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► Mapping just transition in NDC 3.0: global trends

Insights from 123 countries



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► Executive summary

The present report, "Mapping just transition in the new generation of NDCs: global trends" sets out a comprehensive analysis of how just transition considerations are integrated into the latest generation of Nationally Determined Contributions (NDC 3.0) submitted under the Paris Agreement. Covering 123 countries that had submitted updated NDCs by November 2025, the study builds on an earlier global mapping and tracks changes between NDC 2.0 and NDC 3.0 of the same set of countries using a consistent analytical framework grounded in the ILO Just Transition Guidelines.

The findings show a marked increase in both the visibility of just transition and the attention given to the concept. Explicit references to "just transition" appear in 79 per cent of NDC 3.0 submissions, up from 50 per cent in the previous cycle, with many countries moving beyond single mentions to multiple references or dedicated sections. Employment-related considerations are now widespread, with 90 per cent of NDCs referencing employment and giving growing attention to green jobs and decent work. Social inclusion and equity are also more prominent, appearing in over three quarters of NDCs.

Beyond conceptual acknowledgement, the report highlights a shift towards more action-oriented provisions. Over half of NDCs now reference follow-up mechanisms or institutional arrangements for just transition, while mentions of explicit resource allocation has risen to 26 per cent. Mentions of international cooperation related to just transition have also increased.

The coverage of policy areas central to a just transition has broadened significantly. Skills, social protection, and enterprise development, appear in a majority of NDCs, although uptake varies by region and income level. Skills and social protection show especially strong growth. Human rights or labour rights are mentioned in over half of the NDCs. References to occupational safety and health and social dialogue have increased considerably but are less consistently addressed and represent scope for greater uptake.

The analysis of groups mentioned in NDCs reveals wide recognition of differentiated impacts, with women, youth, indigenous peoples, and rural populations frequently referenced. The analysis of NDCs is complemented by an overview of demand for international support based on data from the NDC Partnership. Among the countries requesting support through the NDC Partnership, 79 per cent requested support on issues related to just transition, with a more than a 14-fold increase between 2021 and 2024.

The priority now is to turn just transition commitments into tangible, adequately financed and well-coordinated implementation, rooted in national realities and driven by meaningful social dialogue and stakeholder engagement.



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1. Introduction

Advancing a just transition to environmentally sustainable economies and societies for all is essential for meeting climate goals while creating decent work, promoting social justice, reducing inequalities and supporting sustainable development and poverty eradication. A just transition aims to steer change in ways that expand opportunities and ensure that no one is left behind in the shift to low-emission and climate-resilient pathways.

The NDCs under the Paris Agreement are a central vehicle for advancing just transition. They enable countries to signal climate ambition, while also setting out how employment and broader socioeconomic dimensions will be addressed in climate strategies and their implementation. In recent years, just transition has gained increasing visibility as a growing priority in many countries and in international processes, in particular under the United Nations Framework Convention on Climate Change (UNFCCC) and its United Arab Emirates just transition work programme, and with the endorsement of the [ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all](#) by the 187 ILO Member States at the International Labour Conference in 2023. In the past two years, the ILO, as part of the UN system and the NDC Partnership, has been stepping up efforts to support countries in integrating just transition in NDCs. The series of mappings of just transition in NDCs has formed part of the knowledge development component of this undertaking. It complements a practice brief [on integrating just transition in NDCs](#) and thematic NDC guidance notes on [skills](#), [enterprises](#) and [social protection](#), which are based on a qualitative review and case studies.

The earlier global mapping of just transition in NDCs, published in 2024, provided a baseline overview of how just transition and related considerations were reflected in the most recent NDCs (up until July 2024). It examined 193 NDCs, using a set of variables and keywords derived from the ILO Guidelines for a just transition,

and highlighted emerging patterns, gaps and opportunities for strengthening just transition provisions in future NDC updates. That mapping pointed to a significant – but still uneven – overall uptake of just transition, and underscored the importance of the upcoming NDC 3.0 cycle as a critical opportunity to strengthen and implement just transition commitments.¹

The present report sets out a new global mapping of just transition in NDCs, focusing on the latest generation of NDCs (NDCs 3.0). It builds directly on the baseline established in the first mapping and tracks how references to just transition and related concepts have evolved between successive NDC rounds. At the time of this analysis, 123 countries had submitted a new or updated document by 30 November 2025. All comparative figures in the present report between NDCs 2.0 and NDCs 3.0 are based on the submissions from those 123 countries.

The analysis continues to draw on the ILO Guidelines for a just transition as its conceptual anchor. It examines:

- The uptake of key terms and concepts related to just transition, including explicit references, and references to employment, green jobs, decent work, social inclusion and social equity;
- The extent to which NDCs articulate follow-up mechanisms and institutional arrangements that can support a just transition, including strategies, policies, institutions, financing and international cooperation;

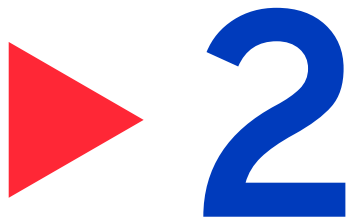
- References to policy areas that are central to just transition, including enterprise development, skills, occupational safety and health, social protection and public work programmes, active labour market policies, rights, social dialogue and macroeconomic and industrial policies;
- The coverage of different target groups, such as women, young people, workers in high-emission industries, low-income communities and indigenous peoples.

As with the first global mapping, the present report provides a high-level assessment of how just transition and related elements are integrated into NDC texts. It focuses on the presence of references and broad patterns, rather than assessing the quality or implementation of commitments on the ground. The findings are intended to inform policymakers, social partners, civil society, development partners and researchers about the extent to which just transition is currently integrated in NDCs 3.0, to support future efforts to strengthen the

employment and social dimensions of climate policy, and to provide a snapshot of just transition commitments that need to be put into effect. An overview of the state of play and of trends in demand for country support for just transition, is provided based on data relating to the NDC Partnership. It should be noted that an update of the mapping will be produced when additional countries submit their NDCs 3.0.

The report is structured as follows. Section 2 summarises the methodology used for the mapping. Section 3 presents key trends in the integration of just transition and related notions in NDC 3.0. Section 4 examines the presence of provisions for follow-up mechanisms and institutional arrangements or other action-oriented provisions on a just transition. Section 5 reviews references to policy areas linked to the ILO Guidelines on a just transition. Section 6 analyses the mentions of different target groups. Section 7 presents some data and trends on demand for country support. Section 8 concludes with highlights and observations.





2. Methodology

The present report applies the analytical framework developed for the first [global mapping of just transition in NDCs](#), published in March 2025, to the new generation of NDCs (NDCs 3.0). To ensure comparability, all trend analyses use a balanced sample of 123 countries for which both NDCs 2.0 and NDCs 3.0 are available. This avoids the risk of conflating changes in content with changes in country coverage, and enables the analysis to track how references to a just transition evolve between rounds for the same countries. As in the first mapping, European Union (EU) Member States are treated individually. The list of countries analysed is included in Appendix I (Countries). The terms NDCs 3.0 and NDCs 2.0 are used as shorthand to refer, respectively, to the newest round of submissions (with a cut-off date of 30 November 2025) and the former round of submissions (with a cut-off date of 12 July 2024).

The present mapping applies the same set of variables used in the analysis of NDC 2.0 to the latest NDC submissions, covering explicit just transition references, employment and social dimensions, follow-up mechanisms, and relevant policy areas and target groups. In addition, some new variables were added, relating in particular

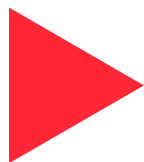
to gender, and to macroeconomic and sectoral policies linked to a transition.

In this mapping, the analysis combines the manual coding framework used in the previous NDC mapping exercise with a large language model (LLM)-assisted coding pipeline, which is calibrated against the NDCs 2.0 dataset and systematically reviewed by analysts. This approach preserves conceptual consistency while increasing coding transparency and the scope and speed of document review. All coding results were checked for consistency and supported by quotations from the extracted text.

Regional and income-group comparisons follow the ILO and World Bank classifications. As the report focuses on 123 countries, some regional and income groups include a smaller number of NDCs than those in the previous exercise.² In line with the previous mapping, the analysis focuses strictly on NDC texts, meaning that the just transition policies articulated in other policy documents are only included when explicitly summarized in the NDC.

More information on the coding framework, variables, LLM calibration process and quality-assurance steps is provided in Appendix II (Methodology).

² In particular, the Arab States group and the low-income country group each include only five countries in this mapping. As a result, percentage-based comparisons for these groups should be interpreted with caution, as results are highly sensitive to small changes in the underlying data.



3

79%

3. Integration of just transition and related notions

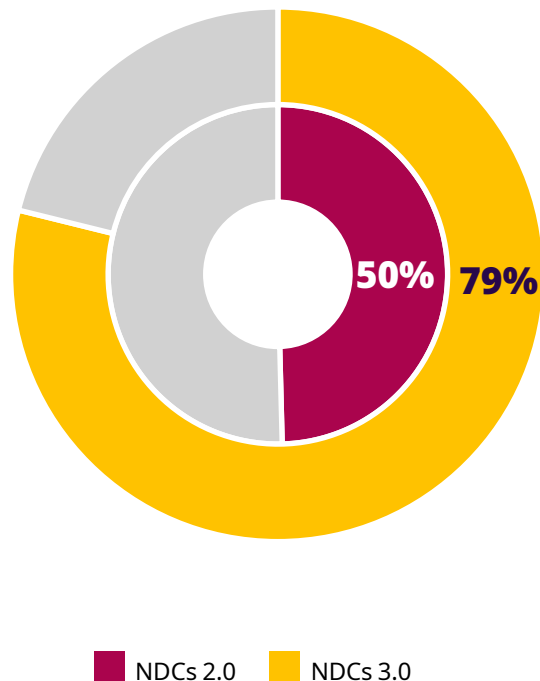
3.1. Explicit references to just transition and dedicated sections

A first step in assessing the extent to which just transition has been integrated by countries into their NDCs is to look for explicit references to the term “just transition”. This will provide some indication on how far the concept has been taken up and embedded in climate planning. Among the countries analysed, 97 (79 per cent) include explicit references to just transition, up from 50 per cent in their previous NDCs.

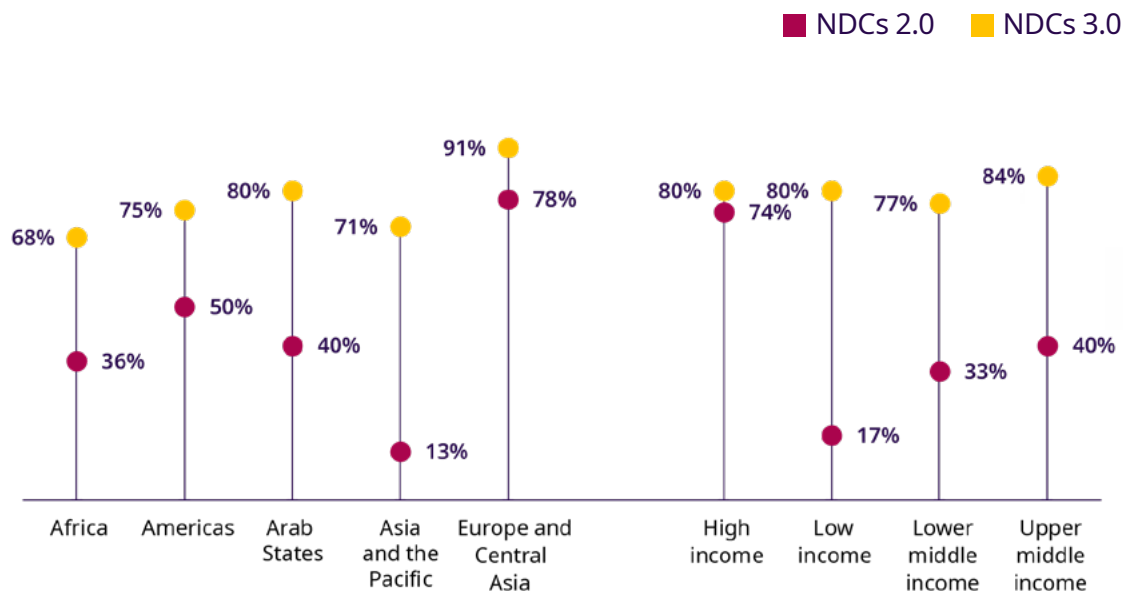
There has been an increase in the use of the term across all regions and income groups. The proportion of NDCs 3.0 with explicit references is highest in Europe and Central Asia (91 per cent), followed by the Arab States (80 per cent), the Americas (75 per cent), and Asia and the Pacific (71 per cent). Africa also shows a marked increase, rising from 36 per cent of NDCs 2.0 to 68 per cent of NDCs 3.0.

References are now present in most NDCs across all income groups: 84 per cent of upper-middle-income countries, 80 per cent of high-income and low-income countries, and 77 per cent of lower-middle-income countries explicitly mention just transition in their NDCs.

► Explicit references to just transition

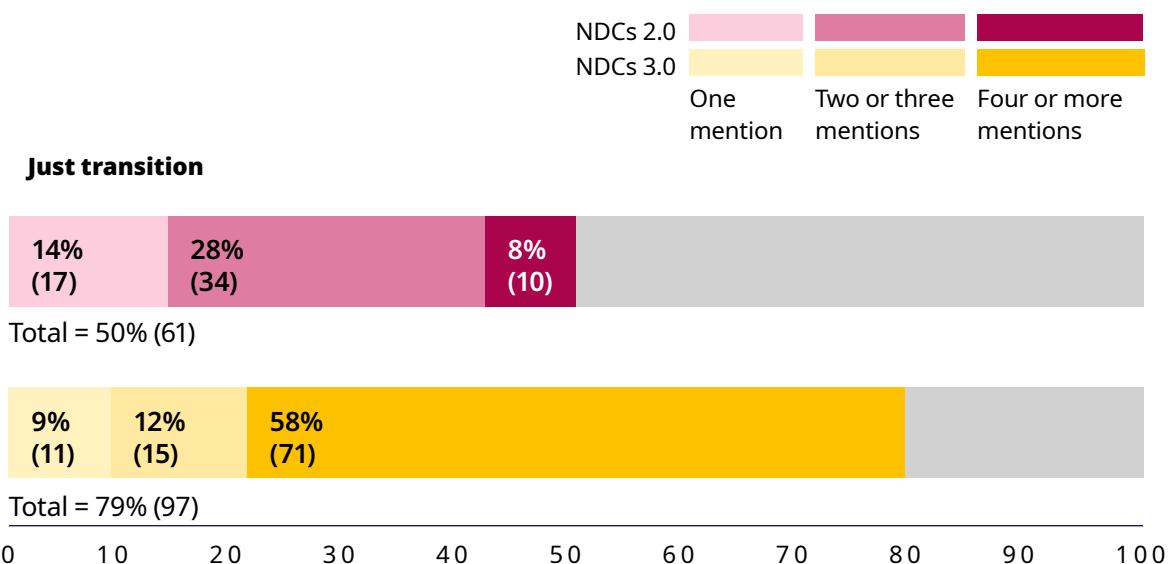


►Figure 1. NDCs with explicit references to just transition, by region and country income level and region (percentage)



An important dimension of assessing the uptake of the term 'just transition' goes beyond its overall integration and considers the attention given to the concept by, for example, looking at the frequency with which the term appears. A growing share of NDCs move beyond single mentions: while only 10 countries included four or more references in the second round, 71 countries now mention "just transition" four or more times.

►Figure 2. NDCs grouped by number of references to just transition



The inclusion of dedicated sections on just transition is also an indication of the prominence of the topic. The inclusion of such sections was rare in NDC 2.0 submissions, appearing in only a small share of the NDCs analysed (nine NDCs or 7 per cent). In the third round, however, the number of NDCs with a dedicated just transition section has increased (35 NDCs or 28 per cent).

3.3. Employment and decent work

Employment and decent work are central pillars of a just transition. A greater number of NDCs 3.0 include job-related considerations.

References to employment now appear in 111 NDCs (90 per cent), with a notable rise in integration: 65 countries (53 per cent) mention employment four or more times, compared with 38 (31 per cent) in NDCs 2.0. Forty NDCs 3.0 (33 per cent) include two or three mentions, and 6 (5 per cent) include a single reference.

References to green jobs – previously relatively limited – have also increased. In NDC 2.0, only 23 countries (19 per cent) referenced green jobs, whereas in NDCs 3.0, 40 countries (33 per cent) mention the concept once, 15 (12 per cent) mention it two or three times, and 29 (24 per cent) include four or more references.

References to decent work, which were comparatively scarce in NDCs 2.0, have similarly increased. In NDC 2.0, only 18 countries (15 per cent) mentioned decent work. In NDCs 3.0, 12 countries (10 per cent) include one reference, 15 (12 per cent) include two or three references, and 13 (11 per cent) mention decent work four or more times, with a total of 40 (33 per cent) countries including references to decent work.

► **Figure 3. NDCs grouped by number of references to employment, green jobs and decent work (and related concepts)³**

	One mention	Two or three mentions	Four or more mentions
NDCs 2.0			
NDCs 3.0			

Employment



Total = 63% (77)

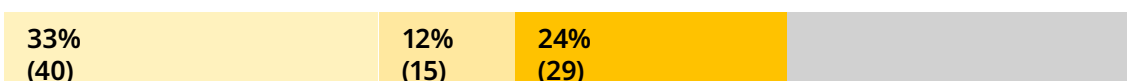


Total = 90% (111)

Green jobs



Total = 19% (23)



Total = 68% (84)

Decent work



Total = 15% (18)



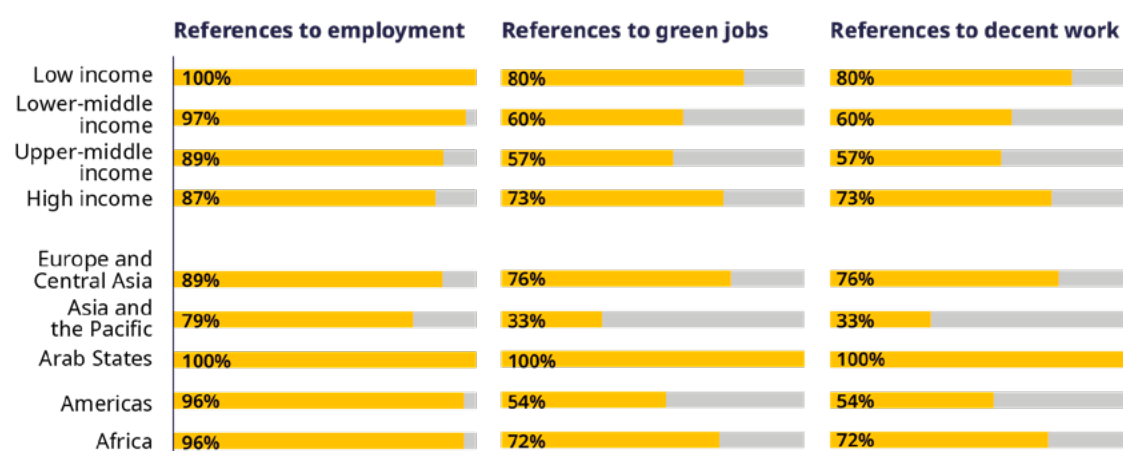
Total = 33% (40)

0 10 20 30 40 50 60 70 80 90 100

Figure 4 illustrates the extent to which references to employment, green jobs, and decent work appear across income groups and regions in NDCs 3.0. References to employment are consistently frequent, ranging from 87 per cent in high-income countries to full inclusion in the five low-income countries included in the analysis.

Mentions of green jobs show greater variation, from 33 per cent in Asia and the Pacific to 100 per cent in the Arab States. References to decent work range from 57 per cent in upper-middle-income countries to 80 per cent in low-income countries, and from 33 per cent in Asia and the Pacific to full inclusion in the Arab States.

► **Figure 4. NDCs 3.0 with references to employment, green jobs and decent work, by country income level and region (percentage)**



3.4. Social inclusion, social equity and gender

Social inclusion and social equity are central to achieving a just transition, ensuring that climate action supports fair outcomes and avoids exacerbating inequalities. In NDCs 3.0, references to social inclusion and social equity have notably increased. Of the NDCs analysed, 95 (77 per cent) now include at least one reference to social inclusion, social equity or related concepts, up from 62 (50 per cent) in the previous round.

Integration has also grown. While only eight (7 per cent) of the countries analysed mentioned these concepts four or more times in NDCs 2.0, 36 countries (29 per cent) now include four or more references, and 45 (37 per cent) mention them two or three times.

► **Figure 5. NDCs grouped by number of references to social inclusion, social equity or related concepts**

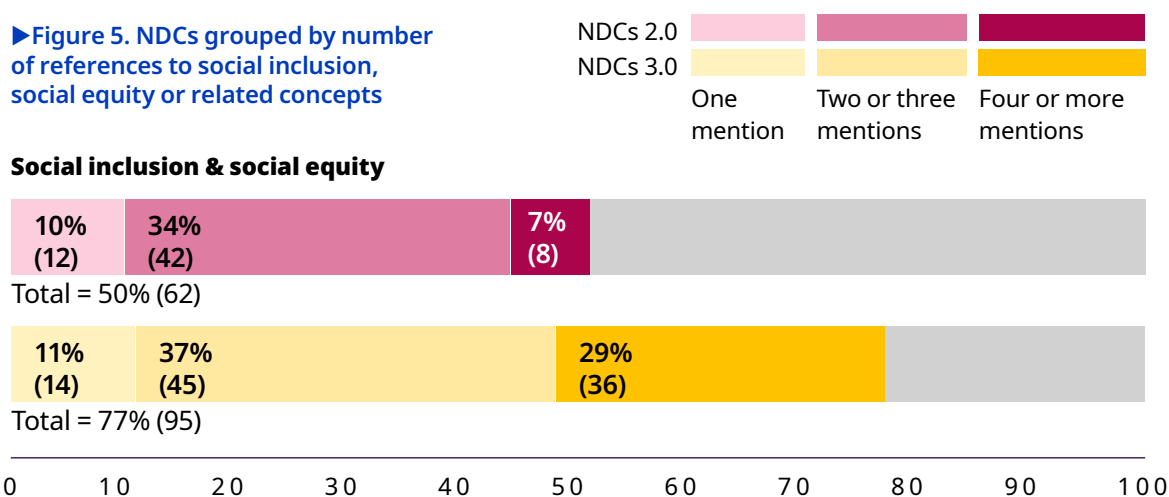
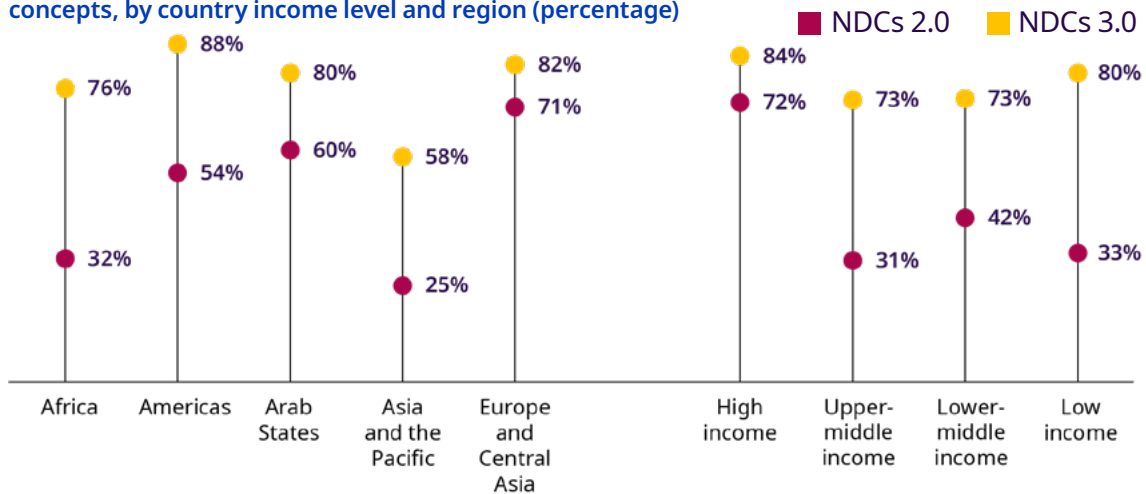


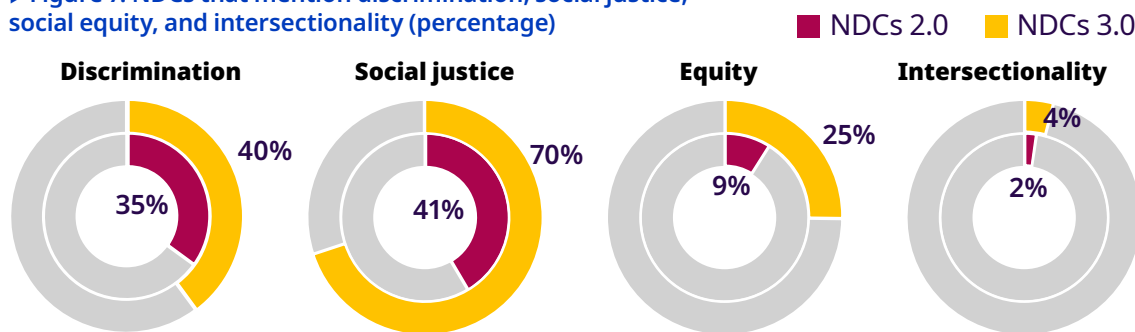
Figure 6 shows that references to social inclusion and social equity are now widespread across regions and income groups. Increases appear across all income categories and regions.

►Figure 6. NDCs with references to social inclusion, social equity or related concepts, by country income level and region (percentage)



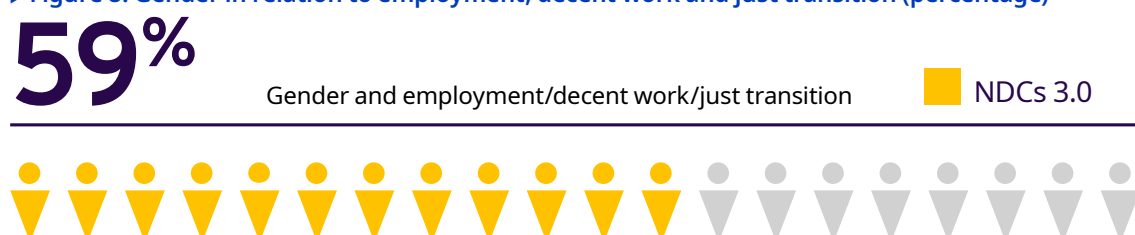
The prevalence of specific terms has also changed. Mentions of discrimination and social justice have increased, now appearing in 40 per cent and 70 per cent of NDC 3.0 submissions respectively – up from 35 per cent and 41 per cent in NDC 2.0 submissions. References to equity have also grown (from 9 per cent to 25 per cent), while mentions of intersectionality, though still comparatively low, have doubled from 2 per cent to 4 per cent.

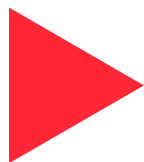
►Figure 7. NDCs that mention discrimination, social justice, social equity, and intersectionality (percentage)



An important but often under-analysed aspect of how gender is integrated in NDCs is the uptake of gender in direct relation to the term “just transition”, or to decent work or broader employment considerations. This is a new variable that was not explicitly addressed in the previous mapping. In NDC 3.0, 59 per cent of the submissions include such references, signalling a recognition that climate change and climate policies shape labour market and socio-economic outcomes differently for women and men, and reflecting the inclusion of elements ranging across gender equality in a just transition, women’s economic empowerment, decent work and gender equality considerations, and gender-sensitive measures to strengthen economic resilience.

►Figure 8. Gender in relation to employment, decent work and just transition (percentage)





4

4. Follow-up mechanisms, institutional arrangements and other dedicated action-oriented provisions for a just transition

Follow-up mechanisms and institutional arrangements, alongside finance and international cooperation, are critical to paving the way for the implementation of just transition commitments. Follow-up and institutional arrangements in relation to just transition include specific mechanisms and instruments such as dedicated task forces, strategies or coordination bodies, rather than follow-up actions within individual thematic areas. These are now referenced in 51 per cent of NDCs, indicating a significant shift toward more action-oriented provisions focused on just transition.

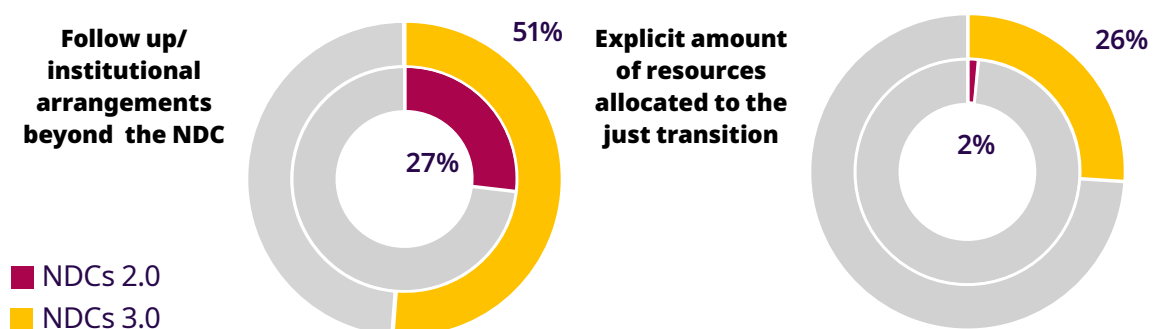
The increase is greatest among high-income countries (71 per cent) and upper-middle-income countries (49 per cent). With substantial increases across all regions, the Europe and Central Asia region (82 per cent) shows a particularly strong integration of follow-up mechanisms.

References to the explicit allocation of resources for a just transition – meaning cases where the NDC indicates a specific amount of funding rather than making general references to financial needs – although present in a minority of NDCs, have grown considerably, rising from 2 per cent in NDC 2.0. In NDC 3.0, 26 per cent of NDCs explicitly mention resource allocation, whether in the

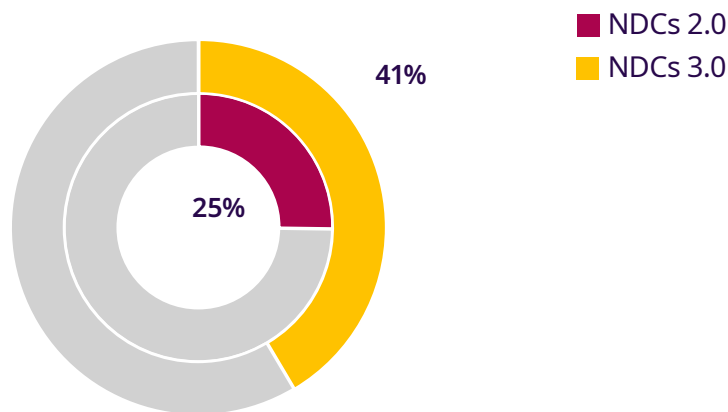
form of financial commitments, budget lines or designated funding channels.

Mentions of international cooperation for just transition have expanded from 25 per cent in NDCs 2.0 to 41 per cent in NDCs 3.0, with an uneven uptake. These references include technical assistance, capacity-building partnerships, and bilateral or multilateral cooperation. The NDC 3.0 submissions reveal a varied uptake across income levels, with references to international cooperation found in 67 per cent of high-income countries. Regionally, references are highest in Europe and Central Asia (73 per cent).

► Figure 9. NDCs with action-oriented elements on just transition (percentage)

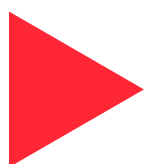


Mentions of international cooperation related to the just transition



► Figure 10. NDCs with action-oriented elements on just transition by country income level and region (percentage)

	Follow up/institutional arrangements beyond the NDC	Explicit amount of resources allocated to the just transition	International cooperation related to the JT
Low income	20%	0%	0%
Lower-middle income	37%	0%	27%
Upper-middle income	49%	14%	32%
High income	71%	58%	67%
Europe and Central Asia	82%	62%	73%
Asia and the Pacific	38%	0%	21%
Arab States	0%	0%	40%
Americas	42%	13%	29%
Africa	28%	4%	16%

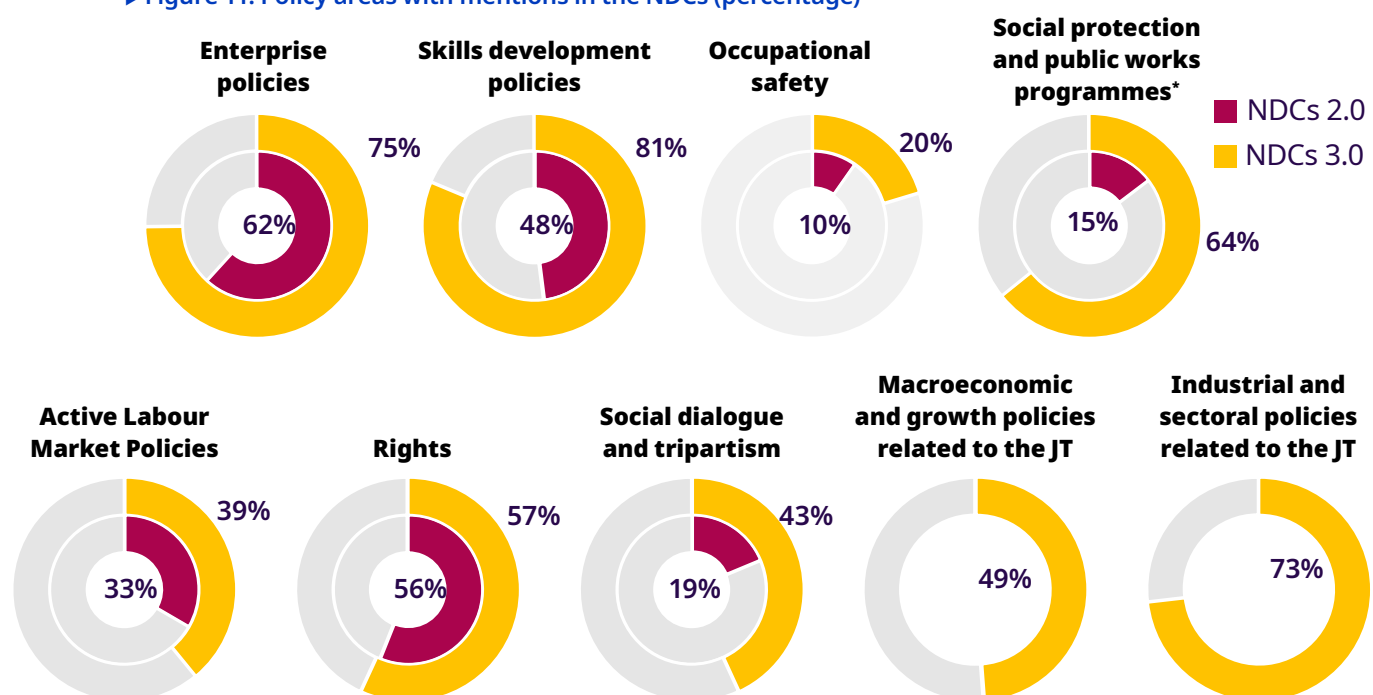


5

5. References related to just transition policy areas

This section analyses the inclusion of elements related to the policy areas that are outlined in the ILO Guidelines for a just transition, offering key entry points for advancing a just transition. These are enterprise policies, skills development, occupational safety and health, social protection, active labour market policies, rights, social dialogue and tripartism, macroeconomic and growth policies, and industrial and sectoral policies. It should be noted that references to elements of policy areas do not necessarily mean that the NDCs articulate specific actions or ways in which these will be reflected when implemented.

► Figure 11. Policy areas with mentions in the NDCs (percentage)



5.1. Enterprise policies

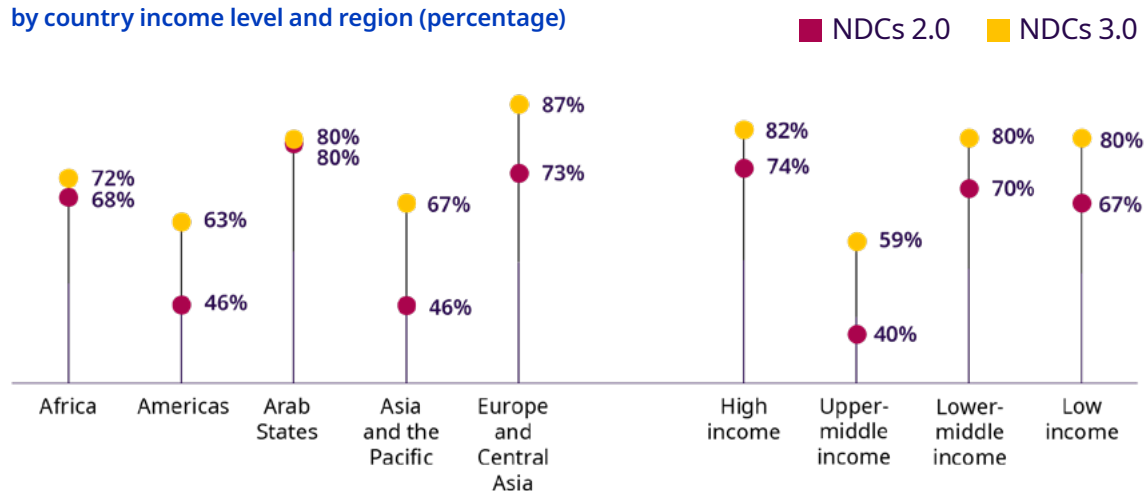
Sustainable enterprise policy elements – such as measures to enhance productivity and innovation, strengthen micro, small and medium enterprises, promote entrepreneurship, and address supply and value chains – play an important role in a just transition. There has been a significant increase in NDC

* The category “social protection and public works programmes” includes both specific and general references to social protection, as well as references to public works programmes. This classification ensures methodological consistency and comparability with the Mapping of NDCs 2.0 and does not include references to social services, support to displaced population, or other support to low-income households.

references to enterprise policy elements. In NDCs 3.0, the share of countries incorporating enterprise-related elements increased from 62 per cent in previous NDCs to 75 per cent in NDC 3.0 submissions.

Across income groups, the integration of enterprise policy is now widespread, with a considerable increase across all income groups compared with NDCs 2.0. All regions show a stronger incorporation of enterprise elements. Coverage is highest in Europe and Central Asia (87 per cent) and the Arab States (80 per cent). Regions that previously featured lower inclusion – such as Asia and the Pacific and the Americas – now show substantial increases.

►Figure 12. NDCs that include mentions of enterprise policy elements, by country income level and region (percentage)



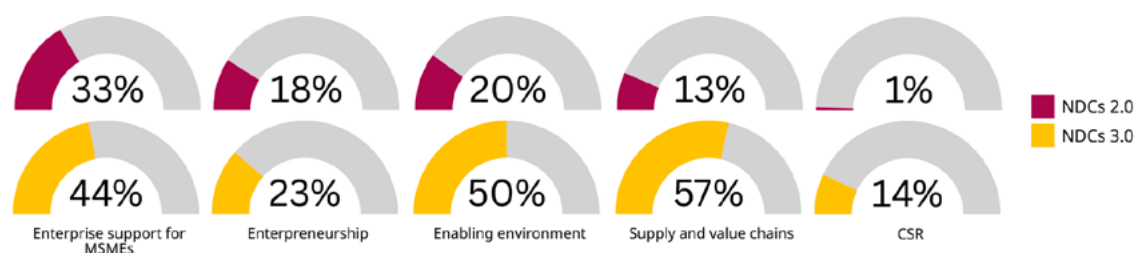
Enterprise policy elements: types of policy elements addressed

The greatest increase was in mentions of elements relating to supply and value chains compared with NDCs 2.0 (from 13 per cent to 57 per cent). References to an enabling environment for enterprise development are also prominent, appearing in 50 per cent of NDCs.

Support for micro, small and medium enterprises remains a significant theme, present in 44 per cent of NDC 3.0 submissions. Entrepreneurship is referenced in 23 per cent of cases, showing a more modest increase but still a significant level of integration.

Mentions of corporate social responsibility (CSR) and environmental, social, and governance (ESG) principles remain comparatively limited but have increased slightly, appearing in 14 per cent of relevant NDCs – up from one per cent in NDCs 2.0.

►Figure 13. Types of policy elements mentioned (percentage)



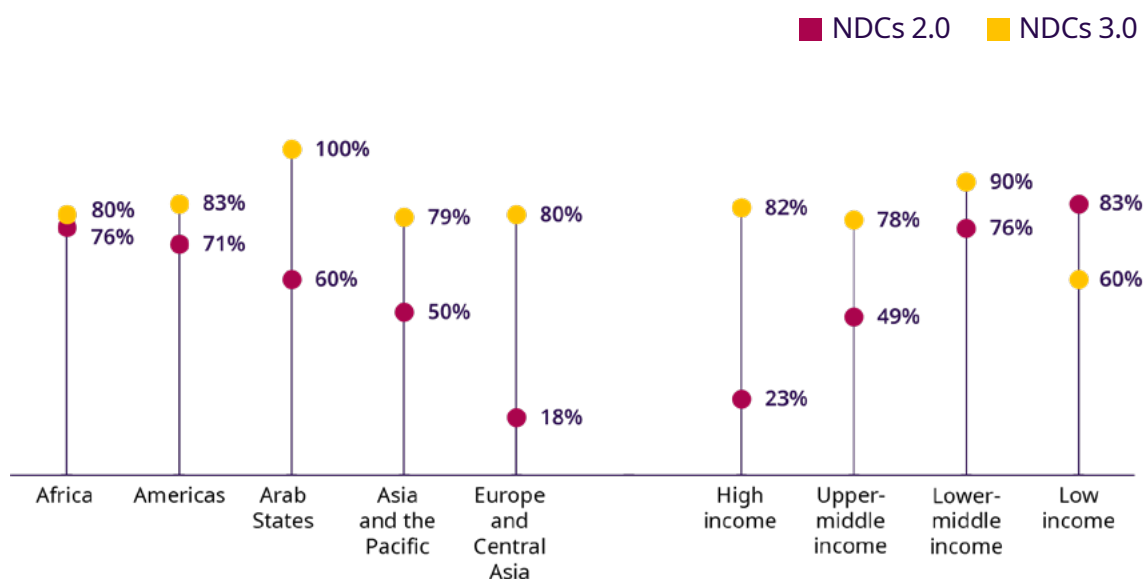
5.2. Skill development policies

Policy elements related to skills development – aimed at equipping the current and future workforce with the capabilities needed for green jobs and evolving industries – are receiving increased attention in the third-round NDCs. In NDC 2.0, 48 per cent of the submissions reference skills development, compared with 81 per cent in NDC 3.0, indicating a substantial strengthening of this policy area.

Across income groups, there has been a widespread inclusion of skills development. Lower-middle-income countries (90 per cent) and high-income countries (82 per cent) show the highest levels of uptake, while uptake has also risen sharply among upper-middle-income countries (78 per cent).

Regional patterns also show significant expansion. Skills development is now referenced in 100 per cent of the NDC 3.0 submissions in the Arab States, 83 per cent in the Americas, and 80 per cent in Africa, reflecting broad recognition of workforce readiness as a core just transition priority. Mentions have increased in Asia and the Pacific (79 per cent) and in Europe and Central Asia (80 per cent), the latter marking a substantial rise from the 18 per cent inclusion rate in NDCs 2.0.

► **Figure 14. Countries that include skills development policy measures in their NDCs, by income levels and regions (percentage)**

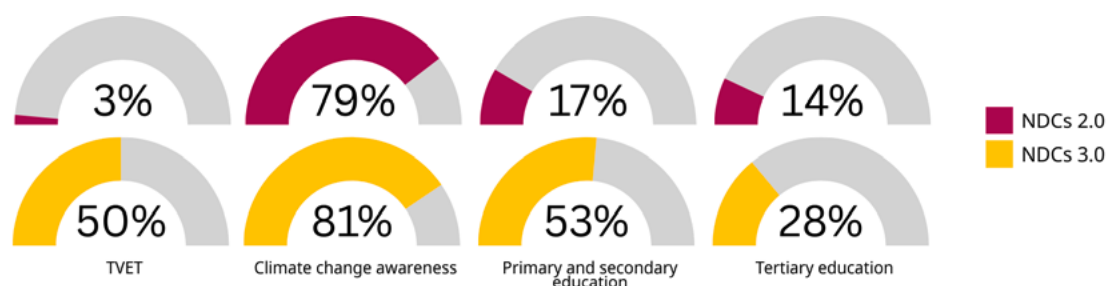


Skills development and education policy measures: targeted sectors and types of education and training programmes

Regarding the type of education and training programmes mentioned, while in NDC 2.0 submissions there was very limited reference to technical and vocational education and training (TVET) (3 per cent), NDCs 3.0 show a substantial increase, with half of them (50 per cent) now referencing technical and vocational education and training.

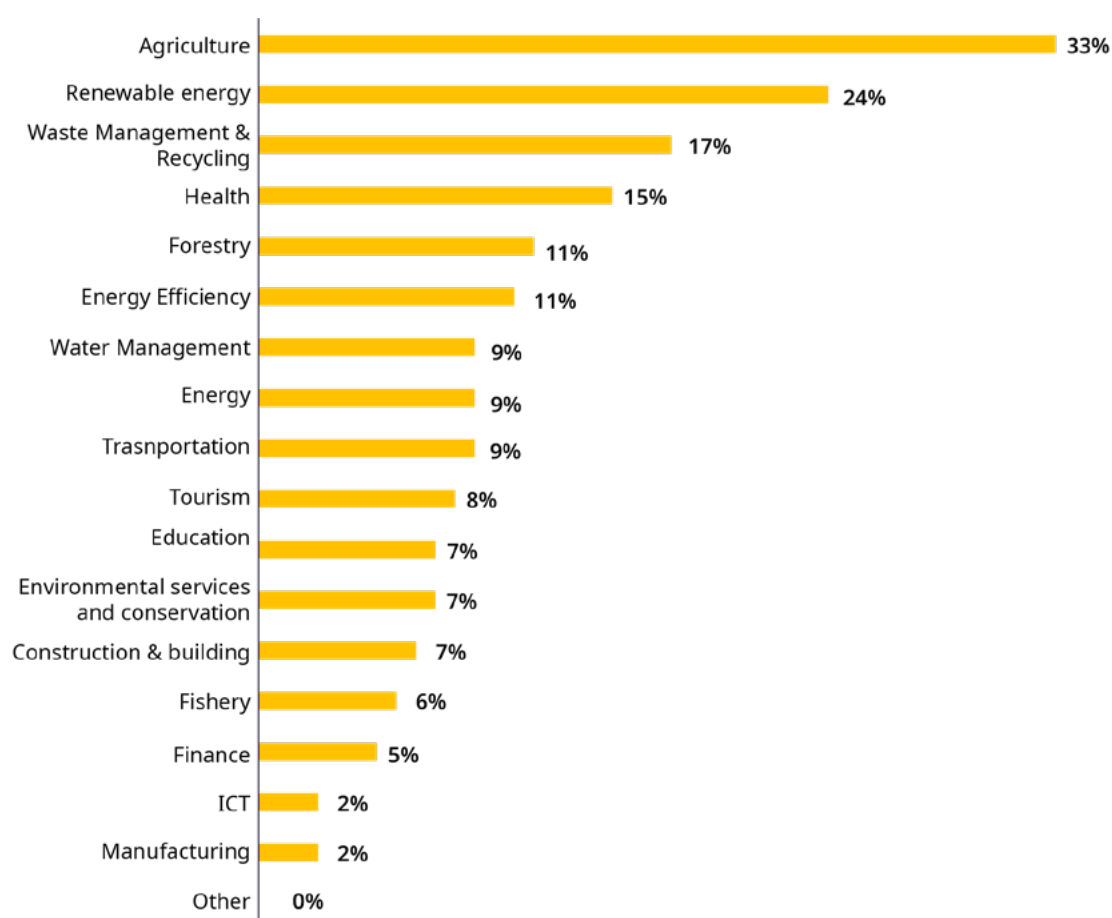
References to climate change awareness were already high in their NDCs 2.0 (79 per cent) and remain consistently strong in NDCs 3.0 (81 per cent). Policies addressing climate-related education during mandatory schooling appear in 53 per cent of the NDC 3.0 submissions, while tertiary level education is mentioned in 28 per cent.

►Figure 15. Types of education and training programmes mentioned (percentage)



Skills development references have often a sectoral focus. Agriculture is the most frequently targeted sector in relation to skill development, referenced in 33 per cent of NDC 3.0 submissions, followed by renewable energy (24 per cent) and waste management and recycling (17 per cent). Health (15 per cent), forestry (11 per cent), and energy efficiency (11 per cent) are also mentioned. Several other sectors also appear but with a smaller incidence. It should be noted that, while many NDCs include specific sectoral references when describing skills development policies, there are also instances where skills measures are described in a cross-sectoral manner.

►Figure 16. Targeted sectors by skills development policy measures (percentage)



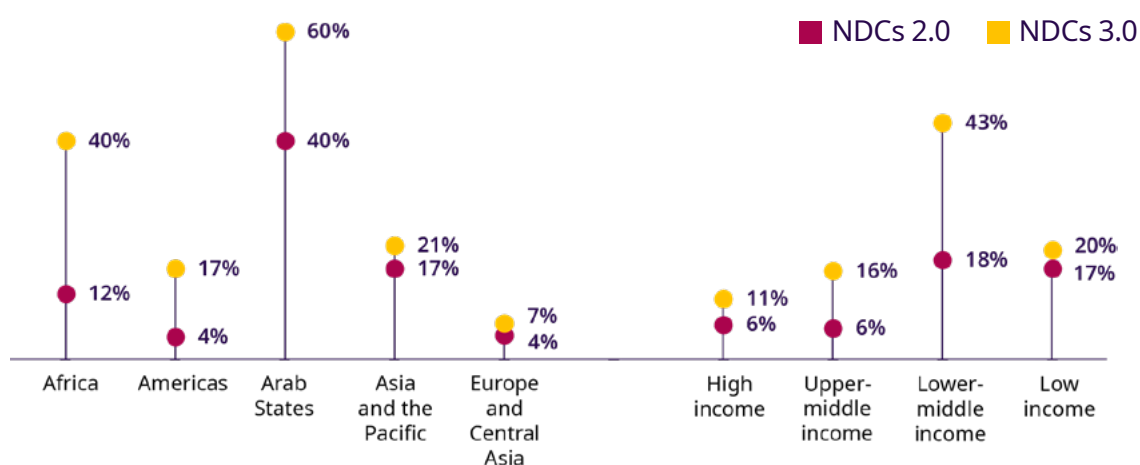
5.3. Occupational safety and health

Occupational safety and health (OSH) policies and measures play an important role in addressing the safety and health risks that workers face as a result of climate change impacts (for example rising temperatures) and in ensuring safe working conditions in emerging green industries, or in sectors adopting new green technologies and inputs. Elements related to OSH may include adapting or developing new standards for evolving work processes in green sectors, promoting or enforcing existing regulations, and strengthening training and awareness-raising initiatives.

The countries analysed doubled their references to OSH (from 10 per cent in NDCs 2.0 to 20 per cent in NDCs 3.0) but the overall uptake still remains comparatively low, and leaves scope for a broader uptake.

As shown in figure 17, by income group, inclusion ranges from 11 per cent in high-income countries to 43 per cent in lower-middle-income countries. Regional variation is also evident. The Arab States show an inclusion rate of 60 per cent, followed by Africa at 40 per cent, while Asia and the Pacific and the Americas remain lower, at 21 per cent and 17 per cent, respectively. Europe and Central Asia show the lowest regional level of inclusion at 7 per cent.

►Figure 17. Countries that include occupational safety and health policies in their NDCs, by income levels and regions (percentage)

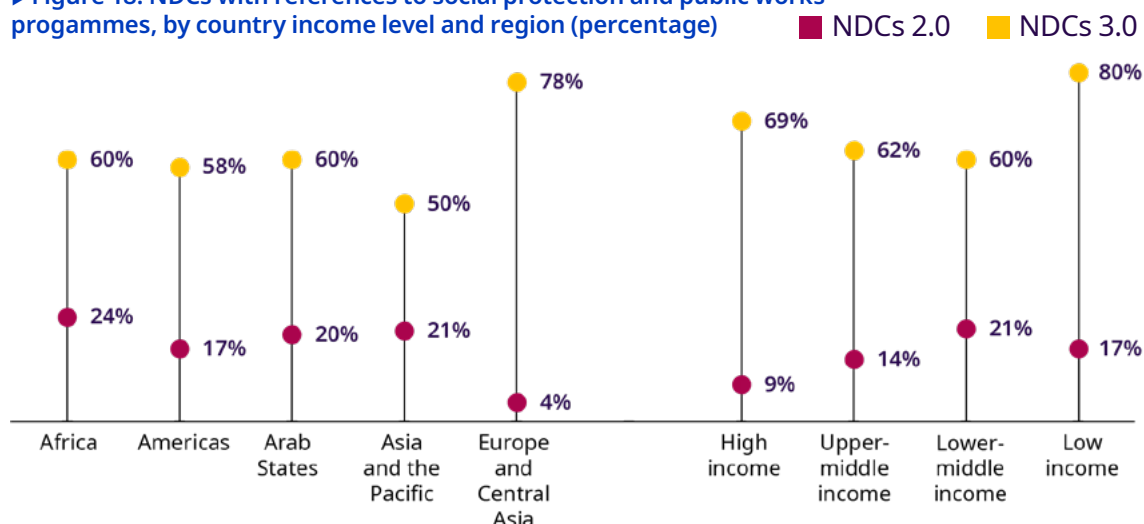


5.4. Social protection, public works programmes and other interventions to support low-income households

Social protection is a key policy lever for managing the social and economic risks of climate change and for enabling a just transition. It strengthens resilience, reduces vulnerability, and helps compensate and shield households, workers, and enterprises from the potential adverse impacts of climate change and of climate policy measures. Public works programmes provide employment opportunities for workers facing limited access to jobs in the labour market. Other interventions to support low-income households can complement social protection measures. In NDCs 3.0, references to social protection and to public works programmes have expanded considerably: 64 per cent of NDCs now refer to social protection and public works programmes (PWPs) compared with 15 per cent in the previous cycle. This percentage includes both specific and general references to social protection and public works programmes and does not include references to social services, support to displaced population, or other support to low-income households, which are addressed separately.

This increase is reflected across income groups. Regionally, references to social protection and to public works programmes appear in 78 per cent of NDC 3.0 submissions in Europe and Central Asia, 60 per cent in Africa and Arab States, 58 per cent in the Americas, and 50 per cent in Asia and the Pacific.

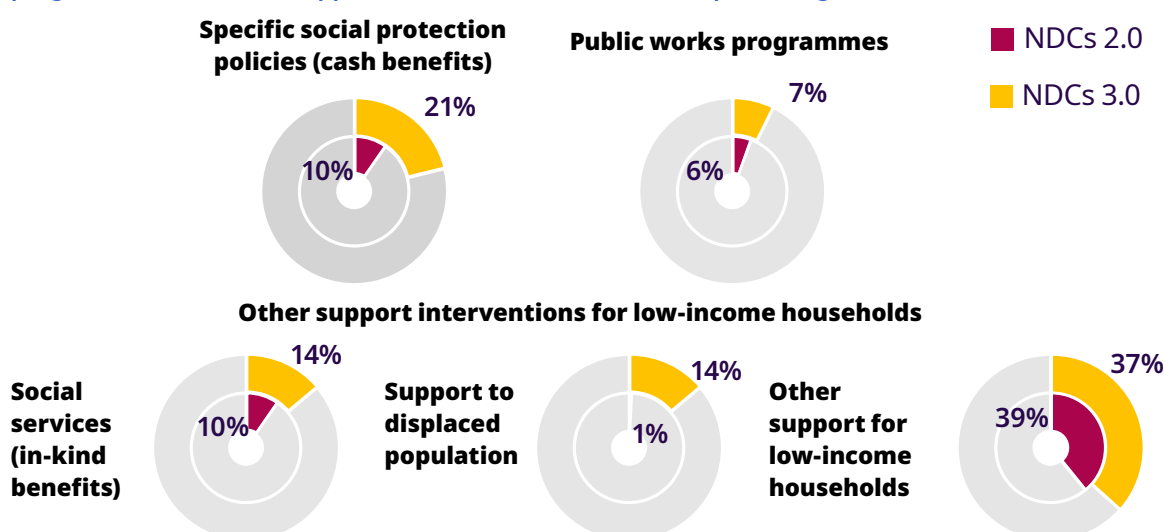
►Figure 18. NDCs with references to social protection and public works programmes, by country income level and region (percentage)



The third-round NDCs show an increase in both the range and frequency of references to social protection as well as references to other interventions to support low-income households. Several types of measures are now mentioned, reflecting broader recognition of the need to buffer workers and households from the socio-economic impacts of climate change and climate action, and to support them in the shift towards resilience and sustainability.

Figure 19 illustrates references to specific social protection policies, particularly cash benefits, and public works programmes. It also indicates mentions to additional support for low-income households, which includes social services (in-kind benefits), support for displaced populations, and various other forms of support for low-income households. References to specific social protection policies (cash benefits), such as unemployment benefits, old-age pensions (contributory or tax-financed social pensions as a voluntary measure for workers close to retirement age), benefits for pregnant women, social safety nets, cash transfers, now appear in 21 per cent of NDCs, up from 10 per cent in the previous cycle. Public works programmes or employment guarantee schemes are mentioned in 7 per cent of NDCs, a modest increase from 6 per cent.⁴

►Figure 19. NDCs that mention specific social protection, public works programmes, and other support for low-income households (percentage)



⁴ The 64 per cent of NDCs 3.0 that include references to social protection is higher than the combined share of references to social protection (cash benefits) and public works programmes, as it also includes generic references to social protection identified in the NDC text, such as broader references to social protection, adaptive social protection, social security, and related concepts, which are not indicated in the graphs of Figure 19.

References to social services (in-kind benefits), which may include childcare, elderly care, health services, or other forms of non-cash support, are now included in 14 per cent of NDCs, compared with 10 per cent in the first mapping. Mentions of support for displaced populations have also increased, from 1 per cent to 14 per cent.

Other forms of support for low-income households, most commonly compensation or subsidies to address the impacts of the energy transition, remain a comparatively widely-cited category. These appear in 37 per cent of NDCs, slightly lower than in the previous cycle (39 per cent).

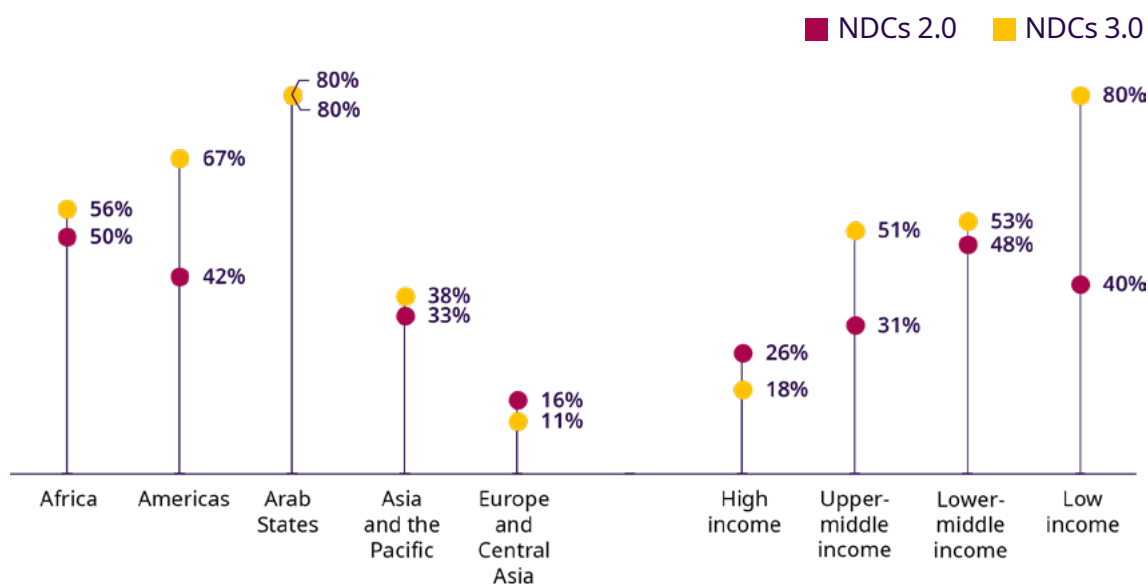
5.5. Active labour market policies

Elements related to active labour market policies (ALMPs), such as job-search assistance, hiring subsidies, measures to support formalization, and public employment schemes, play an important role in helping workers and enterprises to adapt to changing labour market demands in the shift towards resilient low-carbon economies. The third round of NDCs saw a substantial increase in references to ALMPs. A total of 39 per cent of NDCs include at least one ALMP measure, compared with 33 per cent in the previous cycle.

The inclusion of ALMPs is now more widespread across several income groups. The highest rates appear in low-income (80 per cent) and lower-middle-income (53 per cent) countries. There has been an increase in the uptake among upper-middle-income countries (51 per cent) while among high-income countries this proportion has fallen (18 per cent).

NDCs in the regions of Asia, Africa, and Americas show an increase in references to ALMPs. At the same time, the 80 per cent share for the Arab States was unchanged from the first mapping, and Europe and Central Asia saw a slight decrease from 16 to 11 per cent.

► **Figure 20. Countries that include active labour market policy elements in their NDCs, by income levels and regions (percentage)**

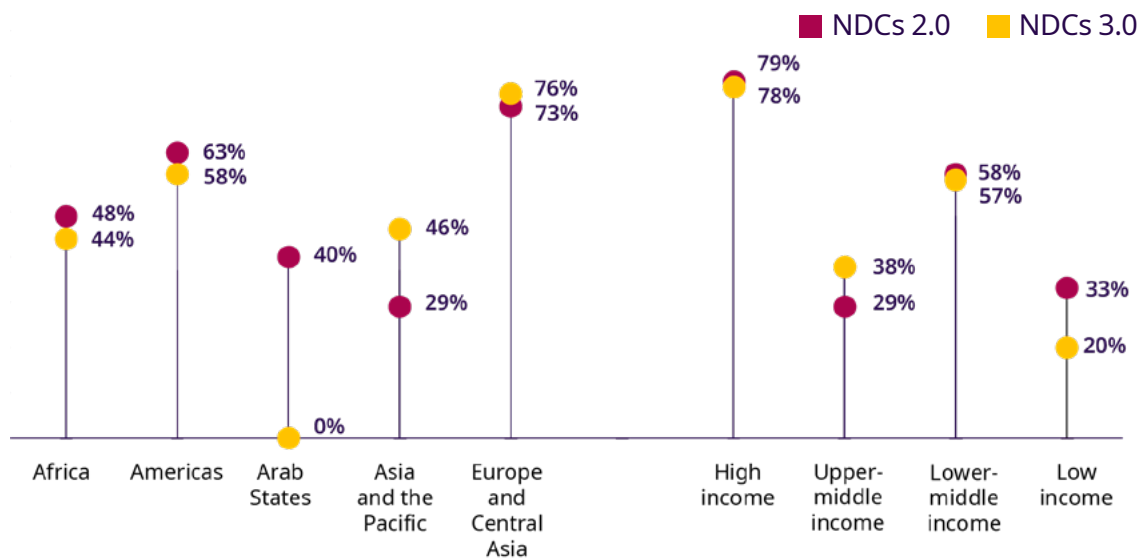


5.6. Rights

Human rights and labour rights are key foundations for a just transition. In NDCs 3.0, references to human rights, labour rights – or both – appear in a share of NDCs similar to that in the previous cycle, with a slight overall increase (from 56 per cent to 57 per cent) and uneven uptake.

As shown in figure 21, high income countries maintain a high rate of inclusion, with mentions in 78 per cent of NDCs. The rate is highest in Europe and Central Asia, with 76 per cent of NDC referencing rights, up from 73 per cent. Americas present a 58 per cent rate, while in Asia and the Pacific the rate is 46 per cent.

► **Figure 21. Countries that include reference to human rights or labour rights or both terms in their NDCs, by income levels and regions (percentage)**



It should be noted that, as with other policy areas, this analysis focuses solely on the content of the NDC text and does not take into account other commitments that are not explicitly referred to in the NDCs themselves. Furthermore, it does not evaluate whether or not the NDC includes information on specific measures to promote human and labour rights.

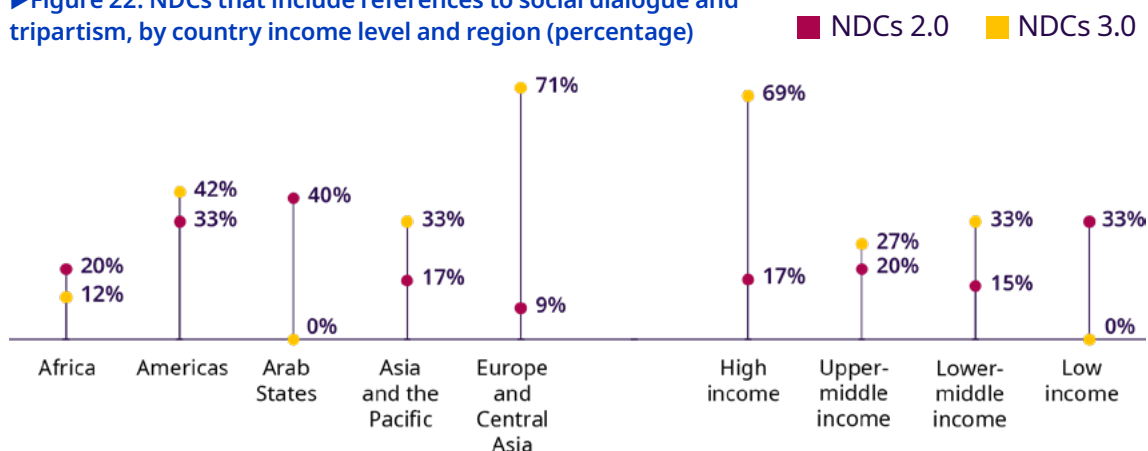
5.7. Social dialogue and tripartism

Social dialogue and tripartism are essential for ensuring that government workers' organizations, and employer and business membership organizations (EBMOs) participate in shaping and implementing climate and just transition policies. Social dialogue and tripartism policy elements in the NDCs can appear in diverse ways, including as explicit references, as mentions of collaboration between governmental entities involved in the development of NDCs and workers' organizations and EBMOs, or as indications of participation by social partners in the formulation, implementation and monitoring of climate policies. In the third round of NDCs, references to social dialogue and tripartism have increased overall, but with uneven uptake and decreases in certain regions. In all, 43 per cent of NDCs now include at least one reference to social dialogue or tripartite involvement, compared with 19 per cent in the previous cycle.

Regionally, the most significant increases occur in Europe and Central Asia, where social dialogue was referenced in 9 per cent of NDCs 2.0 compared with 71 per cent in the 3.0 cycle. The Americas region shows a rate of integration of 42 per cent (up from 33 per cent), while the Asia and the Pacific region has a rate of 33 per cent (up from 17 per cent). References are more limited in Africa (12 per cent) and the Arab States, where out of the five NDCs under review, no NDCs included explicit references to social dialogue, a decrease from the previous round.

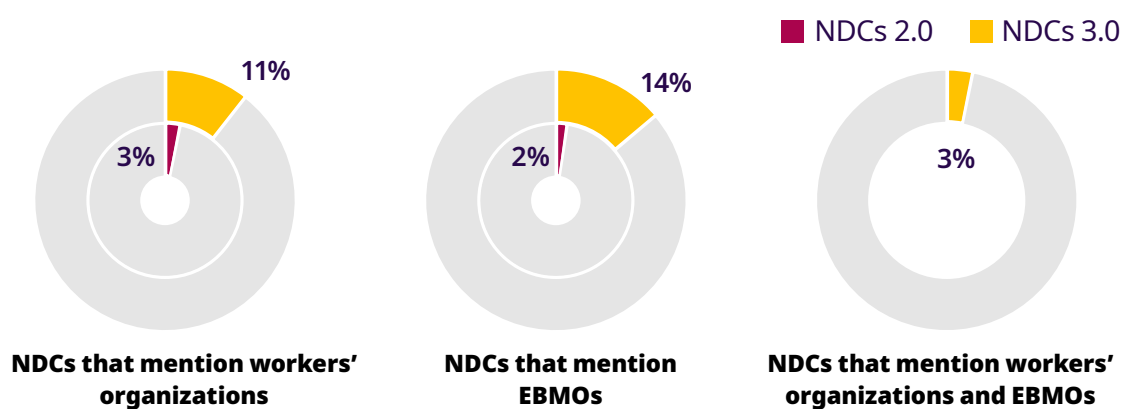
Across income groups, inclusion rates have risen but remain uneven. High-income countries show the strongest integration of social dialogue elements (69 per cent), up from 17 per cent in the mapping of NDCs 2.0. References are also present in lower-middle-income (33 per cent) and upper-middle-income countries (27 per cent).

► **Figure 22. NDCs that include references to social dialogue and tripartism, by country income level and region (percentage)**



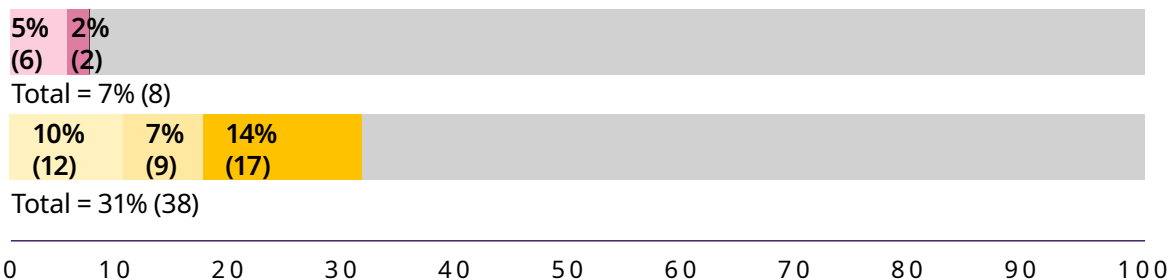
Explicit references to workers' organizations and EBMOs in NDCs indicate whether social partners are directly acknowledged. Figure 23 shows that, although still modest in absolute terms, there is a notable increase in the visibility of such references compared with the previous cycle, rising from 3 per cent that mentioned workers' organizations and 2 per cent EBMOs,⁵ to 11 per cent and 14 per cent, respectively. Moreover, figure 24 shows that the number of NDCs that mention these terms more frequently increased from the previous round.

► **Figure 23. Reference to workers' organizations and EBMOs in the NDCs (percentage)**



► **Figure 24. NDCs grouped by number of references to workers' organizations and EBMOs**

Workers' organizations and EBMOs



⁵ Explicit reference to the key words "social partners" and "social dialogue" are taken into account in the previously mentioned percentages.

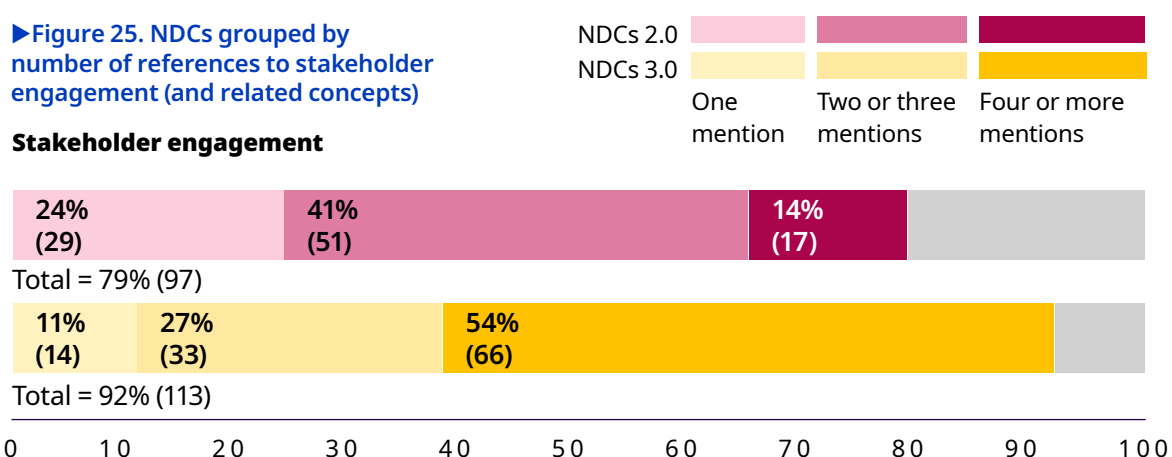
These overall upward trends regarding references to social dialogue and social partners suggest an increasing explicit recognition of the role that social dialogue plays in climate policies or just transition planning, with scope for broader uptake. It should be noted, however, that, as in the previous cycle, this analysis captures only explicit mentions in the NDC text. It does not capture social dialogue processes that may occur but are not explicitly referenced in the NDC, nor does it assess the effectiveness of social dialogue institutions or mechanisms.

Engagement with a wide range of stakeholders remains a key dimension of participatory climate governance and a foundational element of just transition approaches. The third round of NDCs has seen a substantial increase in references to “stakeholder engagement” and related concepts. A total of 92 per cent of NDCs now include at least one mention of stakeholder engagement – up from 79 per cent in the previous cycle.

The number of references per NDC has also expanded. As shown in figure 25, in NDCs 2.0, only 17 countries mentioned stakeholder engagement more than four times, while 66 NDCs 3.0 include four or more references.

► **Figure 25. NDCs grouped by number of references to stakeholder engagement (and related concepts)**

Stakeholder engagement



As with social dialogue, the analysis considers explicit references to stakeholder engagement in NDCs and does not evaluate whether such arrangements were effectively implemented or involved meaningful participation.

5.8. Macroeconomic and growth policies

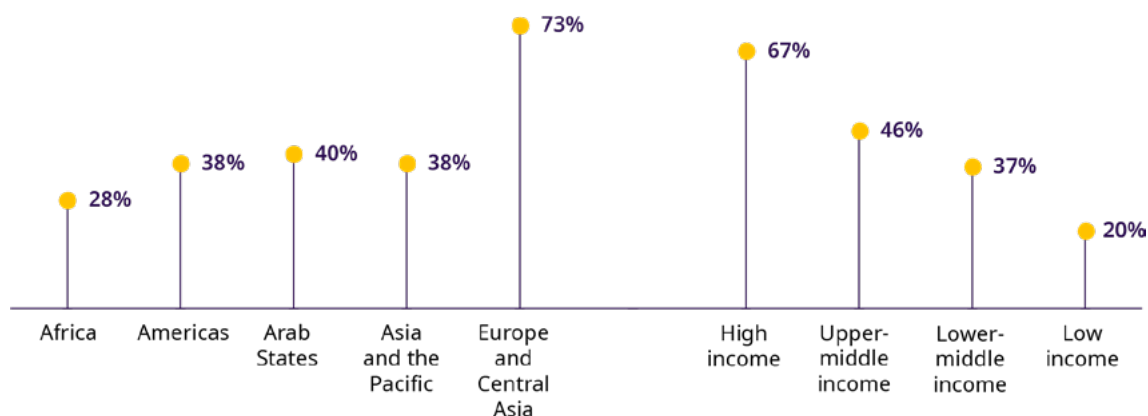
Macroeconomic and growth policies can play an important role in supporting a just transition, in particular when they create the conditions for employment-rich, inclusive, and environmentally sustainable economic growth and transformation. In the mapping of NDCs 3.0, this variable focuses on macroeconomic or growth-oriented measures explicitly linked to just transition objectives, rather than on macroeconomic and growth policies more generally, as was the case with the mapping of NDCs 2.0. Macroeconomic and growth policies aligned with just transition objectives may include fiscal policies that support the creation of green jobs or the financing of social programmes, macro-level incentives to accelerate diversification in sectors facing transition risks, investment frameworks that include social and employment considerations, or macroeconomic measures that directly reference the need for a just transition.⁶

In NDCs 3.0, 49 per cent of the submissions include macroeconomic or growth policy elements directly linked to just transition outcomes. As shown in figure 26, inclusion rates vary considerably across regions and income groups. Uptake is highest among European and Central Asian countries (73 per cent). Substantial integration is also found in the Arab States (40 per cent), the Americas (38 per cent), and Asia and the Pacific (38 per cent), while Africa presents an inclusion rate of 28 per cent.

⁶ It is important to emphasize that this indicator differs from the coding in the mapping of NDCs 2.0. In this new mapping, only measures that explicitly link macroeconomic tools to just transition goals – including employment, social outcomes or distributional considerations – are counted. More generic references to taxation, growth promotion or fiscal tools that lack a just transition framing are not included in this category.

Levels of the inclusion of references to macroeconomic and growth policies with a just transition orientation are highest among high-income countries, at 67 per cent, followed by upper-middle-income (46 per cent), lower-middle-income (37 per cent), and low-income countries (20 per cent).

►Figure 26. Countries that include macroeconomic and growth policies related to just transition in their NDCs 3.0, by income level and region (percentage)

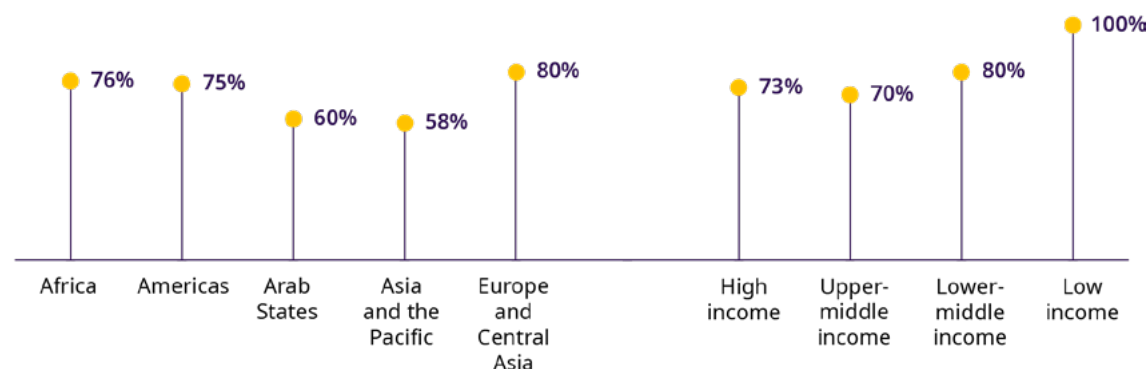


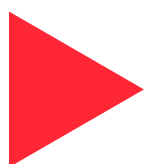
5.9 Industrial and sectoral policies

Industrial and sectoral policies play a central role in shaping pathways towards resilient low-carbon transformation. They can help to ensure that workers, enterprises and communities benefit from emerging opportunities associated with climate action. As with macroeconomic and growth policies, in the current mapping, this variable focuses on industrial and sectoral policy measures that are linked to just transition objectives – for example, policies to support sectors undergoing transformation, to promote green industries with employment objectives or to stimulate investment and market development while acknowledging social or labour impacts.

Industrial and sectoral policies connected to just transition are present in 73 per cent of NDC 3.0 submissions. As shown in figure 27, inclusion rates are high across most regions and income groups. Uptake is strongest in low-income countries (100 per cent), followed by lower-middle-income countries (80 per cent). High-income and upper-middle-income countries also exhibit substantial integration, at 73 per cent and 70 per cent, respectively. Europe and Central Asia (80 per cent), Africa (76 per cent), and the Americas (75 per cent) also present significant integration. In comparison, relatively lower inclusion is observed in the Arab States (60 per cent) and Asia and the Pacific (58 per cent), although both remain comparatively high.

►Figure 27. Countries that include industrial and sectoral policies related to just transition in their NDCs 3.0, by income levels and regions (percentage)





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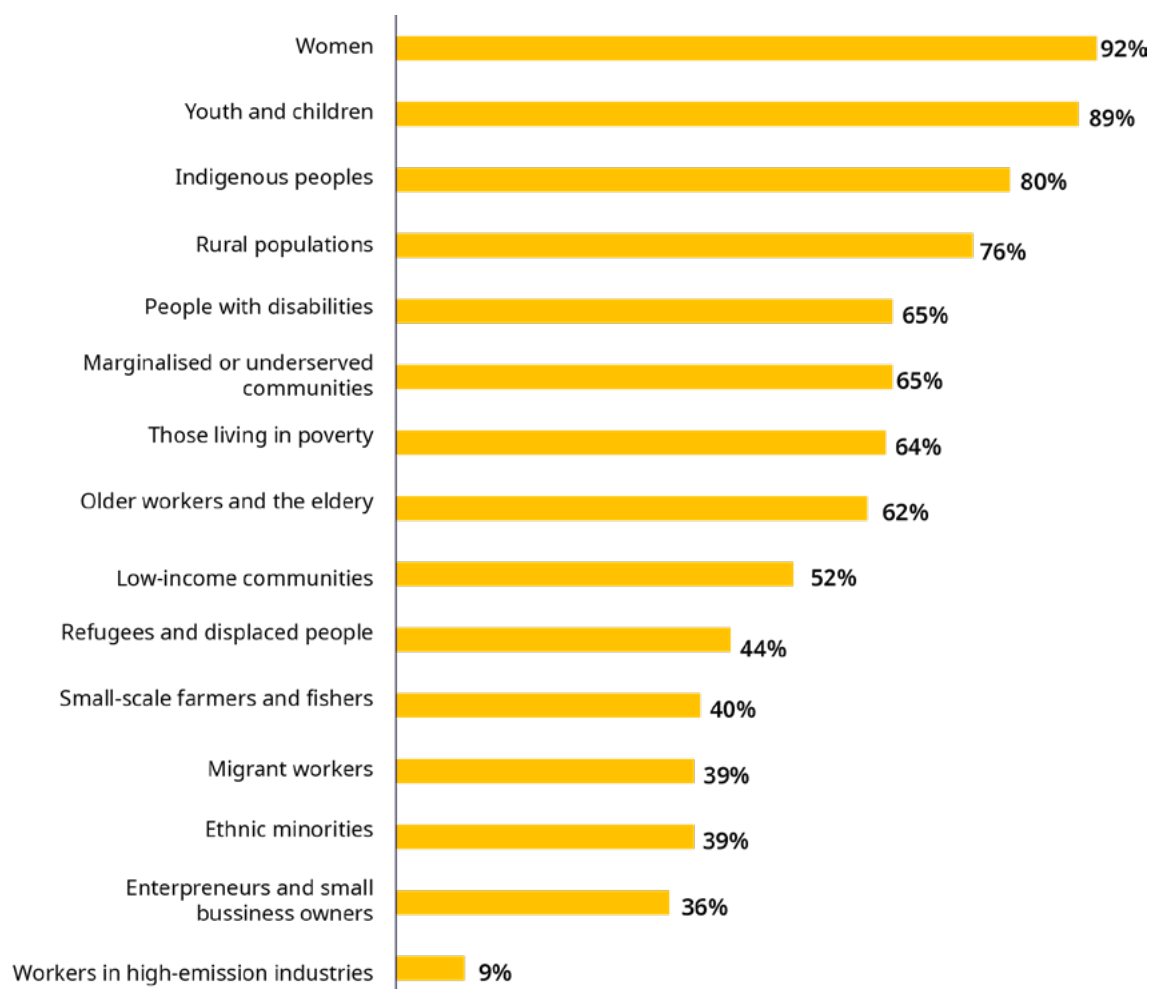
6. Target groups

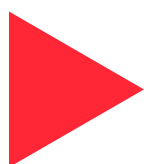
The consequences of climate impacts and climate policies vary across different groups and an explicit acknowledgement of different groups in NDCs can indicate recognition of such differentiated impacts. References to groups are analysed in terms of mention in the NDCs and do not necessarily imply the existence of explicit just transition references.

The data show substantial variation in how target groups are referenced across NDCs. Women are by far the most frequently mentioned group, appearing in 92 per cent of NDCs. Youth and children are also widely referenced, featuring in 89 per cent of NDCs, followed by indigenous peoples (80 per cent) and rural populations (76 per cent). A significant share of NDCs also mention people with disabilities and marginalized or under-served communities (both 65 per cent), alongside those living in poverty (64 per cent) and older workers and the elderly (62 per cent). Low-income communities are referenced in just over half of NDCs (52 per cent).

Refugees and displaced people appear in 44 per cent of NDCs, followed by small-scale farmers and fishers (40 per cent), migrant workers (39 per cent), ethnic minorities (39 per cent), and entrepreneurs and small business owners (36 per cent). Workers in high-emission industries are mentioned in 9 per cent of NDCs.

► **Figure 28. Target groups in NDCs (percentage)**





7

7. Support in addressing just transition in NDCs: some highlights on country demand

As the momentum for just transition grows at the national and international levels, support for developing countries in this field is emerging as an important area of international cooperation. On the one hand, this has taken the form of assistance in the integration of just transition in the development of NDCs: based on the experience gained by the ILO and its engagement with countries, it has broadly focused on analysis to help identify just transition needs and hotspots (including through assessments and diagnostics), on capacity development for line ministries and for employers' and workers' organizations, on the facilitation of social dialogue and stakeholder engagement, and on technical inputs to the formulation of just transition provisions, including across different policy areas, ranging from skills to sustainable enterprises, and from social protection, to social dialogue.

On the other hand, as a growing number of countries have integrated just transition in their NDC 3.0 submissions, it is expected that support will increasingly be directed to the incorporation of just transition provisions in implementation of NDCs. This will require attention to policy coherence and coordination, thematic and sectoral policy instruments, governance and financing.

The NDC Partnership is a global coalition of more than 260 members delivering on ambitious climate action to achieve the Paris Agreement and drive sustainable development. Since 2018, nearly 7,000 country requests for support have been received by the NDC Partnership and have been consolidated in the [Knowledge Nook \(kNook\)](#), helping to bring to the fore trends in country priorities and outstanding gaps in required support.

The NDC Partnership Support Unit characterizes just transition requests for support from its country members as those related to measures that maximize economic and social opportunities or minimize and address the potential adverse impacts of climate action on society, with consideration for those in situations of vulnerability and disadvantage. Such activities may also contribute to reducing inequality and equitably distributing the benefits of climate action.⁷ These requests include specific requests for support related to the promotion of green jobs and decent work, the development of skills, the enactment and revision of social protection measures and policies, and the implementation of participatory processes and social dialogue.

A total of 83 countries have requested support through the NDC Partnership for issues related to just transitions (79 per cent of all the countries that have requested support through the NDC Partnership). Between 2021 and 2024, the number of countries requesting support related to just transition has increased more than 14-fold.⁸ While more support is needed to meet country needs, the response rate for such requests for support is higher than the average rate for all requests shared through the Partnership (62 per cent, as against 55 per cent receiving support).

Many countries' requests for just-transition support focus on studies, analysis and skills development. These requests can include, for instance, reskilling workers through technical training or vulnerability assessments of various sectors, with a view to informing investment priorities, or technical training for certain occupations and industries, ranging from renewable energy to agriculture and fisheries.

Requests for support to engage social partners and stakeholders, raise awareness and promote public education are more prevalent in requests focusing on just transition than in all requests received by

⁷ The full kNook taxonomy, including a full characterization of "just transition" used for this analysis, is available on the kNook metadata page [here](#).

⁸ NDC Partnership, Trends in Country Needs and Partner Support across the COP30 Presidency Action Agenda, November 2025. Available at <https://ndcpartnership.org/sites/default/files/2025-11/thematic-deep-dive-trends-country-needs-and-partner-support-across-cop30-presidency-action-agenda.pdf>.

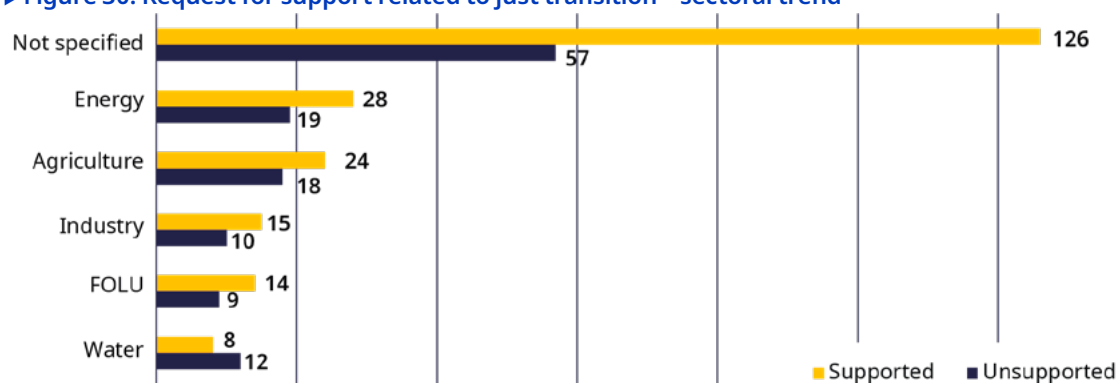
the NDC Partnership. These may include support related to platforms that strengthen knowledge and mechanisms to enhance social dialogue or stakeholder engagement, for instance in relation to the design of policy measures or roadmaps. Further details of countries' requests focused on just transition and of the partners supporting this work may be found on the NDC Partnership website, at [Knowledge Nook \(kNook\)](#).

►Figure 29. Requests for support related to just transition



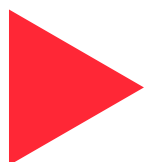
In developing their NDC 3.0 submissions, 42 countries conveyed requests to the NDC Partnership for support related to just transitions. Most of these requests address both mitigation and adaptation needs, reflecting the significant cross-cutting approach countries are taking to activities related to just transition and to cross-sectoral NDC enhancement. Similarly, the majority of the enhancement requests in NDC 3.0 submissions related to just transitions did not specify a sector. Where specific sectoral needs were identified, energy, agriculture, food and land use, and industry were the most common sectors. Figure 30 highlights a similar sectoral trend across all requests related to just transition, including support for NDC 3.0.

►Figure 30. Request for support related to just transition – sectoral trend



While this round of NDCs shows a significant increase in attention and commitment to just transition, including in the domains of employment, decent work and social equity, some key support gaps remain. The most significant gaps identified in requests for just-transition support through the NDC Partnership relate to the gathering of data on, and the development and updating of systems for, measurement, reporting and verification, for monitoring and evaluation (48 per cent unsupported) and for capacity building (39 per cent unsupported).

Further details may be found in the NDC Partnership [Insight Brief: Just Transition in Nationally Determined Contributions \(NDCs\)](#).



8

8. Concluding observations

The new generation of NDCs submitted by the 123 countries under review demonstrates markedly higher levels of the integration of just transition and related considerations, than those in the NDC 2.0 submissions. This is visible not only in the increased number of NDCs with explicit references to just transition, but also in the broader inclusion of employment, decent work and social equity.

Notably, the analysis shows that countries are not merely acknowledging just transition at a conceptual level; many are now introducing more substantive and action-oriented commitments. A growing number of NDCs include multiple mentions of just transition, dedicated sections on the issue, and references to institutional arrangements, follow-up mechanisms, financing and international cooperation. Several policy domains relevant to just transition are also manifesting much wider coverage.

Across the various policy areas assessed, there has been an overall increase in uptake, with references to most policy areas appearing in the majority of NDCs, albeit with some variation across regions and income groups, and with certain policy areas, in particular OSH and social dialogue, showing scope for a more significant uptake.

The growing attention paid to just transition is also evident from the demand for technical assistance on this issue, as indicated by data from the NDC Partnership.

The greater uptake of just transition in this new generation of NDCs is a key development as the focus shifts to implementation. Just transition commitments need to be translated into tangible plans and measures on the ground, with action-oriented provisions that offer a strong basis for putting commitments into practice.

Looking ahead, key elements to strengthen the implementation of just transition include the following:

- a firm grounding in national contexts and institutions to ensure relevance and sustainability;
- solid analyses and diagnostics leading to a more granular understanding impacts of climate change and climate action on decent work and social equity, which will inform the related policy and programmes;
- social dialogue and stakeholder engagement for broad-based support and responsiveness to needs on the ground;
- strong coherence and coordination across climate, economic, social and labour policies, including through just transition plans, strategies and frameworks;
- the alignment and leveraging of policy and programmatic instruments to deliver on just transition commitments, including in the areas of macroeconomic and growth policies, sectoral and industrial policies, skills development, social protection, sustainable enterprises, active labour market policies, occupational health and safety, rights and social dialogue;
- the channelling and mobilization of finance for a just transition;
- the enhanced coherence and stepping up of international cooperation for a just transition.

The ILO, as part of the UN system, and the NDC Partnership stand ready to support countries in turning just transition commitments into change on the ground.



Appendix I: countries

List of countries included in this analysis (123 countries).

Region	Countries included in the analysis
Africa	Angola, Botswana, Burundi, Cabo Verde, Côte d'Ivoire, Djibouti, Eswatini, Ethiopia, Guinea, Kenya, Lesotho, Liberia, Mauritania, Mauritius, Morocco, Mozambique, Nigeria, Rwanda, Sao Tome and Principe, Seychelles, Somalia, South Africa, Tunisia, Zambia, Zimbabwe
Americas	Bahamas, Barbados, Belize, Bolivia (Plurinational State of), Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Ecuador, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Lucia, Saint Vincent and the Grenadines, Suriname, United States of America, Uruguay, Venezuela (Bolivarian Republic of)
Arab States	Iraq, Jordan, Lebanon, Qatar, United Arab Emirates, Yemen
Asia and the Pacific	Australia, Bangladesh, Bhutan, Cambodia, China, Fiji, Indonesia, Japan, Malaysia, Maldives, Marshall Islands, Micronesia (Federated States of), Mongolia, Nepal, New Zealand, Niue, Pakistan, Singapore, Solomon Islands, Sri Lanka, Thailand, Tonga, Tuvalu, Vanuatu
Europe and Central Asia	Andorra, Austria, Azerbaijan, Belarus, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, Ireland, Italy, Kazakhstan, Kyrgyzstan, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Montenegro, Netherlands (Kingdom of the), Norway, Poland, Portugal, Republic of Moldova, Romania, Russian Federation, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Türkiye, Ukraine, United Kingdom, Uzbekistan

Appendix II: methodology

The present report applies the analytical framework developed for the first global mapping of just transition in NDCs, published in March 2025,⁹ for the analysis of NDCs 2.0. It remains comparable in its scope, variables and analytical approach, while presenting new findings for NDCs 3.0 and highlighting trends in just transition integration relative to the earlier NDC cycle.

The analysis draws on two complementary datasets:

- NDCs 2.0 baseline: the first mapping covered the most recent NDCs of the 193 countries that had submitted their NDCs to the UNFCCC portal by 12 July 2024. Coding was carried out by the École Polytechnique Fédérale de Lausanne, in collaboration with the ILO;
- NDC 3.0 dataset: the second mapping analyses NDCs submitted after 12 July 2024. As of 30 November 2025, 123 countries had submitted new or updated NDCs, which were included in the dataset.

All figures comparing NDCs 2.0 and NDCs 3.0 are calculated for the same set of 123 countries for which both versions are available (see Appendix I for the list of countries included). This avoids conflating changes in content with changes in country coverage and allows the analysis to track how references to just transition evolve between rounds for the same countries.

As in the first mapping, EU Member States are counted individually in the analysis. The shared EU NDC is considered for each of them in the database.

The mapping preserves the overall coding framework used in the first exercise to ensure consistency over time. NDCs were reviewed against a predefined set of criteria focusing on:

- the integration of just transition and related notions, such as explicit “just transition” references; employment, green jobs and

decent work; social inclusion and social equity;

- the presence of elements that support just transition articulation, such as follow-up strategies, institutional arrangements, funding allocations and international cooperation;
- references to policy areas and target groups that are central to a just transition.

The NDC 2.0 dataset includes 25 variables and 16 keywords related to just transition, which remain the backbone of this second mapping. Building on the recoding carried out for the first report, variables capturing social protection and public work programmes, just transition policy areas and target groups are again used in a disaggregated way to distinguish different types of measures and beneficiary groups. In addition, some new variables were added, relating in particular to gender and just transition, and to macroeconomic and sectoral policies linked to just transition.

While the first mapping relied on manual coding based on detailed reading and keyword searches of each NDC, the NDC 3.0 dataset combines this framework with an LLM-based coding pipeline. This procedure is aimed at balancing efficiency gains from automation with the methodological rigour needed to maintain comparability with the first mapping. The approach followed three main steps: first, reproducing the original coding scheme in the LLM model with the same conceptual definitions and boundaries across the variables; second, calibrating the model

against the NDCs 2.0 for accuracy assessment; and, third, systematic manual review of the model's reasoning and underlying quotations from the NDC text for all NDCs 3.0, to facilitate quality and consistency checks.

To identify cross-country patterns, the analysis uses the same groupings as the first mapping, namely, regions and income levels. Thus, countries are grouped, first, according to the ILO's regional classification and, second, by income level following the World Bank classification (using the 2024 classification for the first mapping and the 2025 for the second mapping). Unless otherwise specified, figures presented in the report are expressed as the share of NDCs in each region or income group that contain a given reference or policy element, based on the balanced country sample described above. As the present report focuses on 123 countries, some regional and income groups include a smaller number of NDCs compared to those in the previous exercise.

As in the first mapping, this analysis focuses exclusively on NDC texts. It therefore does not capture just transition policies articulated in other national frameworks (such as long-term low emissions development strategies), unless they are explicitly summarized in the NDC, nor does it assess the effectiveness of implementation on the ground.

The use of LLMs introduces additional considerations. While extensive calibration and manual checks were undertaken, the automated extraction of quotations may still miss nuanced references. For this reason, the results should be interpreted as a high-level mapping of the presence of just transition-related elements in NDCs 3.0, rather than as an exhaustive assessment of their depth or quality.

Despite these limitations, by maintaining the same conceptual framework, variables and grouping criteria as the first mapping, the present report has been able to provide a robust and comparable overview of how just transition integration in NDCs is evolving between the second and third rounds of submissions.

Note on coding instructions for the analysis of

social protection, public works programmes and other support for low-income households

To identify references to social protection, public works programmes and other support for low-income households in NDCs, the coding instructions used in this analysis included the following categories:

- Social protection, including unemployment benefits; old-age pensions (contributory or tax-financed), and social pensions, as a voluntary measure for workers close to retirement age in industries undergoing major structural changes; social safety nets; benefits for pregnant women; and cash transfers; The data presented for this variable should not be considered a comprehensive list of all possible social protection policies that NDCs could include.
- Public works programmes and employment guarantee schemes;
- Social services, (in-kind benefits that complement the cash benefits listed above, both considered part of a social protection floor as per the ILO Social Protection Floors Recommendation No.202;
- Support for displaced populations;
- Other support for low-income households, (considering compensation for low-income households heavily affected by the costs of clean energy transition, in particular those spending a higher proportion of their income on energy and related services).

The figure for 'Social Protection and Public Works Programmes' in page 21 includes both specific and broader references to social protection, adaptive social protection, social security, and related concepts, and it includes references to public works programmes. This figure does not include references to social services, support for displaced populations, and other support for low-income households, which are categorized separately. This classification approach was adopted to ensure methodological consistency and comparability with the mapping of NDCs 2.0.

Key variables included in the dataset

Category	Subcategory: variables included
Just transition	► Key word search for "just transition" (or "fair transition" or "just energy transition") ► Dedicated sections for just transition ► Key word search for "decent work", "decent job(s)", "good job(s)", "quality job(s)" ► Keyword search for "green job(s)" ► Key word search for "employment", "job(s)", "livelihood(s)" ► Gender in relation to just transition and employment
Elements of policy areas present in the ILO guidelines	► Enterprise policies (and policy types) ► Skills development (and economic sectors targeted) ► Occupational safety and health ► Social protection and public works programmes (and specific social protection policies and other interventions to support low-income households) ► Active labour market policies ► Rights (and types of rights) ► Social dialogue and tripartism ► Key word search for workers' and business organizations and related concepts ("employers' organizations", "workers' organizations", "trade unions", "trade associations", "business organizations", "business associations") ► Macroeconomic and growth policies related to just transition ► Industrial and sectoral policies (and economic sectors targeted) related to just transition
Target groups	► Groups targeted in policies and initiatives mentioned by the NDC ► Key word search of "social inclusion" and related concepts ("social equity", "social justice", "equal access opportunities", "discrimination", "intersectionality")
Just transition articulation	► Follow-up strategies and institutional arrangements beyond the NDC ► Specified amount of resources allocated to a just transition ► International cooperation related to a just transition
Country classification	► Region ► Income group