

# Guidance on Just Transition



Towards Just Energy Transition Pathways and inclusive, sustainable futures

June, 2025

CAN International

## Just Energy Transition in Coal Regions



## Guidance on Just Transition: Towards Just Energy Transition Pathways and inclusive, sustainable futures.

The Innovations Regions for a Just Energy Transition project is jointly funded by the German Federal Ministry for the Environment, Climate Action, Nature Conservation and Nuclear Safety (BMUKN) under the International Climate Initiative (IKI) and by the European Commission's Directorate-General for International Partnerships (DG INTPA) for the Just Energy Transition in Coal Regions Interregional Platform (JET-CR). The project is implemented by a consortium of organisations led by GIZ as Joint Project Coordinator and with the Climate Action Network (CAN), International Institute for Sustainable Development (IISD), International Labour Organisation (ILO), Wuppertal Institute für Klima, Umwelt, Energie GmbH, Solidarity Center, and APHEDA as implementing partners.

IKI JET and its JET-CR Platform aim to support and accelerate just energy transitions away from coal to renewable energies and other sustainable economic activities in Colombia, Chile, South Africa, Indonesia, Vietnam, Thailand, and Mongolia.

The **Just Energy Transition in Coal Regions (JET-CR) Knowledge Hub** is an online platform building bridges between experts, policymakers, coal industry, trade unions and civil society organizations. It's a space to bring together different perspectives, share real stories and search for effective tools and solutions.

It aims to particularly amplify the voices of workers and communities dependent on coal showing how knowledge can work in practice. It also turns practice into knowledge by bringing local experience into global conversations and advancing just energy transition expertise.

Providing regular digests of articles, research papers, news stories and events it serves as a “one-stop shop” for collecting up to date information related to just energy transitions away from coal around the world.

On behalf of:



of the Federal Republic of Germany



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### **About Climate Action Network International**

CAN is a global network of non-government not for profit member organizations from all over the world committed to combating harmful climate change and advancing climate justice and equity. CAN has 30 years of experience in bringing together civil society organisations to define and develop joint strategies, priorities, and policy related priorities. As a civil society and community focused stakeholder organisation CAN has in-depth knowledge and experience in bringing civil society voices to policy processes and related dialogues. CAN is a membership- based network with over 1,500 member organisations globally. CAN International Association E.V. is a legal organisation established to create a secretariat that coordinates activities of CAN Nodes and their members at the international level. CAN members are primarily engaged through National and Regional Nodes, but also engage, together with the Nodes at the international level through CAN International. Through its national nodes and national networks of civil society organisations CAN has worked on the intersection of promoting climate and social justice in the pursuit of sustainable development and in tackling climate change through the promotion of renewable energy, sustainable livelihoods and the strengthening of civil society voices. National experiences and knowledge are brought to international policy processes and dynamics through CAN International, thereby connecting national and regional work with the international sphere enabling cross regional exchanges.

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CAN I.

### **Acknowledgements**

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## Executive Summary

This guidance builds from a broad and transformative vision of Just Transition, understood as a systemic process to move towards economies and societies that are socially just, environmentally sustainable, and rooted in equity and care. While it provides overarching principles and political grounding relevant across all sectors undergoing transformation, it is particularly intended to support the development of Just Energy Transition (JET) processes and plans. It is especially relevant for those being designed and implemented at the national and local levels, where decisions directly affect workers, communities, and ecosystems. The guidance serves as a tool for civil society organizations, grassroots groups, and other stakeholders to engage with, influence, and co-create these transitions in ways that uphold human rights, redistribute power, and reflect the realities of those most impacted.

The document draws from a participatory process led within the CAN Network and the IKI JET Community of Practice, bringing together the experiences, best practices, and political perspectives of diverse actors, particularly from the Global South. It outlines core justice principles—including distributional, procedural, restorative, and intergenerational justice—as essential foundations for any transition process. It also provides key elements and concrete policy recommendations for fair, inclusive and sustainable JET pathways, highlighting the importance of meaningful participation, decent work, care economies, social protection, and international solidarity. Rather than proposing a single model, this guidance offers a flexible and evolving framework to inspire and support grounded, community-led and justice-centered transitions—starting with energy, but applicable far beyond.

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## Abbreviations and Acronyms

<b>CAN</b>	Climate Action Network
<b>CAN I</b>	Climate Action Network International
<b>CAN member</b>	All non-profit organizations, including community based organisations, that do not represent government nor industry interests and which actively promote ambitious climate action and sustainable development, are eligible to become members of CAN and may apply to do so.
<b>CAN Node</b>	Nodes are formed to enable members to increase their capacity to reach our common objectives and bring the change that is needed. A National Node is an association of CAN Members in a particular country. A Regional Node is an association of CAN Members, and/or CAN National Nodes, in a group of countries on an international basis. The name of any Node must adequately reflect the country/countries it represents.
<b>CDM</b>	Clean Development Mechanism
<b>CBO</b>	Community based organisation
<b>CMA</b>	Conference of the Parties serving as the meeting of the Parties to the Paris Agreement
<b>COP</b>	Conference of the Parties
<b>CSO</b>	Civil Society Organization
<b>FPIC</b>	Free, Prior and Informed Consent
<b>GHG</b>	greenhouse gas
<b>ILO</b>	International Labour Organization
<b>IMF</b>	International Monetary Fund
<b>JET</b>	Just Energy Transition
<b>JT</b>	Just Transition
<b>ODA</b>	Official Development Assistance
<b>SACAN</b>	South African Climate Action Network

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<b>SDGs</b>	Sustainable Development Goals
<b>TCA</b>	Transición Climática y Agroecología (from TJLA context)
<b>ULIP</b>	University of London Institute in Paris
<b>UNFCCC</b>	United Nations Framework Convention on Climate Change
<b>UNRISD</b>	United Nations Research Institute for Social Development
<b>USCAN</b>	United States Climate Action Network
<b>WEDO</b>	Women's Environment and Development Organization
<b>WWF</b>	World Wide Fund for Nature

# 1.0 Introduction

## 1.1 What is this document?

The concepts of Just Transition, Just Energy Transition (JET), Just and Equitable Transition, etc, are being used more and more often, sometimes interchangeably, and with different intentions. For example, Just Energy Transition can be used to talk about the energy transition itself, its goals, challenges and policies. It can also be used to define how to re-organise the energy sector in a just way. Similar trends can be observed in other uses of Just Transition. To address this conceptual confusion, this document aims at guiding civil society organizations, communities and other stakeholders on better describing what is needed to realise a Just Transition in all sectors undergoing transformation - something critical for achieving public support and preventing inequalities and social ills perpetuating themselves through climate policies. It will therefore not touch on the specifics of the energy or any other sectoral transition, while still being relevant to it. This document should also assist in distinguishing when Just Transition is being used to advance justice, with workers' and communities' enjoying their rights to a decent job, quality of life and a healthy environment, from those who are just “social-washing” business-as-usual policies.

That said, the departing context, the conditions and the expectations from different communities and peoples around the world on Just Transition are diverse. It is therefore also important to recognise that the different regional and local dynamics in which Just Transition processes take place have implications in terms of level of development, mobilisation of resources, pace of the transition, as well as the social and economic effects of the transition.

This Guidance builds on the exchanges and reflections that have taken place within the CAN Network and through the Community of Practice of the IKI JET project, where diverse voices shared what it means to realise a transition that is socially fair, environmentally sound, and economically just. Rather than offering a fixed definition or a one-size-fits-all blueprint, this guidance reflects the outcomes of a participatory process grounded in lived experiences, lessons learned, and best practices. It is not a prescriptive manual, but a tool to support meaningful participation, inspire action at both local and national levels, and help shape Just Energy Transition (JET) processes and plans that centre dignity, democracy, and justice in both their design and implementation. Ultimately, this document aims to foster convergence—first among civil society organizations and communities within the CAN Network, and ideally beyond—bringing together a wide range of actors willing to organize, mobilize, and collectively fight for the Just Transition and systemic change we urgently need.

## 1.2 A Just Transition to what/where?

We live in a world where the dominant economic model's relentless pursuit of material growth, accumulation and consumption, is further accelerating the climate crisis, harming people and ecosystems, and preventing the achievement of SDGs and the respect of human rights, with the fossil fuel industry as one of its main perpetrators of abuse.

It is increasingly evident that the global climate crisis is closely intertwined with the global inequality crisis<sup>1</sup>, with the most vulnerable and least responsible having to carry the majority of the burden of the climate crisis. The extractivist and exploitative nature of the current fossil fuels-driven system creates, perpetuates and reinforces deep inequalities both between and within countries which contribute to the climate crisis while also making responding to it more challenging.

For climate chaos to be avoided, many things have to change about the way in which our societies and economies are organised, including the values that serve as their organising principles. A society that is built on the fulfilment of human and labour rights and the commitment to stay within planetary boundaries, pursues wellbeing and builds a society of care, where everyone can access decent jobs, health, housing, education, culture and leisure. Where individual and collective rights are respected. Where solidarity, justice and equity are the guiding forces of decision making. Where the wealthy do their fair shares and polluters are held accountable for the damage that they cause.

We make ours the Just Transition Alliance call:

*“We must build a visionary economy that is very different than the one we now are in. This requires stopping the bad while at the same time as building the new. We must change the rules to redistribute resources and power to local communities. Just Transition initiatives are shifting from dirty energy to energy democracy, from funding highways to expanding public transit, from incinerators and landfills to zero waste, from industrial food systems to food sovereignty, from gentrification to community land rights, from military violence to peaceful resolution, and from rampant destructive development to ecosystem restoration. Core to a Just Transition is deep democracy in which workers and communities have control over the decisions that affect their daily lives. To liberate the soil and to liberate our souls we must decolonize our imaginations, remember our way forward and divorce ourselves from the comforts of empire. We must trust that deep in our cultures and ancestries is the diverse wisdom we need to navigate our way towards a world where we live in just relationships with each other and with the earth.”<sup>2</sup>*

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<sup>1</sup> Athanasiou T., Holz C., Kartha S. (2022). [Fair Shares: Lessons From Practice. Thoughts on Strategy](#)

<sup>2</sup> Climate Justice Alliance. [Just Transition: A Framework for Change.](#)

We see Just Transition as a critical component for achieving those shifts and for doing so in a way that is in line with climate justice, as organising the transition in a just way is the guarantee for achieving social justice while we fight climate change.

We see Just Transition as a driver (not the only driver) of climate justice, along with Indigenous Peoples rights, intergenerational equity, the phase out of extractivism and hyper-consumption, gender justice, among others.

Workers through their unions, informal and other precarious workers, youths, disability groups, marginalised and poor communities among others have been historically and unjustly excluded from the conversations and decision-making processes around the transition that has direct and indirect impacts on them, and sometimes pressured to support the existing power-structures. Bringing those key stakeholders to the table to negotiate decisions and co-lead the implementation of the plans about their own future, Just Transition can also contribute to gaining greater trust and support for climate action.

Most of the focus on Just Transition at the sectoral level has been on the fossil fuel value chain (extraction and secondary users such as automobile or heavy industry). We consider that the rights and needs of workers and communities must also be addressed in the urgent transformations required in all productive sectors, such as agriculture and food.<sup>3</sup>

### **Box 1. CAN's approach**

**'The World We Want'**:- refers to the vision of a deeply transformed society and economy—one that operates within planetary boundaries, ensures equity, and guarantees the rights and well-being of all. It is about where we want to go: a completely transformed system we are working towards, a future rooted in justice, care, and solidarity.

**'Just Transition'**: - is both a concept and an approach that helps us think about *how* to get to that world—how to transition from the current system to a more just and sustainable one, while upholding social and climate justice. It places people and rights at the center of change.

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<sup>3</sup> Anderson, T. (2019). [Principles for a Just Transition in Agriculture](#). ActionAid.

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**'Just Energy Transition'** : - as the energy sector specific conversation of this journey, while acknowledging that the transition in the energy sector carries massive implications for other sectors as well (therefore the need for a whole-of-economy focus on Just Transition).

## 2.0 Notions of Justice underpinning the “Just” part of the Transition

Just Transition has not started from theory but from praxis; the praxis of workers and communities having an alternative demand to what conservative voices expected from them: to choose between their jobs and livelihoods over the protection of their environment and health. It was meant to reflect the idea that the security of workers’ livelihoods should be paramount in any discussion about the future of the economy, particularly in response to environmental and climate goals. Although those in power have tried to make this a mutually exclusive choice to protect the status-quo and keep polluting, this is not the case, and they are instead mutually reinforcing: as there can be no jobs on a dead planet, we cannot remain within the 1.5° pathway without the Just Transition.

That said, a substantial amount of work has been done in the academic field to codify justice’s different dimensions, several of them applicable to the notions of justice underpinning the Just Transition. It is important to spell them out to better guide policy decisions:

- **Distributional Justice:** A Just Transition distributes fairly the cost and benefits of actions to protect all life from climate chaos, paying particular attention to workers (ie those in the fossil value chain and in other sectors impacted by climate measures, organised in trade unions, as well as those in precarious and informal jobs and the unemployed), poor households, communities, youth, women, people with disabilities, affected by the shift away from climate-damaging sectors. In particular, this means wealthy countries, corporations, military, and elites must immediately begin moving away from a linear economy model that relies upon constant, increasing extraction, to a circular economy model, in which extraction and waste are minimised and all products are kept in use for as long as physically possible.
- **Procedural Justice:** A Just Transition ensures inclusive and equitable decision-making process guiding the transition, and collective ownership and management of the new, decarbonised energy system by the community stakeholders and right-holders<sup>4</sup>. Such an approach implies institutional change and structural evolution of the system so that distributional injustices do not re-emerge. It implies Just Transition not only “compensating” those affected but reforming the institutions themselves. It entails implementation of new forms of governance.

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<sup>4</sup> JTRC, Mapping Just Transition(s) to a Low-Carbon World. UNRISD, RLS, ULIP.

- **Restorative Justice:** A Just Transition addresses historical damages against individuals, communities, and the environment, and health with a particular focus on rectifying or ameliorating the situations of colonised, harmed or disenfranchised communities and at-risk environments. It is about redress: healing people and the land<sup>5</sup>. The impacts of extractive industries on communities and territories are complex and cut across multiple dimensions. The search for restoration must therefore be intersectional and respectful of those complexities.
- **Intergenerational Justice:** A Just Transition is guided by the urgency of protecting all life on this planet so that future generations can have a healthy and prosperous life. This implies being guided by the latest available science when it comes to reducing emissions and extraction, protecting biodiversity, eliminating hazardous chemicals, preserving water, among others and doing so at the fastest possible pace while also identifying in advance potential risks caused by the transition. It includes radically changing the dominant economic model from linear to circular as quickly as possible.

In addition to these four dimensions of Justice, there is a fifth element, related to the transformational intent pursued with Just Transition that is to be kept front and centre:

- **Transformational intent:** A Just Transition promotes alternative pathways that undermine the dominant economic system, bringing together short term policies with a system critical approach, which allows the emergence, within relatively “feasible” policies, of practices of equality for all and local control, of a more robust democracy where gender, race and class bias fades into the past”<sup>6</sup>. A transformative Just Transition intent ensures a contribution to dismantling systems of oppression (racism, patriarchy, classism, ableism) that are deeply rooted in contemporary societies.

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<sup>5</sup> Presidential Climate Commission (2022). [A Presidential Climate Commission Report: A Framework For A Just Transition In South Africa](#).

<sup>6</sup> Labour for sustainability

## 3.0 Principles guiding the Just Transition in practice: Key elements for equitable and inclusive transitions process and plans

The principles outlined in this section are drawn from the lived experiences and organizing efforts of communities, civil society, workers, and other rights-holders who have long been advocating for transitions that are genuinely just. These guiding elements are not abstract ideals, but rather practical orientations and institutional considerations that could help ensure transitions are equitable, participatory, and effective. They reflect best practices emerging from diverse contexts and are rooted in justice, dignity, and the protection of all human rights. A truly Just Transition must be grounded in inclusive, transparent, and democratic processes, where those most affected—such as frontline communities, informal and precarious workers, women and gender-diverse people, persons with disabilities, have the power to shape and co-lead the decisions that impact their lives and futures.

This is not meant to be an exhaustive or prescriptive list, nor a one-size-fits-all model, but rather a directional guide informed by practice, highlighting what should be considered essential for a fair and inclusive transition. These principles are open to be enriched and expanded by further experiences and knowledge from those who are driving change on the ground, and must be continuously adapted to different contexts to ensure they truly serve people and the planet.

- Be designed and implemented at country level, and aimed at securing dignity for all within planetary boundaries
  - a. National and sectoral objectives that are aligned with the Paris Agreement and decision 1/CMA.4, para. 51<sup>7</sup>: encompasses pathways that include energy, socioeconomic, workforce and other dimensions
  - b. A focus on sufficiency, efficiency and circular economies, avoiding green extractivist approaches that put undue pressure on the environment, land, resources and Indigenous Peoples, and communities.

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<sup>7</sup> Decision 1/CMA.4, adopted at COP27 as part of the *Sharm el-Sheikh Implementation Plan*: [https://unfccc.int/sites/default/files/resource/Decisions\\_1CMA4\\_1COP27.pdf](https://unfccc.int/sites/default/files/resource/Decisions_1CMA4_1COP27.pdf)

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- Be built with workers, communities and all rights-holders' voices and (based on peoples' realities, needs and inputs)
  - c. Robust and inclusive consultation institutions and processes and participation in planning and decision making processes at the national, regional and local level - with on the one hand tripartite social dialogue involving government, employers and workers to shape labour policies, and on the other hand engagement with rights-holders and relevant stakeholders on all other aspects of Just Transition.
  - d. Respect, protection, and fulfilment of human rights, which include economic, social, environmental and cultural rights, people of African descent and Indigenous Peoples' rights, labour rights, the right to health, rights of persons with disabilities, rights of future generations, the rights of minorities and other marginalised groups, and the right to development.
  - e. Uphold the Right to Free Prior Informed Consent (FPIC) of all Indigenous Peoples, and ensure all affected communities are consulted and have access to grievances mechanisms and fair compensations.
  - f. Robust and transparent assessment/identification of social, economic, and environmental impacts, with intersectional consideration and integration of the most diverse social realities -, including but not limited to gender, race, ethnicity, class, disability, age, income, -, taking measures to avoid and mitigate them, with full accountability mechanisms and remedy for damages done.
- Offer prosperity and reduce rather than entrench inequalities
  - g. Decent work, labour rights, safe and dignified lives for all with active participation of all workers in transition plans, including formal and informal, popular, women and gender-diverse, young, senior, care and domestic workers.
  - h. Universal, disability responsive and gender-transformative social protection programs/policies, with particular attention to those marginalized and with the establishment of universal social protection floors as the priority.
  - i. The care economy as a central axis towards a just transition, including a systematic, institutional and domestic recognition, reorganization and

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redistribution of the labor that enables social provisioning and reproduction, primarily undertaken by women.

- j. Governments provide quality public services meeting their obligations to fulfill economic, social and cultural rights, such as the rights to sustainable energy, food, education, health care, housing, water, and sanitation, and put in place food sovereignty policies.
- Outline the role of international cooperation as an essential tool for generating an enabling environment for Just Transition to happen in all countries, including
  - k. Access to non-debt-creating climate finance for supporting the realization of the above principles in countries with limited capacity to undertake those.
  - l. New forms of investment and trade agreements away from unequal, extractive and/or neo-colonial exchange dynamics. Measures must ensure fair terms of trade, preventing exploitative practices, and upholding labour and other human rights, including economic, social and cultural rights such as the right to health, and environmental standards to create a more balanced, equitable, and inclusive global trade system.
  - m. Facilitation of broad-based access to human rights compliant renewable energy and other climate-related technology goods for the Global South
  - n. Enable developing countries to diversify their economies, build alternative economic models and facilitate the establishment of domestic ownership and manufacturing capacity

## 4.0 From principles to reality: which demands/policies can get us there?

Just Transition policies are being discussed at multiple levels (from international/multilateral conversations to local or company plans). The best known are those produced by the ILO Guidelines, referring to nine policy areas<sup>8</sup>. Below, there is a succinct listing of policies aimed at showing the demands that could be met through a Just Transition approach. It is extremely important to never lose sight of the importance of standing in solidarity with demands from those who find themselves in a vulnerable situation as a consequence of climate action, being it workers and trade unions' ask for respecting, protecting and fulfilling human and labour rights when developing Just Transition strategies (such as Freedom of association and collective bargaining, and the right to a safe and healthy working environment), rural or low-income households impacted by energy price increases, among others. The need for workers and communities for being associated with designing those strategies, must remain at the heart of our mobilisation, as those are often dismissed when the concept gets to decision making spaces.

Our thinking on Just Transition, built on the four aspects of justice (distributional, procedural, restorative, intergenerational) and the intention to deeply transform our societies, need to find their way on the concrete policies being implemented on the ground. A re-skilling policy for example, could be aligned with those principles if it was giving extra attention to those with more difficulties to find new job opportunities (distributional), if it was co-designed with a collective of workers and community members (procedural), if it was challenging traditional methodologies and beneficiaries by capturing the history of oppressions in a given territory (restorative), if it was oriented towards activities that restore and protect all living beings (intergenerational), if it was aiming at diversifying the community's economy into new forms of organisation and benefit sharing.

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Thinking Just Transition implies an effort of imagination and to connect the practical needs of many today with the many opportunities we see for the future. The policies below are basic requirements for a Just Transition. To them, we must add the features that would make them even stronger in delivering to our principles.

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<sup>8</sup> International Labour Organization (2016). [Guidelines for a Just Transition towards environmentally sustainable economies and societies for all](#)

**a. Workers**

- Creation of alternative decent work opportunities and worker-owned initiatives, including accessibility for previously overlooked marginalised groups, including people with disabilities.
- Require programmes of mobility within the company, company on-the-job retraining to fill new positions, and so on. These must be incorporated to and/or strengthened in employer-union collective agreements.
- Improving work environments.
- Access to skills training and re-skilling, notably in environmentally-friendly sectors paying attention to the need for financial support during retraining and affordability of options. Skills training should not replace comprehensive access to post-secondary education.
- Access to immediate job opportunities, including through public sector work.
- Suitable retirement and compensation packages, including for those who may not be able to retrain or re-skill to switch jobs.

**b. Communities**

- Provide support for communities to design and obtain support for alternative livelihoods and social and economic opportunities and ownership, including social enterprises.
- Early identification of community members/services at risk as a consequence of the transition, on top of direct/indirect workers (above) - including informal workers, public services - schools, health providers)
- Ensure early focus on remediation and rehabilitation and restoration of local environments and health.
- Prioritise the dismantlement of polluting units over keeping idle capacity, so that land is freed up for new investments and employment options are also made available in the decommissioning & de-pollution of sites. .
- Support for key infrastructure deployment in key territories as identified by communities (ie internet, public transport), ensuring underserved populations gain the benefits of the energy transition.

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- Allow for communities to own the resources they are developing and have a say over those resources (intellectual, materials to potentially recycle, food systems, water resources, forests, etc).
- Consider income-related impacts on poor and/or rural households with regard to issues such as access to and affordability of energy and mobility needs.

### c. **Country-wide public policies**

*A Just Transition can be better delivered and financed if guided by holistic, country-wide plans; plans that, among others, recognise the urgency of phasing out fossil fuels and transforming food systems towards agroecological approaches in a non-extractive way. An acceleration of on-the-ground initiatives for making Just Transition happen is urgently needed.*

Ensure Just Transition plans are guided by the justice principles outlined above and ambitious goals that keep us within planetary boundaries, including fossil fuel phase-out plans, ending deforestation, shifting from intensive and industrialised agricultural approaches towards food systems that deliver food and nutrition security and that are based on agroecology and less and better meat, circular economy approaches promoting reuse, recycling and eco-design, trajectories for moving away from other forms of extractivism - such as mining, including for energy transition minerals-

- Establishment and use of social dialogue as well as other decision-making mechanisms that secure engagement with under-represented voices (workers and affected communities)
- Anticipation of transition needs, early identification of specific zones requiring additional and/or rapid support deployment and use of impact assessment tools to refine as much as possible the populations most affected by change.
- Holistic approach to regional economic development to create viable short-term and long-term solutions for local populations who are affected ,which includes shifting from a linear to a circular economy.
- Strengthening of social protection systems (ie unemployment benefits, employment injury benefits, sickness benefits, health protection, old-age pensions, child and family benefits, maternity protection, disability pensions, survivors' pensions), particularly for potentially marginalised groups including women, people with disabilities and paying special attention to those working in the informal sector.
- Creation of funds to support Just Transition

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- Ensure owners of polluting units fund restoration and reinvest in the territories.
- Requirement for owners of carbon-intensive/to-be phased out assets to bear losses (compensation for industry is a burden on taxpayers. This means fewer resources are available to address other aspects of the transition.)<sup>9</sup>

### d. **Governance**

- Plans to develop future investments are decided through transparent, open and participatory processes including workers and their unions, affected community members in/near projects, including Indigenous Peoples, women and youth organisations and disabled persons as well as locally relevant marginalised groups, such as informal or precarious workers.
- Open and transparent process for accessing funds for small and medium scale projects, including community-owned/worker-owned decentralised renewable energy projects.
- Transparent and consultative processes for granting funds to big scale projects - ensuring social and environmental safeguards are in place. For projects affecting Indigenous Peoples, including those located in or near Indigenous peoples' territories, uphold the right to Free, Prior, and Informed Consent, throughout the entire project lifecycle, including respecting the right to withhold (ie say no) to projects at any point in their development. FPIC is also a best practice/high standard for community engagement.
- Funds are in the forms of grants or interest-free financing, not loans
- Transparent and consultative processes for granting funds to big scale projects
- Mandatory human rights due diligence, aligned with international guidance and law, for projects to ensure - ensuring social and environmental safeguards are in place.
- Establishing clear responsibilities between authorities and ensuring voices of workers and communities are represented at different stages of the decision making process.

### e. **North/South cooperation**

This dimension of the Just Transition conversation has not received yet the same level of attention than the national, local and sectoral levels. It is important to acknowledge that the jobs and livelihoods of millions of people around the world are trapped in extractivism, but while in some regions government have the means to organise the transformation of key extractive sectors, in

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<sup>9</sup> Atteridge, A., Blanco, I. and Strambo, C. (2020). [Insights from Historical Cases of Transition: Background Paper for the EBRD Just Transition Initiative](#). European Bank for Reconstruction and Development.

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many others, often because of colonial heritage or neocolonial impositions, and political pressure from elites, the resources are not available.

Moving away from extractivism requires a new wave of multilateral cooperation and solidarity, preventing the proliferation of double standards that would condemn once again people and countries to being sacrifice zones, as well as a courageous approach to funding a Just Transition.

Ongoing work by CAN on the need for a just and equitable reform of the global financial architecture to support a Just Transition<sup>10</sup> as well as work undertaken by the Fossil Fuel Non Proliferation Treaty<sup>11</sup> are of particular relevance for further defining what international cooperation in support of a Just Transition looks like.

Some decisions would pave the way for Just Transition becoming a reality:

- International funding available for Just Transition, to support governments committed to transition away from extractivism, with a first focus on phasing out fossil fuels, so that communities and workers are accompanied through the policies listed above.
- It is imperative that those resources are truly new and additional, meaning that they come on top of ODA commitments thereby not diverting funds from other just development priorities. The resources could come from levies imposed on the fossil fuel industry, whose massive responsibility on creating the challenge can not be questioned any longer, debt cancellation and a global, transparent and democratic mechanism to address unsustainable and illegitimate debts, reducing the risk of worsening the debt crisis, freeing up funds to support economic diversification, and enabling a Just Transition.<sup>12</sup>
- Access to intellectual property rights in environmentally-sound technologies could facilitate a strengthening of industrial capacity in countries in dire need of economic diversification options.
- Preferential treatment for exports from countries in the road to diversifying their economies should also be explored.
- Cancelling/forgiving debt owned by colonial institutions such as the IMF and World Bank.

Again, this section does not intend to present an exhaustive or prescriptive list of policies or measures. Rather, it offers a set of practical directions and key considerations, that can help guide

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<sup>10</sup> CAN International (2023). [7 Join Principles For Finance System Transformation.](#)

<sup>11</sup> [Fossil Fuel Non-Proliferation Treaty](#)

<sup>12</sup> CSO Equity Review (2021). [A Fair Shares Phase Out: A Civil Society Equity Review on an Equitable Global Phase Out of Fossil Fuels.](#)

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the design and implementation of Just Transition plans at both local and national levels. Too often, crucial aspects such as community participation, equity, care work, disability inclusion, and local ownership are overlooked or eclipsed by dominant technical or economic agendas. The proposals and demands gathered here draw from best practices and experiences of frontline communities, grassroots movements, civil society organizations, workers, actively shaping transitions on the ground. These policies and best practices should not be seen as fixed models, but as evolving references that can be adapted, expanded, and deepened through the ongoing contributions of those most directly affected by and engaged in building a truly just transition.

## 5.0 Final reflections: Towards grounded, fair and inclusive JET plans

This guidance aims to contribute to the collective effort of developing Just Energy Transition (JET) processes and plans that are socially fair, environmentally sustainable, and economically viable for workers, communities and other stakeholders as well as to Just Transition processes in other sectors undergoing transformation. Rather than a prescriptive manual, it is a reflection of best practices, lessons learned, and shared political commitments that have emerged from real-life struggles, community organizing, and practical implementation across diverse contexts. It also seeks to offer a roadmap for meaningful participation in Social Dialogue processes, by outlining how stakeholders—especially those traditionally excluded or marginalised—can and must shape the transition through inclusive, transparent and rights-based decision-making spaces. Throughout the document, we have placed emphasis on the need for policies that not only meet climate goals but also serve people’s dignity, redistribute power, and build more democratic and equitable systems. By integrating diverse forms of knowledge and centering justice in both process and outcome, this guidance hopes to inspire and support communities, governments and civil society actors in designing JET plans that are deeply rooted in participation, solidarity, and long-term sustainability.

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*\*this is a non-exhaustive selection of resources shared by CAN members and allies*

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