Workshop outcomes and systematization

Facilitation:

- **Facilitation and project leads:** LACLIMA and Climate Strategies (CS).
- **Supported by:** GIZ and COP 30 Presidency

Welcome notes:

The session opened with welcoming remarks from the German Federal Foreign Office, emphasizing the need to move from discussion to implementation. They expressed a clear desire to approach things differently than in previous partnerships, such as the Mitigation Work Programme (MWP), by shifting from dialogue-based spaces to those that enable concrete problem-solving.

Alice Amorim, representing the COP30 Presidency, followed with reflections on COP30 as a critical moment for change—a turning point from talk to action. She highlighted that much of the valuable knowledge needed for meaningful progress on Just Transition lies outside the formal UNFCCC process, particularly in academic institutions and civil society organizations. The ambition is to bring that knowledge into the negotiation space and use it to inform and accelerate action.

She also pointed to the urgency of advancing the Just Transition agenda and framed the current moment as an opportunity to do so. A Just Transition Taxonomy will feature prominently in the discussions, including in ongoing exchanges with Brazil's Minister Marina Silva. This taxonomy is intended to push the conversation beyond rhetoric, helping all actors align around a shared understanding of what Just Transition means in practice. Alice underscored the need for clarity regarding the different categories and types of actions involved and invited participants to reflect on the deeper values and human impacts at the core of Just Transition—what lives in our hearts and how it connects to people's real experiences.

Part I - Learning and Inspiration

To ensure a diverse, representative, and compelling set of examples in Part I of the workshop, we will curate 2–3 real-world Just Transition case studies that meet the following criteria: Geographical Representation; Governance Scale; Relevance and Resonance; Status of Implementation; and Learning from Challenges.

Cases:

1. **"Bridging the Gap on Just Transition" by Isabel Berdeja (IDB Invest, Panama 2025)**

The presentation explored the case of Enertur in the Dominican Republic as a practical example of implementing just transition principles in Latin America and the Caribbean. The initiative takes place in the context of the country's National Energy Plan (PEN) 2025–2038, currently under public consultation. A financing package of $56.4 million was provided by IDB Invest, FMO, and FinDev Canada to support renewable energy development, guided in part by the World Bank's Coal Just Transition Taxonomy.

The implementation faced several barriers. Local systems were not adequately prepared to recruit for renewable energy projects, and public training institutions did not meet the technical needs of the sector. There was a significant gendered skills gap—only 8 to 12 women initially qualified for technical roles—illustrating the lack of accessible upskilling pathways for women in green sectors. Employers struggled with delays and high costs due to the scarcity of skilled labor, especially in specialized technical areas. Moreover, there was no formal mechanism linking public training curricula with private sector demands. In some countries, like Argentina, legal frameworks even prohibited women from operating heavy machinery, reflecting deeper structural challenges.

To address these issues, two pilot programs were launched to combine local hiring strategies with sectoral skills councils. These aimed to build a qualified talent pipeline in renewable energy and to improve coordination between workforce training and productive sectors, ensuring workers—particularly those affected by the retirement of coal plants—were reskilled effectively. Special attention was given to the inclusion of women.

The success of the initiative was driven by strong multi-stakeholder alignment among the project sponsor (Interenergy), contractor (IMASA), financier and advisor (IDB Invest), and the national training institute (INFOTEP). Institutional tools such as centralized databases and targeted outreach improved the connection between training and employment. Investment in the Just Transition component ensured social and climate goals were integrated, with intentional hiring targets supported by job fairs, recruitment campaigns, and reskilling efforts.

Key lessons included the need for formal, sector-specific upskilling programs, as the lack of existing pathways highlighted workforce readiness gaps. Establishing a feedback loop between public training institutions and private sector needs—through structures like the "Consejos de Habilidades Verdes" (Green Skills Councils)—was essential for curriculum alignment and timely response to labor market demands. Multi-stakeholder coordination proved crucial to delivering inclusive outcomes: the project achieved 142 local hires, including 21 women.

The presentation concluded by framing Just Transition as a paradigm shift in business mindsets—from simply avoiding harm to actively doing good and fostering regenerative economies. By embedding social

inclusion into climate strategies from the outset, Just Transition can make green economies not only financially sustainable, but also equitable and accessible for all.

2. **“Convenios de Transición Justa: Jornadas Informativas” by Julian Martinez (Governement of Spain, Panamá 2025)**

The presentation highlights Spain’s experience in advancing a Just Energy Transition, coordinated by the Ministry for Ecological Transition and Demographic Challenge and the Just Transition Institute. The strategy is embedded within the broader legislative and policy framework, including the Climate and Energy Law, the National Energy and Climate Plan (2021–2030), the Adaptation Plan, and the Just Transition Strategy. These instruments aim to maximize the benefits of ecological transition—such as job creation, social cohesion, and competitiveness—while minimizing its adverse impacts, particularly in coal and nuclear regions.

Spain has adopted a territorial approach focused on coal regions, launching an Urgent Action Plan and establishing Just Transition Agreements across 15 territories. These agreements were developed through broad public participation processes and in coordination with local and regional governments. They include sectoral accords with trade unions and companies—such as the Framework Agreement for Just Transition in Coal Mining (2019–2027) and protocols for the decommissioning of coal power plants.

The strategy offers a diverse set of support measures: social aid and employability programs for workers, investment incentives, renewable energy tenders in former coal zones, environmental restoration, gender equality mainstreaming, R&D, and re-skilling programs. Municipalities also receive financing for local development projects, while efforts are made to preserve cultural and mining heritage.

Several key lessons emerge. First, anticipation is critical—Spain experienced challenges where mine closures or power plant shutdowns were announced years in advance but lacked proactive social planning. Second, the involvement of active and operational companies is essential; stranded assets have complicated transitions when companies were not part of the planning. Third, energy firms need internal just transition plans to address the impacts on workers, contractors, and communities. Finally, good governance and multi-level participation are vital, though tensions may arise between inclusive decision-making and the urgency of implementation.

3. **Green skills for the Energy Just Transition by Roberta (GIZ, Panamá 2025).**

Presented on the importance of green skills for advancing a just energy transition. She emphasized the growing need for people who not only understand but can also implement new technologies. In the context of Brazil, she referred to the Ecological Transition Plan launched in 2023, which focuses on promoting technological innovation and the creation of better-paid, quality jobs. The plan also emphasizes environmental sustainability, more equitable income distribution, and social justice as central components of the country’s transition.

Regarding the energy transition specifically, she highlighted the importance of ensuring that job creation accompanies the shift. Brazil is currently experiencing a strong and increasing demand for qualified professionals in areas such as photovoltaic systems, wind energy, energy efficiency, and e-mobility.

Roberta also discussed the Ministry of Education's "Professionals of the Future" program, which runs from 2021 to 2028. Since 2017, the program has trained 1,700 teachers and 13,400 individuals. A key achievement has been the nationwide update of the electrotechnical technician curriculum, as well as the rollout of a photovoltaic installer course.

Reflecting on the main lessons learned, she noted the importance of training teachers, designing curricula that are tailored to sectoral needs, and involving both school managers and teachers in the process. She stressed the value of short-term training programs that enable professionals to enter the job market quickly. However, she also acknowledged the high costs associated with making these programs inclusive—particularly when it comes to reaching and retaining people from vulnerable groups. On average, it takes about five years to fully train a new technician to enter the workforce.

Part II – Workshop Structure:

To emulate the collaborative spirit of the "global task force" (mutirão global) proposed by the COP30 Presidency, the final part of the workshop will follow this structure:

- **5 minutes:** Orientation and assignment of participants into breakout groups.
- **50 minutes:** Intensive small-group work, focused on co-creating solutions to a selected implementation barrier.
- **25 minutes:** Report-back session in the plenary to synthesize lessons and articulate proposals for JTWP implementation or COP30 pathways.

Objectives

- Generate concrete, context-sensitive proposals to strengthen the JTWP
- Link real-world policy and project experiences to multilateral climate processes
- Foster South-South collaboration and visibility of developing country leadership

Group Assignments and Tasks

Each group will work on one of three strategic themes. A facilitator will guide the discussion and help consolidate your outputs.

Results of the Group Discussions

Groups 1 – Just Transition Taxonomy

What was asked of participants
Develop a draft outline for a taxonomy that reflects the socio-economic realities of developing countries.

Discussion points:

- What elements should be included (e.g., sectors, actors, principles)?
- How to ensure flexibility while avoiding conceptual dilution?
- How can it align with national plans like NDCs or LT-LEDS?

Expected outputs:

- A proposed taxonomy structure (categories, examples, definitions)
- 2–3 recommendations for integrating this into the JTWP or COP30 discussions

Results:

On the first group that tackled the JT taxonomy, their discussion delved deeply into the concept of a Just Transition taxonomy, exploring how it differs from broader guiding principles. Participants emphasized that for a transition to truly be considered "just," it must extend beyond the energy and industrial sectors. It should encompass food systems, nature-based solutions, and the care economy—recognizing the interconnectedness of social and ecological dimensions.

There was a strong call to ensure that broader communities are included in Just Transition efforts, particularly informal and non-unionized workers who are often overlooked in traditional labor frameworks. The conversation also highlighted the importance of integrating Just Transition into national climate policies, such as National Adaptation Plans (NAPs) and Nationally Determined Contributions (NDCs). Doing so not only enhances policy coherence but also strengthens the case for financial support by demonstrating the economic viability of Just Transition investments.

Lastly, there was a shared recognition that elements like participation, governance, and social dialogue are essential to any credible taxonomy. However, there was still uncertainty around how to effectively incorporate these dimensions into a structured framework.

On the second group that tackled the JT taxonomy, the conversation emphasized that most sectors should be included in the Just Transition framework, but acknowledged the need for nuance when considering how emissions are produced and how this varies across countries. For instance, while some nations may focus primarily on decarbonizing industry or energy, Brazil must prioritize land use and agribusiness, given their significant role in national emissions.

Participants stressed that all relevant actors must be involved, extending beyond government and industry to include educational institutions and the broader workforce. A comprehensive Just Transition requires the active engagement of those shaping future skills and employment pathways.

The discussion also reinforced the importance of grounding the transition in clear principles. These include social and environmental protection, the preservation of biodiversity, and ensuring the safety and dignity of people who are most vulnerable to the social and economic costs of climate action.

Groups 2 – Indicators for Just Transitions

What was asked of participants

Propose indicators to help assess and track the integrity of Just Transition initiatives.

Discussion points:

- What indicators can show whether a project is delivering social and environmental outcomes?
- How to address risks of "just transition-washing"?
- What role can communities or workers play in validating projects?

Expected outputs:

- A list of 4–6 key indicators, with brief justifications
- How can these indicators be monitored and tracked? [if you have knowledge on how this can be added to the JTWP, please share with the group]

Results:

On the first group that tackled the indicators for just transitions, they explored indicators for Just Transitions across multiple levels. At the project level, key indicators include the development of local value chains, evidence of effective community participation, the number of people hired—particularly women and individuals from vulnerable groups—and the application of social and environmental safeguards. These indicators would be tracked through mechanisms such as external audits, surveys, and grievance systems to ensure accountability and transparency.

At the company level, indicators would reflect the existence and implementation of broad fossil fuel phase-out strategies. These would ideally be reported voluntarily and subject to independent auditing. For communities, indicators include the establishment of a Just Transition Council and the ability to access dedicated Just Transition funds—both signs of local empowerment and resource distribution.

National-level indicators should reflect the presence of domestic Just Transition policies, with an emphasis on transparency, scope beyond the energy sector, and the allocation of specific public resources through treasury mechanisms. At the international level, countries would include Just Transition information in their NDCs, receive international financing with direct access modalities, and benefit from capacity-building efforts aimed at developing national Just Transition plans that are effectively linked to international funders.

On the second group that tackled the indicators for just transitions, they focused on what these indicators should ultimately reflect. They identified environmental and social integrity, transparency,

and the availability of means of implementation as core qualities. They also stressed the importance of working across different governance levels and aligning indicators with key Just Transition goals: reducing vulnerability, promoting equity, generating decent jobs, and ensuring participatory decision-making processes.

Regarding monitoring, the group discussed the value of identifying existing tools, databases, and tracking systems that could serve as templates. This could streamline implementation and help build consistent, scalable frameworks for evaluating progress on Just Transitions.

Groups 3 – Principles for Just Transitions

What was asked of the participants

Define the core principles that should guide Just Transition work, considering that just transition is for all countries and all communities.

Discussion points:

- What values must be upheld in Just Transition (e.g., equity, participation)?
- How should these principles influence both national and international actions?
- What lessons can Global South experiences offer in shaping global norms?

Expected outputs:

- 5–7 draft principles with clear explanations

Results:

On the first group that tackled the principles for just transitions, the group identified seven key principles as essential foundations for advancing a Just Transition:

- **Accountability and Responsibility:** Emphasis on public-private partnerships and intergovernmental coordination.
- **Equity:** Inclusion of intergenerational, gender, racial, and other forms of social equity**.**
- **Inclusivity:** Ensuring procedural fairness and meaningful stakeholder engagement.
- **Improving Well-Being:** Advancing living conditions and ensuring access to essential services.
- **Tailor-Made Solutions:** Adapting approaches to specific local, regional, or sectoral contexts.
- **Decent Work:** Promoting quality employment through structured social dialogue.
- **Sustainability:** Addressing environmental, social, and economic dimensions in an integrated manner.

On the second group that tackled the principles for just transitions, the group articulated a set of guiding principles essential to shaping a meaningful and effective Just Transition.

- **Participation** – Ensuring engagement is adequate and meaningful
- **Integration** – Bringing together different approaches and perspectives
- **Transparency** – Clearly identifying who benefits and who may be disadvantaged, avoiding unrealistic narratives
- **Access** – Ensuring access to knowledge, financial resources, and direct support
- **Equity** – Involving those who are likely to be affected in a fair and inclusive way
- **Commitment** – Using international commitments to define and maintain long-term goals from the outset.

In terms of COP30, the conversation focused on how to embed these principles into the broader UNFCCC process in a way that has lasting impact. There was a shared recognition that the scope of Just Transition must extend beyond the energy sector, addressing transitions in sectors such as agriculture, care, and land use. The group also emphasized that Just Transition is fundamentally about identifying risks—economic, social, and environmental—and developing targeted plans and programs to minimize them. Ensuring access to appropriate financial mechanisms will be key to turning ambition into action.

Another priority is grounding global processes in local realities. Understanding community needs and ensuring that those insights are meaningfully reflected in high-level decisions is vital. Ultimately, the challenge will be to build a shared long-term vision for Just Transition that can unite diverse actors under a common framework for transformative, inclusive change.

Closing remarks – Ana Cavalcante (Ministry of the Environment of Brazil)

In the closing remarks, Ana Cavalcante reflected on the need to transform the ecological transition plan into a more flexible and responsive framework—one that is continuously informed by scientific expertise and supported by mechanisms that enable meaningful social participation. This adaptive approach was seen as essential to ensure the transition remains grounded, inclusive, and capable of addressing evolving challenges. The conversation itself was recognized as a valuable contribution to shaping national processes, offering concrete insights and collective reflections that can inform the design and implementation of Just Transition strategies going forward.