

**Action Plan
to lead the
Change
towards Just**

**Transition
using Social
Dialogue**

**For Workers and
Employers Organizations**



Roadmap - Priority Area 1	Outputs	Time Horizon	Responsible Staff
Name: Strengthening Tripartite and Bipartite Dialogue Platforms Objective: Use social dialogue platform to center Just Transition and NDCs as national priorities.	A. Bipartite alignment/consensus (e.g., MoU, Joint Statement, Joint Invitation, High-level bullets on JT and NDC) B. JT Inclusion on tripartite platforms: Add to the agenda of existing tripartite platforms JT and NDC C. Establish a tripartite working group to define needs/actions towards the JT and NDC, with a rotational chair and/or define social partner agenda/needs towards the JT and NDC (shopping list) Deliverable: Action Plan/List of needs and challenges	A. Q1 2026 B. Q1-2 2026 C. 6 months (Q3-4 2026) Before end of 2026	A. EBMO/UNION B. EBMO/UNION/MoL C. Established committee /working group within tripartite body

Roadmap - Priority Area 2	Outputs	Time Horizon	Responsible Staff
Name: Awareness and Sensitisation on Just Transition and NDCs Objective: Residents, members and governments better understand the JT and NDC, and include them in their activities	A. Awareness campaign A0. Disseminate learnings with your Exec. Board / Youth Committee, etc A1. Social media campaign (identify influencers, champions) A2. Workshop with members A3. Present learnings to Labour Advisory Board (e.g., meeting, high-level points) B. Bipartite communication channels B1. Joint Just Transition communication B2. Information sharing (e.g., meeting summary, debriefs) B3. Podcast/Radio/TV intervention C. Climate and JT Fair (schools, communities, members)*Leverage existing events	A0. Q4 2025 A1. Year round A2. Q1 2026 A3.Q1 2026 B1. Q1 2026 B2. Continuous B3. Q3 2026 C. Q1-Q4 2026	Social Partners

	D. Disseminate information to members (e.g., TVET opportunities, green skill needs, MSME financing opportunities)	D. Start Q1 2026; then Continuous	
	E. Research to inform awareness actions (e.g., survey members/sectors, meet with them, do research on JT status in your country)*Check what is already there (don't reinvent the wheel)	E. Q1-Q4 2026 Deliverable 1: Survey to members related to JT before end of 2026	

Roadmap - Priority Area 3	Outputs	Time Horizon	Responsible Staff
Name: Education, Training, and Capacity Building Objective: Green skills gaps are better understood	A. Partner with learning organisations (e.g., Universities, TVET, abroad and CARICOM institutions) B. Training and awareness B1. Population: primary to tertiary (e.g., digital illustrative book/flyer or social media reels; leverage Labour Unions Colleges – ask Suriname) B2. Workplace: Tripartite training of members B3. Change management training C. Develop national or sectoral skills strategies for green and blue jobs with a Just Transition lens C1. Skill Need Assessment Gap C2. Check CARICOM/others and national offering;	A. By Q4 2026, 1 partnership built B. Sensitisation (Q2-3 2026) C. Q2-4 2027 C1. Q4 2026 C2. Q1 2027	B1. Union delegates B2. Tripartite C. Tripartite board (refer to Priority 1)

Roadmap - Priority Area 4	Outputs	Time Horizon	Responsible Staff
Name: Policy Integration and Institutional Coordination Objective: MoL is involved in NDCs and climate policies; Social Partners engagement is channelled through the MoL	A. Ministerial Engagement A1. Send a bipartite letter to the Minister in charge of NDC/Climate to include MoL in discussions/committees A2. Call to action document about JT with a clear aspiring target and actions (to set vision and secure buy-in)*Timelines and responsibilities are needed	A1. Q1 2026 (send) Q2 follow-up A2. Q2-3 2026	A1. Social Partners and then Tripartite
	B. Draft and submission of a legislative proposal that integrates JT (e.g., climate, labour, OSH) in a tripartite manner. *Take advantage of existing reviews or laws in parliament	B. Draft – Q3-4	B. Social partners (can take initiative) or be engaged/submit modifications to existing processes
	C. Monitoring /tracking C1. Establish policy tracking and accountability mechanisms.	C. Continuous	C. Social partners

