass gender and inclusion, disability and human rights, among others. Responding to these additional concerns, as of August 2024, the ILO has issued no fewer than 14 Policy Briefs on how its work relates to just transition.

Given the broad scope of policy areas potentially addressed by ILO interventions—particularly at the country level including through Decent Work Country Programmes—evaluation planning for these interventions should encompass an assessment of whether actions in any of the focus areas shown above incorporate a just transition perspective. Furthermore, such evaluations should analyse whether these actions have resulted in positive or negative impacts and identify areas for improvement.

Box 1: An example of project design relevant to just transition to environmental sustainability – insights from the evaluation report

The ILO project on Decent work in the garment sector supply chain in Asia ([RAS/18/05/SWE](#)) emphasized reducing the environmental footprint of production processes *by promoting cleaner technologies, climate-resilient policies*, and resource-efficient practices. For instance, tools like the Just Transition Toolkit were developed to provide guidance for stakeholders on environmentally sustainable practices, while *partnerships with initiatives* such as the UNFCCC’s Fashion Industry Charter for Climate Action helped *align the sector with global climate goals*. Through platforms like the Asia Garment Hub, the project *facilitated knowledge-sharing on environmental sustainability*, promoting the adoption of best practices across the region. It also organized workshops and supported research *initiatives*, such as those under the Textile Eco-Innovation Research Network, to further embed sustainable practices within the industry. The project worked directly with garment factories in target countries, implementing *pilot activities to demonstrate the effectiveness of sustainable measures*. These efforts were supported by capacity-building programmes aimed at *increasing stakeholders’ understanding of how environmental sustainability aligns with decent work principles*. These efforts were supported by capacity-building programmes aimed at increasing stakeholders’ understanding of *how environmental sustainability aligns with decent work principles*.

► 3. EVALUABILITY: INTEGRATING JUST TRANSITION IN PROGRAMME AND PROJECT CYCLES

3.1 TOOLS FOR MAPPING JUST TRANSITION CONTEXTS

Mapping the just transition context involves identifying relevant norms, stakeholders, and policy frameworks. Tools such as NORMLEX, stakeholder consultations, and participatory workshops involving the tripartite constituents can provide insights into baseline conditions and highlight areas for improvement. Key elements to map include:

- Relevant ILO conventions and standards.
- Social dialogue structures and practices.
- Policy gaps and opportunities for promoting a just transition for all (including analysis of the climate change and environmental policies).

3.2 APPLYING THEORIES OF CHANGE TO JUST TRANSITION

Theories of Change provide a roadmap for why and how interventions are expected to lead to desired outcomes. For just transition interventions, this includes addressing climate change and environmental degradation by creating decent work, enhancing social protection, and fostering inclusion. The Logical Framework can be conceived as covering specific aspects of the Theory of Change. Its data coverage is likely to enable evaluators to assess progress up to the output level of the ToC and provide guidance concerning the extent of progress towards outcomes. More detailed assessment of progress against that expected by the Theory of Change will enable evaluation of the likelihood of sustainability, scaling up and progress towards impacts.

Box 2: Aligning context and ILO’s work: a theory of change

The [Decent Work in the Garment Sector Supply Chains in Asia](#) project exemplifies the successful application of a Theory of Change (ToC) to tackle systemic challenges within the garment industry. The ToC serves as a comprehensive and structured roadmap, detailing how specific interventions lead to a progression of immediate, intermediate, and long-term outcomes. These include improved environmental compliance, enhanced workplace practices, and strengthened performance by garment manufacturers. By clearly connecting actions to desired results, the ToC underscores the project’s contribution to fostering sustainable practices and achieving meaningful just transition impacts that benefit workers, enterprises, and the environment alike. The relevant TOC can be found in Annex 2.

3.3 ALIGNING CONTEXT WITH LOGICAL FRAMEWORKS

Logical frameworks help organize project goals, activities, and outcomes. They answer:

- What do we want to achieve? (Outcomes)
- How will we achieve it? (Activities)
- How will we measure success? (Indicators)

Logical frameworks should be used to help align project activities and objectives with just transition principles and objectives. This ensures that all interventions are designed to achieve sustainable and equitable outcomes. Where available, the Logframe for an intervention will form an invaluable starting point to help build a monitoring and reporting system, ensuring that the LogFrame has been utilised both as a management and a monitoring tool, which can be readily accessed and interpreted by evaluators.

3.4 CONTRIBUTION OF LOG FRAMES AND TOCS

Evaluators should ensure that both Theories of Change and logical frameworks:

- Address climate change, environmental degradation, and/or include the social dimension of climate change and environmental policies.
- Address equity and social inclusion.
- Highlight the intervention’s role in fostering green jobs and reducing environmental degradation.

Box 3: Example of a logical framework relevant to just transition – insights from the evaluation report

The Green enterPRIZE Innovation & Development Project in Zimbabwe ([ZWE/17/01/SWE](#)) provides a good example of just transition principles being integrated within its logical framework. The project focused on creating 2,000 green jobs, supporting 150 sustainable SMEs, and improving gender equity and environmental outcomes.

The logical framework prioritized:

- Outcome Orientation: Goals included green job creation and enhancing working conditions in SMEs.
- Activity Alignment: Actions such as greening TVET curricula, a national green business competition, and SME capacity building supported these outcomes.
- Indicator-Based Monitoring: Metrics like the number of green jobs created and rate of female participation tracked progress effectively.

► 4. HOW TO MAINSTREAM JUST TRANSITION INTO ILO EVALUATIONS

4.1 WHAT ASPECTS OF JUST TRANSITION SHOULD AN EVALUATION COVER?

Evaluating the just transition effects of development programmes involves examining ultimately their impacts on equity, fairness, and inclusivity, particularly in the context of the transition to sustainable practices. The overarching principles expected to promote such a transition are outlined in eleven points of the ILC Resolution (2023), under its Section II, “Guiding principles for a just transition for all”. These principles are here adapted to form 10 areas of enquiry with key evaluation questions that can guide an assessment of the extent to which interventions have addresses just transition. These ten areas can be adapted to develop Key Evaluation Questions to be used in the Terms of Reference, implementation and reporting (see section 4.2).

Programme Design and Planning

- Were just transition principles for all⁷ (e.g., equity, inclusivity, and fairness) explicitly incorporated into the programme’s goals and design?
- Were potential adverse impacts on affected communities or worker groups identified and mitigated during the planning phase?

Economic Impact

- How has the programme affected job creation, job loss, or shifts in employment opportunities, particularly in carbon-intensive or otherwise environmentally harmful industries?
- Were alternative livelihoods provided for workers and communities impacted by the transition, in particularly those in the informal economy?
- Has the programme addressed income inequality and economic disparities in the target areas?

Social Impact

- How has the programme influenced social equity and inclusion, particularly for marginalized groups (e.g., women, youth, indigenous people, persons with disabilities and low-income communities)?
- Has the programme ensured equitable access to education, training, or upskilling opportunities for affected populations?
- What measures were taken to preserve or improve community well-being during the transition?

7. GB.335/INS/9

Environmental Justice

- How has the programme addressed environmental degradation or health issues in affected communities?
- Were environmental benefits or risks equitably distributed among stakeholders?
- Did the programme actively involve communities in environmental and climate change related decision-making processes?

Policy and Governance

- How effective were partnerships between governments, businesses, labour organizations, and civil society in supporting just transition efforts?
- Were policies or regulations adjusted to support equitable outcomes?

Monitoring and Adaptation

- What indicators were used to monitor the just transition impacts, and how effectively were they tracked?
- How adaptable was the programme to unforeseen challenges or emerging needs of affected communities?
- Were lessons learned documented and shared for continuous improvement?

Equity in Benefits

- Did the programme achieve an equitable distribution of benefits (e.g., access to clean energy, infrastructure improvements)?
- How were compensation and support measures allocated to adversely affected populations?

Long-term Sustainability

- How sustainable are the outcomes of the programme from a social, economic, and environmental perspective?
- Has the programme strengthened community resilience to future economic or environmental transitions?
- Were frameworks or institutions established to support long-term just transition goals?

Stakeholder Feedback

- What feedback do affected communities and workers provide about the fairness and inclusivity of the programme?
- Were grievance mechanisms accessible and effective in addressing complaints or conflicts?

Comparative Analysis

- What good practices or innovative approaches were identified that could inform future programmes?

By applying the 10 areas of enquiry outlined above, evaluations can holistically assess the effectiveness and fairness of development programmes in advancing a just transition. However, a preparatory analysis led by the evaluation manager is essential to determine the applicability of these areas to the specific ILO intervention under evaluation. This analysis will identify which areas are most relevant, based on the nature of the intervention’s activities and their alignment with the goals of a just transition. It will also be important during the evaluation phase to consider which of the potential areas of enquiry have appropriate monitoring data, which could support evaluation findings and conclusions.

Box 4: Evaluating with a just transition lens

An evaluation of a project conducted in Mexico ([MEX/21/01/RBS](#)) provides a comprehensive assessment of industrial and sectoral policies, a key policy area. The evaluation critically analysed sectoral studies in renewable energy, sustainable construction, water management, recycling, and food production, exploring the alignment of these sectors with green job creation and environmental goals. The evaluation assessed the impacts of policy interventions on workers and businesses, identifying positive outcomes, such as increased opportunities in renewable energy and construction, further noting gaps in policy implementation and enforcement. It also provided critical feedback on areas where policies had unintended negative consequences, such as inequitable access to green job training for marginalized groups and proposed targeted strategies for improvement. Through this approach, the evaluation identified actionable areas for improvement, including enhancing access to skills training, refining sector-specific policy incentives, and strengthening multi-stakeholder collaboration.

4.2 ADDRESSING THE THEMATIC EVALUATION FRAMEWORK THROUGH THE OECD-DAC EVALUATION CRITERIA.

An effective way of mainstreaming the 10 areas of enquiry on just transition into evaluations is through the DAC evaluation criteria. These criteria form the basis of Terms of Reference for virtually all evaluations of development interventions and are widely familiar both to specialist evaluators and to project, programme and policy level ILO officers. Furthermore, they provide a comparison framework across a huge range of interventions, notably through the use of a common scoring framework for each criterion.

The 10 areas of evaluation inquiry outlined in Section 4.1 can be integrated into the DAC criteria to ensure a streamlined yet thorough assessment. This approach enables the evaluation of the ILO's just transition performance by leveraging findings from the proposed key areas of inquiry.

Relevance and coherence

The evaluation of relevance and coherence in the context of a just transition should focus on the alignment of intervention activities with the principles of just transition, as outlined by the ILO Guidelines (2015) and other frameworks. Specifically, it should assess the degree to which interventions address the social, economic, and environmental dimensions of just transition and their responsiveness to the priorities of different stakeholders.

Examples of key areas to address include:

- To what extent does the intervention address the unique challenges and opportunities posed by the shift to a low-carbon, environmentally sustainable economy, particularly for vulnerable workers and communities?

- How well does the intervention align with ILO's relevant international labour standards, national climate change and environmental policies, and such global frameworks as the Paris Agreement?
- Does the intervention reflect the diverse priorities of stakeholders, including workers, employers, marginalized groups, and governments, ensuring no group is left behind in the transition process?
- Does the intervention prioritize inclusion by addressing gender disparities, youth employment, and the specific needs of indigenous populations and informal economy workers?

Effectiveness

- The evaluation of effectiveness in the context of a just transition should assess the degree to which interventions have contributed to promote policies that aim at achieving the core objectives of a just transition: decent work, social inclusion, and environmental sustainability; whilst mitigating negative impacts, such as job losses in carbon-intensive industries.

Examples of key questions include:

- Did the intervention contribute meaningfully to promote policies that aim at creating green jobs, enhancing skills development, and ensuring equitable outcomes in sectors undergoing transition?
- Were ILO mechanisms for social dialogue - ensuring the meaningful participation of workers, employers, and governments - effectively implemented and did they engage all stakeholder groups impacted by the transition?
- What progress has been made in establishing fair labour standards and social protection systems tailored to climate resilience and environmental sustainability goals?

- Did the intervention mitigate potential negative impacts of the transition on disadvantaged groups, such as job losses in carbon-intensive industries? What gaps remain in addressing these challenges?

Efficiency

- The evaluation of efficiency in the context of a just transition should examine how well resources were utilized to achieve green goals, and foster job creation in sustainable sectors, while ensuring that inclusivity and social justice were not compromised in the process.

Examples of key considerations include:

- Were funds allocated equitably to benefit stakeholder groups most affected by the transition, such as workers displaced by decarbonization efforts or those in vulnerable sectors?
- If the intervention required cost-saving measures, were these implemented in ways that did not disadvantage marginalized groups or compromise social justice outcomes?

Sustainability

- The evaluation of sustainability in the context of a just transition should assess whether policies are likely to have enduring effects that promote the creation of long-term green jobs and foster economic, social, and environmental resilience over time.
- Examples of key questions include:
- To what extent do the intervention's outcomes support long-term goals of a just transition, such as reducing greenhouse gas emissions, whilst safeguarding or boosting livelihoods?
- How effectively have stakeholders been empowered -through capacity-building, training, or policy frameworks - to sustain progress and adapt to future transition challenges?

- Are there robust institutional, financial, and policy mechanisms in place to ensure ongoing support for workers and communities most affected by the transition, enabling them to benefit from new economic opportunities in green sectors?
- Does the intervention promote resilience to future shocks, such as economic disruptions or climate-related crises, by building adaptive social protection systems?

Orientation towards impact

- The evaluation of orientation towards impact in the context of a just transition should focus on understanding the broader societal and environmental effects enabled by interventions and their alignment with just transition principles.
- Examples of key questions include:
 - Did the intervention contribute to systemic changes, such as integrating just transition into national development strategies or fostering sustainable industrial practices?
 - What transformative effects has the intervention promoted on labour markets, social equity, and environmental stewardship in transitioning economies? What factors suggest that these will be sustained?

How has the intervention supported such global goals as the Sustainable Development Goals (SDGs) and the Paris Agreement outcomes, especially those related to decent work (SDG 8), reduced inequalities (SDG 10), and climate action (SDG 13)?

Box 5: Example of targeted evaluation questions to just transition

The Green enterPRIZE Innovation & Development Project in Zimbabwe (ZWE/17/01/SWE), highlighted above, integrated just transition considerations into the evaluators' key questions. As part of its impact-oriented approach, the evaluation team assessed whether the project enhanced access to renewable energy in a socially and environmentally sustainable manner and whether it strengthened stakeholders' capacity to advance environmental and climate sustainability.

► 5. OPERATIONALIZING JUST TRANSITION IN EVALUATIONS

Bringing the evaluation framework and questions presented above into practice can be promoted through the following steps:

- i. Incorporate just transition principles into evaluation terms of reference (ToR). In particular, through adapting the standard concepts of the DAC Evaluation Criteria to cover just transition (See 4.2 above).
- ii. Consider using some Practical Tips for Data Collection and Analysis:
 - Engage stakeholders early in the evaluation process to ensure their perspectives are considered.
 - Use a mix of qualitative and quantitative methods to assess outcomes.
 - Place findings and analysis within appropriately constructed and supported Theories of Change, showing the intended contribution of just transition to overall results and progress and contributions of ILO operational programmes to just transition.
 - Ensure findings and recommendations align with ILO's mandate and global sustainability frameworks.
 - Ensure that findings and recommendations take account of the ILO Guidelines on just transition as well as the 2023 ILC Resolution V on just transition and other relevant ILO tools.

Box 6: A methodological approach to assess a just transition-related intervention

The evaluation (PAK/16/04/ITA) highlights an exemplary approach to improving occupational safety and health within the context of just transition and environmental sustainability. Environmental sustainability was explicitly assessed, particularly in relation to the adoption of Zig-Zag technology in the brick kiln sector, which aligned with just transition principles by addressing both environmental impact and worker health and safety. The methodology included surveys, focus group discussions, and key informant interviews, which explored how project activities enhanced occupational safety and health while reducing carbon emissions. These methods were designed to capture the interconnected effects of environmental improvements and labour conditions, ensuring that both immediate outcomes, such as reduced worker exposure to harmful emissions, and broader sustainability impacts, such as the scalability of green technologies, were analysed.

- iii. Build understanding within ILO in the field of just transition.
This Guidance Note is an early step in this process.
Operational teams should promote this process by compiling, analyzing and systematically disseminating evaluation findings covering just transition from their portfolio.

► **ANNEX I: ILO TOOLS AND RESOURCES WHICH CAN BE USED TO HELP EVALUATE JUST TRANSITION EFFECTS**

The ILO has developed several specific tools and guidelines to support just transition efforts. These can facilitate assessment of the extent to which labour, social, and environmental dimensions have been integrated into interventions targeting economic and social transformation. Some of the key products are shown below.

Guidelines for a Just transition towards Environmentally Sustainable Economies and Societies for All Description: The foundational document outlining the principles and framework for achieving a just transition. Key Features: - Provides a comprehensive framework for integrating decent work, social inclusion, and environmental sustainability. - Focuses on social dialogue, social protection, green jobs, and respect for labour rights. - Aligns interventions with global goals, including the Paris Agreement and the Sustainable Development Goals (SDGs). Application: Intended for use by governments, social partners, and stakeholders to design and implement policies that ensure fairness in transitions to sustainable economies.	Social Dialogue and Just Transition Toolkit Description: A practical guide to facilitating dialogue among governments, workers, and employers about transition challenges and solutions. The Toolkit, featuring reports, briefs, highlights, videos, and infographics, is centred on the chemical and pharmaceutical industries in Asia but can be adapted to other sectors and regions. Key Features: - Offers strategies to build consensus on transition policies. - Focuses on ensuring inclusivity, particularly for marginalized groups and informal workers. - Provides examples of successful social dialogue practices in different contexts. Application: Enables social partners to collaboratively design and monitor just transition strategies.	Skills for a Greener Future Report Description: A detailed analysis of skills requirements for green transitions. Key Features: - Identifies emerging skill needs in sectors transitioning to sustainable practices. - Highlights best practices in reskilling and upskilling for green jobs. - Includes country-level analyses and policy recommendations. Application: Guides education and training providers in preparing workers for green economy demands.
Green Jobs Assessment Model Description: A methodological approach developed by the ILO to provide national, quantitative estimates of the social, employment, environmental and economic impacts of alternative policy options. Key Features: - Quantitative Models: Assess the job creation potential of green economy policies in various sectors. - Employment Projections: Analyse job creation, displacement, and skills requirements during transitions. - Sectoral view: Offers a detailed representation of sectors, enabling nuanced comparisons between green and conventional industries. Application: Used by policymakers to assess and forecast labour market changes linked to environmental policies.	Decent Work and Climate Resilience Framework Description: A framework that links just transition to climate resilience and adaptation strategies. Key Features: - Focuses on promoting decent work in climate adaptation efforts. - Provides indicators to measure the effectiveness of climate-resilient labour policies. - Emphasizes social protection systems that respond to climate risks. Application: Helps policymakers incorporate labour considerations into climate resilience planning.	Just Transition Case Studies Description: A collection of real-world examples documenting successful just transition initiatives. Key Features: - Includes detailed analyses of country-level and sector-specific transition projects. - Highlights challenges, successes, and lessons learned. - Focuses on social dialogue, policy coherence, and green job creation. Application: Serves as a resource for practitioners to learn from past experiences and best practices.

► ANNEX II: A THEORY OF CHANGE FOR DECENT WORK IN THE GARMENT SECTOR SUPPLY CHAINS IN ASIA PROJECT

