

Community of Practice for Asia

Advancing labour and social solutions

Building stakeholders' capacities to advance labour and social solutions for a just energy transition in Asia

The project “Innovation Regions for a Just Energy Transition” (IKI JET) aims at supporting key stakeholders of coal regions to plan for and implement regional just energy transition pathways away from coal and towards a low-carbon energy system, consistent with the Paris Agreement and the ILO Just Transition Guidelines.

The IKI JET project is jointly funded by the German Federal Ministry for Economic Affairs and Climate Action (BMWK) 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 six organisations led by GIZ as Joint Project Coordinator and with the Climate Action Network (CAN), International Institute for Sustainable Development (IISD), International Labour Organization (ILO), the Solidarity Center, and Wuppertal Institute für Klima, Umwelt, Energie gGmbH, as implementing partners.

The project is a global initiative aimed at supporting a just energy transition that fosters inclusive and sustainable economic growth while ensuring productive employment opportunities and decent work for all. In the context of the Paris Agreement, the transition to a low-carbon economy is not only necessary to combat climate change but also represents a significant structural shift in the global economy. This shift will inevitably impact employment and income generation, especially in regions heavily reliant on carbon-intensive industries such as coal mining, posing both challenges and opportunities.

Stakeholders face the considerable challenge of ensuring that the energy transition in coal-producing regions is a just transition. This requires the establishment of spaces for social dialogue between the ILO's tripartite constituents—representatives of government, workers' and employers' organizations—with adequate, informed, and continuous consultation with all

stakeholders. It is also important that social dialogue mechanisms are effective and meet the objective of leaving no one behind, particularly those communities already affected by intersectional vulnerabilities or under-represented conditions.

The ILO works to promote a just transition as part of its commitment to addressing the intertwined challenges of climate change, sustainable development, and social justice. Recognizing that transitions to environmentally sustainable economies have significant implications for the world of work, the ILO emphasizes the need for a fair and inclusive approach. Guided by its "Just Transition Guidelines," the ILO advocates for integrating decent work, poverty eradication, and environmental sustainability into policy frameworks. It works with governments, employers, and workers to ensure that climate action maximizes social and economic opportunities while minimizing potential challenges. Through its efforts, the ILO aims to safeguard livelihoods, create decent work opportunities, and promote social dialogue, ensuring that no one is left behind in the transition to a sustainable future.

The ILO, in collaboration with the consortium of international partners, is making efforts under the IKI JET project to develop the capacities of stakeholders involved in planning and implementing just energy transitions with the purpose of advancing Just Transition actions on the ground by promoting decent work, social inclusion, and poverty eradication while supporting sustainable and inclusive economic growth and environmental resilience, in alignment with the Paris Agreement and the guiding principles of the ILO Just Transition Guidelines.

One of the key components of these efforts is the sharing of knowledge and promotion of peer-to-peer learning through the establishment of a Community of Practice (CoP) in Asia. Led by the ILO, the CoP is focused on policymakers and other relevant stakeholders involved in just energy transition processes in the region. The CoP is designed to facilitate peer-to-peer knowledge exchange, promote collaborative approaches to common challenges, and foster the development of shared resources and practices.

The CoP activities funded by the IKI JET project are expected to continue until September 2026, but ILO, together with CoP participants, will explore sustainability strategies to continue with CoP activities beyond this date.

Community of practice objectives

The ultimate goal of the JET CoP in Asia is to empower key stakeholders to advance Just Energy Transition actions on the ground by fostering decent work, social inclusion, and poverty eradication, while supporting sustainable economic growth and environmental resilience, in alignment with the Paris Agreement and the guiding principles of the ILO Just Transition Guidelines.

The ultimate goal of the JET CoP in Asia is to empower key stakeholders to advance Just Energy Transition actions on the ground by fostering decent work, social inclusion, and poverty eradication, while supporting sustainable economic growth and environmental resilience, in alignment with the Paris Agreement and the guiding principles of the ILO Just Transition Guidelines.

The CoP will achieve this goal by pursuing the following **outcomes**:

- **Promote knowledge sharing** by inviting key experts to present the latest research on relevant topics, fostering peer-to-peer exchanges, and discussing common challenges. This process should emphasize best practices and include perspectives from governments, employers, workers, and relevant stakeholders to ensure informed and inclusive decision-making, in line with the principles of social dialogue and participation.
- **Provide targeted capacity development** to policymakers and relevant stakeholders based on their specific needs, with a focus on integrating climate, economic, employment, and social dimensions. This capacity building should address the complexities of coal phase-out, economic diversification, and fostering decent work, while promoting sustainable livelihoods, decent work and equitable outcomes, as highlighted in the ILO's Just Transition Guidelines.
- **Strengthen cooperation** among policymakers and relevant stakeholders across different levels (local, regional, national) and sectors (e.g., Ministries of Industry, Environment, Labour, Planning, Finance, Education, and Agriculture). Foster policy coherence and coordinated actions that align with the principles of decent work, social inclusion, and poverty eradication, ensuring a holistic approach to just energy transition planning and implementation.

How will it work?

The Community of Practice (CoP) will serve as a dynamic learning forum for policymakers and practitioners engaged in Just Energy Transitions (JET) in Asia, fostering the principles outlined in the ILO Just Transition Guidelines. Its main objective is to empower members to acquire and apply knowledge shared by experts and peers, facilitating the creation of inclusive policies and programs that promote decent work, social inclusion, and environmental sustainability. The CoP will employ a tailored approach to address the specific needs of its participants, incorporating mechanisms for information exchange and spaces for virtual and in-person discussions, including policy dialogues. Initially, the CoP will adopt a blended format with **online meetings held every six to eight weeks and at least one in-person meeting**, ensuring broad accessibility and effective collaboration.

The CoP will focus on connecting and aligning with existing platforms and repositories, such as the JET Knowledge Hub, as well as networks, working groups, and alliances already established, including the Just Transition Network. The goal is to serve as a sounding board, presenting

content in the most practical format for practitioners to ensure effective assimilation and application. This could include a virtual platform, access to ITC-ILO courses, and microlearning modules distributed through LinkedIn or WhatsApp.

The CoP will also serve as an entry point for discussion of topics related to decent work that might otherwise be overlooked, such as how to address gender equality in JET policies. It will provide a safe space to nurture collaborative approaches to common challenges, learn from best practices and failures, and foster both individual and collective growth through peer-to-peer learning. This will be achieved by promoting South-South and Triangular Cooperation as an enabler of knowledge exchange, building networks, and strengthening cooperation among community members.

Finally, the regional CoP provides an opportunity to connect local assessments and perspectives with discussions on regional processes and issues relevant to JET, within the context of the UN or other regional integration organisations (e.g. ASEAN).

Regarding the results logic, the IKI JET project aims to support key stakeholders in coal regions planning and implementing just energy transition plans away from coal and towards a low-carbon economy. It aims to counter the narrative that climate mitigation and socio-economic development stand in competition, by demonstrating that, on the contrary, ambitious climate mitigation and a JET go hand in hand, and that early action pays off. Improving the economic and social perspectives for coal regions is essential for more ambitious climate mitigation goals at the national level. The CoP will contribute to this logic by bringing important political players behind an ambitious climate and energy transition agenda, removing obstacles to shift away from coal use, and motivating action on the ground.



Thematic focus

ILO has a long-standing expertise at the crossroads between the climate, employment and social policies. It draws upon its tripartite structure and unique relations with workers' and employers' organisations to address just transition and decent work in climate action and sustainable development plans.

ILO's approach is based on the [2023 International Labour Conference Resolution](#) and the [Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All](#) that were endorsed by ILO's 187 Member States.

This approach, based on foundational elements that provide the grounds for an effective inclusion of just transition considerations both in processes and outcomes, enables policymakers to identify solutions that work for real economy actors.

After consultation with participants, some areas of interest to be addressed at the CoP are:

- How to define and measure progress towards a just transition,
- Reformulating skills development policies,
- Resource mobilisation for JET,
- Economic diversification and Long-Term Low Emission Development Strategies (LT-LEDS)
- Green and social business development
- Evidence-based policy making and advocacy of JET,
- NDCs and policy coherence
- Addressing gender equality and social inclusion in JET policies,
- Social protection and active labour market policies
- Specific occupational safety and health (OSH) adaptations required in emerging sectors,
- Involving youth in JET
- Fundamental rights at work and Consultation processes
- Gathering inputs from real economy actors

This is a non-exhaustive list and themes will be continuously identified and updated in close consultation with participants.

Community of Practice on JET and the NDCs

To effectively link the outcomes of the JET Community of Practice (CoP) discussions and knowledge exchanges with the drafting and implementation of Nationally Determined Contributions (NDCs), the ILO will:

Identify relevant insights and best practices: Capture key insights, challenges, and best practices shared within the CoP that directly relate to energy transition strategies. Highlight actionable points for policymakers on effective transition models, skills development, and economic diversification, which can be integrated into NDC targets.

Encourage cross-sectoral collaboration: Facilitate discussions among CoP members from different sectors (e.g., energy, labour, and environment ministries) to ensure that knowledge sharing promotes coherence and alignment across sectors, which is essential for effective NDC design and implementation.

Provide policy templates and tools: Based on the CoP outcomes, develop templates and tools for policymakers to incorporate just transition elements into NDCs. These can guide countries in setting specific, measurable, and achievable targets related to just energy transition.

Integrate feedback and technical advisory for NDC implementation: Once NDCs are drafted, the CoP can serve as a feedback mechanism to monitor the implementation progress. CoP members can report on successes, challenges, and ongoing needs, enabling countries to adjust their NDCs over time to better meet just transition goals.

Participants

The CoP will consist of decision-makers from various levels of governance, bringing together influential thinkers and practitioners in the field of Just Energy Transition. Participants will include policymakers and practitioners from coal-producing regions who are well-positioned to translate the CoP's recommendations and lessons into actionable policies and programs on the ground, in alignment with the principles outlined in the ILO's Guidelines on Just Transition.

Targeted stakeholders to be invited as core members of the CoP are: Government (national, regional, and local levels), relevant Ministries (Labour, Trade, Energy, Environment, among others), Workers' organisations, Employers' organisations, think tanks, universities, academic institutions, and any other relevant public entities involved in energy transition processes.

Other types of stakeholders can be invited to participate in specific activities, even if they are not considered core members of the CoP. These could be: Development Agencies; NGOs representing youth, women, indigenous peoples, environmental groups, etc., as well as independent experts on just transition topics.

The IKI-JET project focuses on four Asian countries: Indonesia, Viet Nam, Thailand, and Mongolia, however, the CoP welcomes participants from all Asian countries.

To join the CoP, participants are required to complete a registration form and submit it to the ILO Secretariat for review and consideration.

Roles and Responsibilities of Participants

Participants joining the CoP are encouraged to:

1. Participate actively and attend CoP events whenever possible. In case there is a major impediment to attend, it is suggested that the participant nominates a colleague to participate in their absence to support continuity. Active participation refers to presence during the event (avoiding multi-tasking), between events (sharing relevant knowledge, research, and experiences to enhance collective learning), and also giving feedback when required through surveys or polls.
2. Express their opinions with respect towards others.
3. Share a WhatsApp number if they want to be able to receive relevant information and learning pieces. A WhatsApp group will be created to facilitate the exchange of information among participants between CoP events. This group will be moderated by ILO staff during the duration of the IKI JET Project to ensure that only relevant information is shared.

Sustainability

This Community of Practice (CoP) is part of the ILO's broader efforts to generate and share knowledge in the area of Just Transition. As part of these efforts, the ILO has established other knowledge-sharing structures and networks that promote peer-to-peer learning and employ a South-South and Triangular Cooperation (SSTC) methodology to facilitate knowledge exchange among countries facing similar challenges in climate change adaptation and Just Transition. These networks also engage with countries that have successfully adopted and implemented transitions, including in the coal sector.

This CoP will contribute to these ongoing efforts by disseminating knowledge, sharing tools, and fostering dialogue with tripartite constituents and relevant stakeholders in the Asia-Pacific region, with a focus on mainstreaming decent work in Just Transition processes. The ILO will support the CoP to identify structures and processes for the continuation of its activities beyond the termination of the IKI JET project in 2026.

Gender-mainstreaming

The CoP aims to contribute to gender equality. This will be achieved through:

- At least an average of 30% female participation is required. The target value of an average of 30% female participation is based on the assessment of female representation in the project's target group as well as corresponding experiences in the international context. Given the male-dominated coal/energy sector, the target of an average of 30% is considered ambitious but realistic and will be monitored over time, with a perspective to eventually change (increase) the level.
- Providing capacity-building on Gender mainstreaming in the just energy transition
- Addressing issues which constitute actual barriers for women to take full advantage of the opportunities provided by the JET

For further information about this Community of Practice, feel free to contact Ananda Nacher at nacher@ilo.org.

Supported by:



on the basis of a decision
by the German Bundestag

This publication was produced with the financial support of the International Climate Initiative of the German Federal Ministry of Economic Affairs and Climate Action (BMWK) and the European Union under a Grant Agreement with GIZ. Its contents are the sole responsibility of their authors and do not necessarily reflect the views of BMWK, the EU or GIZ.