



International
Labour
Organization



► Integrating Just Transition Policies in Nationally Determined Contributions through Social Dialogue

HIGHLIGHTS of the Europe and Central Asia
Regional Knowledge-sharing Meeting

October 2025

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► KEY MESSAGES FROM THE REGIONAL MEETING

1. A JUST TRANSITION IS A SHARED RESPONSIBILITY:



The climate crisis is not just an environmental issue – it is a profound social and economic challenge. A Just Transition requires the active involvement of all social partners – governments, employers, workers, and civil society – to ensure that climate action is fair, inclusive, and leaves no one behind.

► **Action Point: Embrace Intergenerational Fairness.** This transition is our shared responsibility not just among ourselves today, but with the generations to come. We must act as the bridge to a future where young women and men can thrive. Let's move beyond seeing this as a burden, and recognize it as Brazil's COP30 Presidency does: a massive opportunity for societal improvement and development.

2. SOCIAL DIALOGUE IS NON-NEGOTIABLE:



Tripartite dialogue is the cornerstone of effective and equitable climate policy. It ensures that:

Workers and communities have a voice in shaping policies that affect their livelihoods.

Policies are gender-responsive and protect vulnerable groups, including women, youth, and informal workers. Social safeguards and equitable benefit distribution are built into NDCs and national climate plans.

► **Action Point: Give a Seat at the Table to diverse voices.** As we learned from preparations for the upcoming COP30 in Belém, located in the heart of the Amazon, we must bring new perspectives and a real sense of urgency into our discussions. This means actively including the voices of indigenous communities, local governments, and those on the front lines of climate impacts. Social dialogue isn't a checkbox; it's the very process that ensures our policies are grounded in reality and fortified by collective wisdom.

3. PRODUCTIVITY AND DECENT WORK MUST GO HAND-IN-HAND:



A Just Transition is an opportunity to build more productive and resilient economies. This requires investing in skills development and reskilling for green jobs, supporting sustainable enterprises, especially MSMEs, to adopt green technologies and practices, and aligning economic diversification with climate goals to break dependence on extractive industries.

► **Action Point: Cultivate a "Productivity Ecosystem" for the Green Age.** We must consciously build an economy where productivity is redefined. It's not just volumetric output, as in the old extractive model, but about value, innovation, and decent work. Let's learn from experiences where green innovation is now a core component of competitiveness. Our goal must be to ensure that this transition is deliberately job-rich, transitioning workers to emerging industries so that jobs are not lost, but millions are gained.

4. FINANCE AND PARTNERSHIPS ARE ESSENTIAL:



Adequate and accessible financing is critical to support the transition, including concessional funding and green investments, public-private partnerships, South-South cooperation for knowledge sharing and peer learning

► **Action Point: Unlock Trillions, but Start with the First Mile.** Yes, we need to mobilize private, public, and foreign direct investment. But let's be specific and innovative. Let's champion initiatives like Brazil's new "Tropical Fund" to combat deforestation. And crucially, we must break down the barriers that prevent MSMEs—the engines of innovation and job creation in developing countries—from accessing the capital they need to go green. Finance must reach the innovators on the ground.

5. DATA AND MODELLING GUIDE ACTION:



Evidence-based policymaking is essential. Economic modelling and input-output analysis help to assess the employment and social impacts of climate policies, design inclusive and effective transition pathways and avoid unintended consequences and ensure policy coherence.

► **Action Point: Model with a Moral Compass.** Data are our map, but our values must be our compass. As the meeting highlighted, we must use economic models critically. We must look beyond the numbers on a screen and ask: What are the assumptions about people? About communities? About technology access? Just Transition planning must go beyond economic modelling to incorporate broader social, ethical, and procedural aspects. Let's use data to illuminate the human impact, not obscure it.

6. THE TIME FOR ACTION IS NOW:



The choices we make today will shape the future of tomorrow.

We must act with urgency and solidarity to integrate Just Transition principles into NDCs and national plans, strengthen social protection systems and foster cross-ministerial and cross-border collaboration

► **Action Point: Focus on Implementation, Not Just Negotiation.** The rules are already in place. As Brazil's COP30 Presidency has declared, our focus must now be on implementation. We also see that COP17, the Biodiversity COP will be next year in Yerevan, Armenia so the bridge of implementation from COP29 to COP30 to COP17 is in our region. This is the decade of delivery. We need tailored regional development plans, we need to forge greater policy coherence between health, environment, and labour agencies, and we must deploy a combination of rapid decarbonization, green industry, and Just Transition policies with employment aspects focusing on Women and Youth, to achieve the best macroeconomic outcomes for our people.

The social and economic aspects have to be included in the discussions on the climate issue and the Just Transition. There is a need to focus on the institutional aspect, focus on Social Dialogue and ensure that all stakeholders are involved in this important shift. The focus on the workers is important to train them and ensure an uptake of the new skills. There is a need to include the unions in the discussion. There is also a need to ensure that finance is made available to ensure a smooth transition for the private sector.

7. LEAVE NO ONE BEHIND!



Shifting to resilient low-carbon economies presents opportunities for employment generation and social inclusion. However, women and men will be impacted by the climate change differently, and groups in situations of vulnerability or exclusion are likely to be hit the hardest. Transitioning towards a greener economy does not automatically bridge current gender inequalities. Equitable social and employment outcomes are possible, but these need to be secured through explicit policy efforts and institutional mechanisms. Otherwise, the transition runs the risk of reproducing and even widening gender inequalities and patterns of exclusion.

► **Action Point: Focus on Implementation, Not Just Negotiation.** Use gender and inclusion as a compass to achieve a fair and equal Just Transition in climate action. This requires that climate and Just Transition policies are intentionally designed to be gender-responsive, and leave no one behind by systematically promoting equality and inclusion in all its

aspects. Promoting a Just Transition requires action across policy domains – from climate, to economic, to social policy. It is essential to have frameworks and institutional arrangements that reflect gender equality and inclusion in a structured and systematic manner in planning and in policy instruments, articulating all equality dimensions in relation to employment and social impacts in Just Transition measures. Addressing structural barriers that limit women in all their diversity to be part of the labour market on equal footing with men requires commitment towards tackling gender gaps in: paid and unpaid care work, wages, occupational safety and health, violence and harassment, and access to skills development. This is particularly important in the context of the informal economy and in those sectors that are likely to go through major transformations during the transition. It also requires addressing those societal stereotypes and negative social norms that continue to limit many women in fully benefitting from

equality and equity in the world of work. region. This is the decade of delivery. We need tailored regional development plans, we need to forge greater policy coherence between health, environment, and labour agencies, and we must deploy a combination of rapid decarbonization, green industry, and Just Transition policies with employment aspects focusing on Women and Youth, to achieve the best macroeconomic outcomes for our people. The social and economic aspects have to be included in the discussions on the climate issue and the Just Transition. There is a need to focus on the institutional aspect, focus on Social Dialogue and ensure that all stakeholders are involved in this important shift. The focus on the workers is important to train them and ensure an uptake of the new skills. There is a need to include the unions in the discussion. There is also a need to ensure that finance is made available to ensure a smooth transition for the private sector.

FINAL CALL TO ACTION

Let's ensure that the transition to a green economy is not only low-carbon but also high-inclusion, high-dialogue, and high-opportunity. Together, through social dialogue, we can build a future that is just, sustainable, and productive for all.

A Just Transition is not just a path forward; it's the path we must take. It is the only way to leave a better world for our children. From the heart of the Amazon to the halls of power worldwide, let us send a clear message: We will implement. We will include. We will invest. And we will ensure that this great transition is a just one for every worker, every enterprise, every community, and every generation. Let's get to work.

The road from COP29 in Baku to COP30 in Belém is more than a transition between summits—it is a critical bridge where lessons learned must translate into actionable strategies. South-South

and Triangular Cooperation (SSTC) is at the core of this process, offering the solidarity, peer learning, and innovation needed to turn Nationally Determined Contributions (NDCs) into pathways for a just, inclusive, and gender-responsive transition.

Social dialogue is consistently highlighted as the linchpin of success. If climate change represents the storm, then dialogue is the umbrella societies must hold together. By bringing workers, employers, and governments into structured negotiation, social dialogue transforms climate anxiety into concrete action, turning conflicting positions into shared solutions strong enough to be embedded in national strategies and international commitments. It is through dialogue that climate action gains legitimacy, inclusivity, and durability.

The meeting also demonstrated how SSTC connects diverse experiences:



These examples show how South-South cooperation scales up innovation, facilitates mutual learning, and ensures that workers, women, youth, and vulnerable groups are not left behind in the transition.

As we prepare for COP30 under Brazil's Presidency, the priority is clear: the credibility of climate action rests not only on ambitious NDCs, but on the ability of countries to implement them through social dialogue, peer learning, and South-South cooperation. This bridge from Baku to Belém must therefore be built on knowledge-sharing, institutionalized partnerships, and practical experiences that connect climate goals with decent work, social justice, and sustainable development.

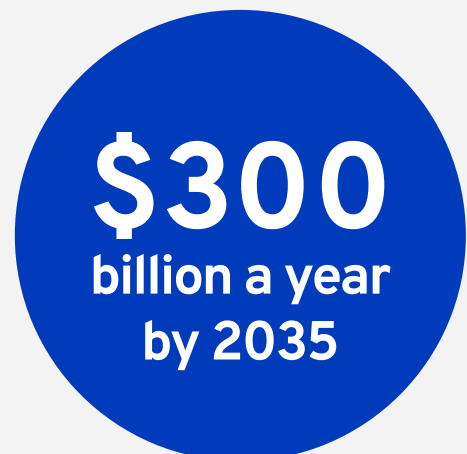
In doing so, the region—and the wider Global South—can demonstrate that just transitions are not theoretical aspirations but lived realities, negotiated collectively, and delivered inclusively.

► BACKGROUND AND OBJECTIVES

COP29, the United Nations climate conference in 2024 took place November 11-22 in Baku, Azerbaijan. COP29 represented one of the last major chances to get the world back on track and hold nations accountable for delivering on their environmental targets, with a focus on ensuring that developing nations receive adequate support. It also presented an important opportunity for countries to reinforce the role of ensuring a just transition for all to enhance ambition and to build the required social consensus for implementing bold climate measures. Employers’ and workers’ organizations are fundamental for accelerating climate action and governments need to prioritize the role of sustainable enterprises as engines of just transition processes and decent work creation. The 29th session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP29) was a force for good connecting North, South, East, and West and mobilizing the international community to make progress on halting global warming.



COP29 was an important moment for adaptation, with the delivery of several key outcomes. One of the most important pieces of news was that the number of rich countries contributing to climate finance, and their contributions, will increase. The goal is for global climate finance flows from rich to poor countries to grow from the current level of \$100 billion a year to as much as \$300 billion a year by 2035. Adaptation remained a priority for many developing countries at COP29, with negotiations advancing the work programme on national adaptation frameworks. Parties extensively discussed the second five-year assessment of progress to formulate and implement National Adaptation Plans (NPs) and will continue that in June 2025. These agreements will help countries deliver their climate plans more quickly and cheaply and make faster progress in halving global emissions this decade, as required by science.



COP29 also focused on the operationalization of carbon markets and garnering more financial security across a variety of sectors. This is seen by many as a step forward in creating more transparency and efficiency in global emissions trading. Carbon markets are essential tools for financing climate action and reducing emissions cost-effectively. Stronger frameworks are needed to accelerate public and business investments and support MSMEs in their transition efforts. Integrating green skills with migration pathways and aligning NDCs with private sector priorities and interests are vital for climate action. Partnerships between public and private sectors are essential to build resilient labour markets, support employment and job creation, and drive sustainable growth.





To support the tripartite constituents in member countries in their preparations for COP29 and COP30, the ILO launched the project “Promoting a gender-responsive just transition through knowledge-sharing and peer learning under South-South and Triangular Cooperation (SSTC) for COP29 (Azerbaijan) and COP30 (Brazil)”. Under the project, ILO constituents (the government and social partners) are expected to share and learn from each other and to benefit from the exchanges with countries at different stages of development. The **benefits of SSTC** include fostering mutual learning and collaboration among countries facing similar challenges and opportunities. This cooperative approach leverages the unique experiences and innovations of diverse nations, enhancing the capacity to implement effective gender-responsive strategies. Moreover, SSTC helps in building stronger partnerships and networks that can drive sustainable development and resilience against climate change. By engaging in SSTC, countries can share best practices, enhance policy coherence, and collectively work towards achieving the goals set for COP29 and beyond.



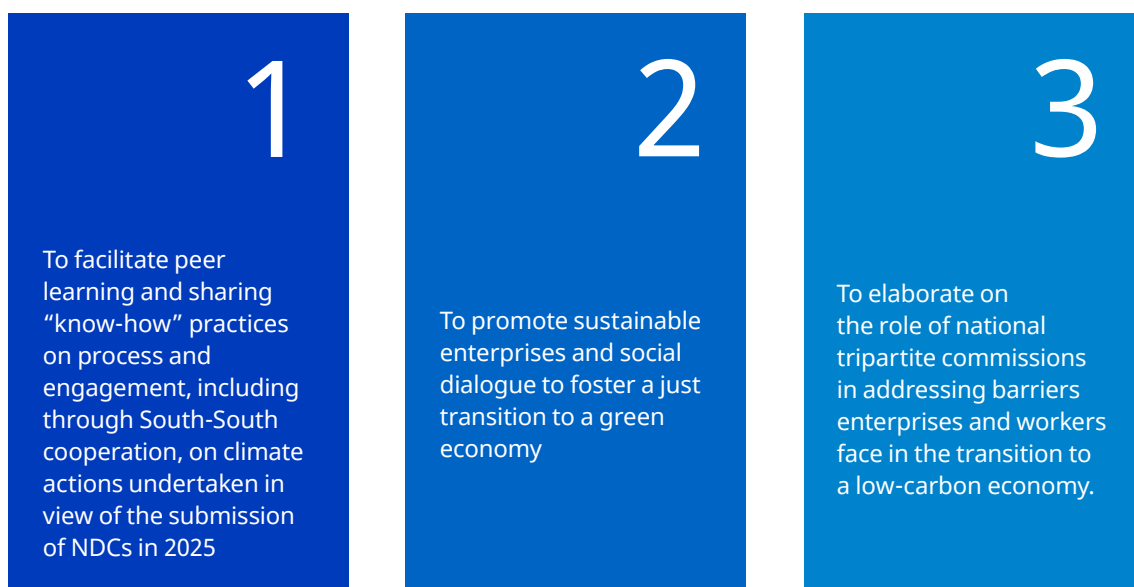
All the countries are required to submit their updated NDC 3.0 to the United National Framework Convention on Climate Change (UNFCCC) in 2025, following global guidelines under the Paris Agreement. The updated submission will reflect the progress on mitigation and adaptation actions, financing strategies, and policy frameworks that support climate-resilient development. Specific actions should be taken by each country to ensure that social dimensions, human rights, gender equity, health, migration, private sector, education and skills development are fully embedded into the national climate and just transition commitments, reinforcing a people-centred and sustainable enterprises approach to climate action. NDCs benefit from the full participation of workers’ and employers’ organizations in each country, ensuring that the voices of workers and businesses are taken onboard.



The policy dialogues in Baku during COP29 brought together 17 United Nations Agencies under the Issue Based Coalition for Europe and Central Asia Environment and Climate Change in a strong call to action by countries in the region. The UN Issue-Based Coalition on Environment and Climate Change in Europe and Central Asia is a regional inter-agency platform that brings together the expertise of 18 UN entities. It develops guidance, knowledge products and capacity-building initiatives that strengthen the ability of UN Country Teams to integrate environment, climate action and just transition considerations into their work. By pooling resources and fostering cross-country exchange, the IBC provides a practical regional platform that helps build coherence across the UN system and supports countries’ efforts to advance their sustainable development priorities.

Objectives of the regional meeting

The meeting was held online and convened national tripartite constituents and other relevant stakeholders from Albania, Armenia, Azerbaijan, Kazakhstan, Kyrgyzstan, Uzbekistan, Tajikistan, Turkmenistan, Georgia, Türkiye, Serbia, North Macedonia, Moldova, Montenegro, Ukraine, Germany, Spain and Denmark. The number of workshop participants was 63, including from Government, employers' and workers' organizations, ILO officials, experts and resource people.



The ILO encourages tripartite cooperation at the national level in designing and implementing national economic, social and labour policies. National tripartite social dialogue brings together government, workers and employers to discuss public policies, laws and other decision-making that affect the social partners. Tripartite consultations can ensure greater cooperation among the tripartite partners and build consensus on relevant national policies. Social dialogue is a key instrument in promoting and achieving decent work, inclusive development and social cohesion, and it encourages good governance.

The regional meeting enhanced ILO constituents' capacity for scenario planning and climate policy formulation. It helped governments, workers, and employers integrate climate finance, gender, health, private sector, migration, education and skills development dimensions into just transition and climate frameworks through an inclusive, evidence-based approach. Focusing on sustainable enterprises is essential for countries to achieve their NDCs, drive a just transition and maximize decent work opportunities, thereby generating more and better jobs. Enterprises of all types and sizes play a vital role in the social and economic landscape of countries. The discussions held will foster social dialogue for COP30 preparation, sharing best practices and case studies to inform NDCs 3.0 and sectoral climate action. Additionally, it will strengthen partnerships, knowledge sharing of best practices in the region, and private sector engagement for a gender-responsive green transition.

Participants

- ILO Tripartite constituents along with Ministries of environment and/or other authorities in charge of the NDC formulation from the above listed countries.
- ILO officials and experts working on the project and related areas.
- Other invited UN agencies/ stakeholders: UN Issue Based Coalition Environment and Climate Change in Europe and Central Asia, UNECE, UNEP, Brazil, UNDP, UNFCCC, EU, Nordic Council¹, EBRD, IsDB, the Labour Center of the Organization of the Islamic Cooperation, ETUC, ITUC, IOE.

Representatives from over 15 countries across Europe, Central Asia, and beyond engaged in dialogue that reflected the tripartite spirit of the ILO. Governments, employers, and workers shared their experiences in integrating climate ambitions with decent work priorities—ensuring that climate commitments are not abstract targets but tangible opportunities for fairer, more resilient societies. The exchanges underscored that peer-to-peer learning is indispensable for aligning national policies, strengthening accountability in NDC implementation, and ensuring comparability across regions of the Global South.

15 countries

Across Europe, Central Asia, and beyond engaged in dialogue that reflected the tripartite spirit of the ILO



¹ <https://www.norden.org/en/nordic-council>



► DAY 1:

WEDNESDAY 01 OCTOBER 2025
SETTING THE STAGE AND COP29
TAKEAWAYS

► A conversation of United Nations Agencies

Session 1: Stock-taking of NDCs across the region

Session 2: Deep Dive: The Role of Social Dialogue and Tripartite Commissions in NDC Formulation

Key points from Day 1

Social Justice must drive climate action



- Updated NDCs must not only raise ambition but also embed social justice, ensuring no one is left behind.
- A just transition requires strong social dialogue, protecting workers and supporting employers, and further contributes to a whole-of-society coordination and approach.
- Structural shifts in key sectors demand proactive policies to safeguard enterprises, jobs, and communities. The business case for a just transition can leverage: energy security, environmental preservation and reduced costs.
- Financing and partnerships are essential, including concessional funding, private sector engagement, and leveraging UN country teams for holistic support.
- Intergenerational fairness and equity must guide climate action, making a just transition a shared responsibility across governments, workers, employers, and future generations.

Crucial role of social dialogue



- Countries have shared diverse experience of “the status-quo” on social dialogue at country level
- The Social partners and civil society organizations must have a seat at the table to advocate for social safeguards and equitable benefit distribution.
- National Tripartite Institutions should facilitate social dialogue, consensus-building, and the development of policies that ensure a fair and inclusive shift towards environmentally sustainable economies at the country level.
- Intergenerational fairness and equity must guide climate action, making just transition a shared responsibility across governments, workers, employers, and future generations.

NDCs as a policy statement towards the green transition



- Despite contributing only 1.5% to global GHG emissions and, with a few exceptions only, the region generally faces challenges in meeting its ambitious NDCs.
- Structural shifts in key sectors demand proactive policies, including NDCs, to safeguard enterprises, jobs, and communities.
- Deliberate gender-responsive and inclusive measures must be explicitly incorporated into climate policies, just transition strategies, and in the NDCs in order to ensure that disadvantaged group, including women and youth can access and benefit from new jobs and income opportunities associated with the transition.

Financing and partnerships are essential



- Financing is crucial, including concessional funding, private sector engagement, and leveraging UN country teams for holistic support.
- It is important to share knowledge/practices and build capacities for change-making through platforms for dialogue, engaging different countries in dialogue and design of strategies that can be monitored.
- The fight against climate change is not just an environmental issue, but a social one that requires a holistic approach and contributions of all members of the society
- South-South cooperation shall be promoted for information sharing and peer-to-peer learning based on experiences concerning ways to achieve resource-efficient, low-carbon and socially inclusive growth, and to facilitate joint regional initiatives.

Enterprises, particularly MSMEs, are where innovations happen, and where jobs are created



- Sustainable enterprises can provide new employment opportunities, but this requires a workforce equipped with the necessary skills. Support is needed for the transitioning to more environmentally sustainable economies and societies by reviewing skills development and active labour market policies.
- Enterprises shall be supported in implementing sustainable practices into their production processes, while ensuring safe working conditions, labour rights and fair wages; to develop responsible business conduct strategies.
- MSMEs in developing countries face barriers to accessing the funds necessary to adopt green technologies or scale sustainable business models.

► OPENING SESSION

High-level remarks



Ms Beate Andrees

Ms Beate Andrees, Assistant Director General and Regional Director for Europe and Central Asia, ILO welcomed all the participants to the knowledge-sharing meeting, recalling that it is supported under the broader ILO initiative - South-South Technical Cooperation - promoting peer learning on a Just Transition building a bridge between COP29 in Baku to COP30 in Belem. Ms Andrees reiterated that NDCs 3.0 submitted by each UNFCCC Party this year are not just technical documents but are the future for our economies and societies. Despite the progress, there are still some substantial gaps in climate mitigation and adaptation policies. We should ensure that these plans are not only environmentally sound, but also socially just, gender-responsive and provide enterprises with opportunities to prosper. COP29 in Baku underscored the urgent need for collaboration, especially among development partners, and reinforced the understanding that a just transition is a transition that creates decent jobs and supports sustainable enterprises through social dialogue. Social dialogue is a critical tool for building consensus and fostering social cohesion in climate policies. She highlighted the importance of platforms for peer learning to share successes across the region and explore how National Tripartite Commissions can effectively combine these climate actions with concerns related to labour rights and skills. The COP30 Presidency also aims to translate the outcomes of the global stocktake into tangible actions through frameworks that mobilize all the actors to accelerate the implementation. Ms Beate expressed the hope that the ILO's tripartite constituents will play an active role in this process.



Ms Zhasmina Saraivanova

Ms Zhasmina Saraivanova, Chief Expert, Social Dialogue, Bulgarian Industrial Association (BIA), member of the International Organization of Employers (IOE) welcomed high-level UN representatives and participants, expressing appreciation for the event's organization. She noted that the concept of a just transition has moved from an aspiration to a necessity – the global shift towards climate and other problems bringing serious socio-economic implications for regions, sectors and workers that are vulnerable to structural changes. Ms Saraivanova highlighted that addressing these

implications requires not only ambitious environmental and social policies but also coordinated social and economic measures developed with the engagement of those most affected. She further recalled the role of social dialogue, which must remain at the heart of the NDC process – governments, employers and workers must work together ensuring the protection of workers. Knowledge sharing can empower us with skills and knowledge and create a network that will be useful in our future work.



Mr Eric Manzi

Mr Eric Manzi, Deputy General Secretary of the International Trade Union Confederation (ITUC) underscored the challenges facing the multilateral system and the rule of law, noting growing pushback against climate policies despite the Paris Agreement goals (USA and EU as examples). The negotiation at COP29 has ended with an utterly inadequate deal on climate finance and a just transition – rich and developed countries ignored their responsibility to allocate the finance needed to tackle the climate crisis in the Global South and refused to prioritize the implementation of just transition policies. He asserted that effective climate action cannot happen without protecting workers. A just transition should be based on social dialogue, collective bargaining, social justice and equity and equality. Two priorities for the labour movement for 2025 were underlined:

- 1. Countries have to deliver ambitious NDCs that are negotiated through social dialogue.** Climate crisis has an impact on workers and their families and they should be engaged at the table to negotiate effective policies
- 2. Trade unions expect a strong decision on a Just Transition Work Program with the establishment of a Belem Action Mechanism for a Just transition.** COP30 will provide a platform to discuss good practices and to make governments accountable for its impact. The Belem Action Mechanism for a Just transition must recognize the crucial importance of social dialogue.

A conversation with the United Nations Agencies



Ms Gwi-Yeop Son

► **Ms Gwi-Yeop Son, Regional Director, UN Development Coordination Office for Europe and Central Asia** in her opening remarks recalled that the main outcome from COP29 for the region is the adoption of the New Collectively Quantified Goal on Climate Finance (NCQG), which commits developed countries to provide at least USD 300 billion annually by 2035 to developing nations. We know that climate finance needs are far greater, hence the “Baku Pact” also calls on all actors – public and private, domestic and international – to work together to mobilise at least USD 1.3 trillion per year by 2035. Achieving this goal will require a whole-of-government and whole-of-society approach, to ensure that all sources of finances can be tapped, and that investments effectively respond to country needs. **She shared 3 ways in which the UN system is coming together as one to support countries since COP29:**

- 1. UN system support on NDC 3.0:** 2025 is a critical year, with countries obliged to submit their third NDC (or NDC 3.0), in line with the Paris Agreement. 10 years after the Paris Agreement, we need more ambitious, and more comprehensive NDCs. NDCs 3.0 are no longer just a pledge and a headline target on emissions reductions. NDCs 3.0 are economy-wide plans through which countries chart the pathway to achieving their climate goals. These represent fantastic examples of how the UN can combine expertise from different agencies, to collectively support countries for a just transition covering its environmental, social, and economic dimensions
- 2. Cooperation Frameworks:** the work doesn’t stop with NDC submissions. Rather we should consider this as the first step towards a just transition. In Europe and Central Asia, 12 Frameworks are being developed for UN-government cooperation during the 2026-2030 period, and two more to be added next year. Compared to the previous 5-year cycle, climate is increasingly integrated with economic and social priorities. This is the UN and governments jointly agreeing that climate is not a stand-alone issue, and that we should rather be working on economic transformation – green and just – with different parts of government and the whole UN system coming together in a coordinated manner to tackle the cross-cutting transition ahead of us;
- 3. Continuity between international forums:** the link must not be only between COP29 and COP30. Since COP29, the international community has come together on several critical occasions. This year, commitments were already made on climate finance, at the 4th International Conference on Financing for Development (FfD4), with countries pledging to scale up resources and strengthen support for developing nations in meeting climate and development goals.



Mr Arnold Kreilhuber

Mr Arnold Kreilhuber, Regional Director, UN Environment Programme (UNEP) mentioned that at COP29 in Baku, countries agreed on a landmark commitment to scale up climate finance to developing nations to at least 1.3 trillion US dollars a year by 2035. The so-called Baku to Belém Roadmap charts how that finance can support national climate pledges and adaptation plans - through grants, concessional funding and measures that create fiscal space - while building on existing multilateral initiatives. In short, it is designed to turn political promises into real, bankable pipelines of investment for both mitigation and adaptation. This sets the stage for how finance can be channelled strategically. To be truly effective, however, investments must go beyond emissions reduction and also support adaptation, ecosystem restoration, and equitable employment. In our region, for example, investments in integrated water systems, nature-based infrastructure, sustainable land use, and ecosystem restoration deliver multiple benefits - strengthening resilience, preserving biodiversity, and supporting livelihoods. As the region is quite vulnerable to climate change impacts, adaptation needs are rising quickly. The new collective finance goals and increased focus on adaptation provide the EECA countries with a stronger justification and better opportunity to access more adaptation finance.

Mr Arnold Kreilhuber mentioned that UNEP works across different levels with national governments, regional partners, local authorities, and the private sector to turn climate ambitions into real projects that attract finance and create measurable impacts. This includes designing and supporting innovative financing approaches, helping countries develop bankable projects, advising on policies and regulations that create an enabling environment for investment, and ensuring accountability for results. At the country level, UNEP collaborates closely with other UN agencies and UN Country Teams based on the UN Sustainable Development Cooperation Frameworks, which adopt a holistic approach to the just transition, addressing various aspects such as employment, social protection, and environmental sustainability. This, and our broad collaboration within the Issue-Based Coalitions, including the IBC on Gender, ensures that climate finance and investments are aligned with social equity and sustainable development goals. Building on this, UNEP also supports multilevel climate action, linking national, regional, and local priorities. A concrete example of our work at the sub-national level is the COP30 flagship implementation drive, “Beat the Heat,” which was introduced last week by UNEP through its Cool Coalition together with the COP30 Brazilian Presidency at the 80th United Nations General Assembly Climate Action Summit. The initiative accelerates city-level solutions for extreme heat and sustainable cooling while connecting them to broader national and regional climate goals. Through technical assistance, knowledge-sharing, and mobilization of resources, the Beat the Heat Initiative empowers cities and regions to take practical, scalable action.

- At the regional level, examples of recent efforts of the Issue-Based Coalition on Environment and Climate Change include support to Serbia in preparing for its Just Transition.
- With a transition plan already in place, the IBC provides comprehensive guidance to the UNCT on mobilising finance through a combination of national reforms, international public finance, and private investment mechanisms to ensure a socially and environmentally inclusive green transition. This illustrates how targeted strategies can accelerate the green transition while delivering benefits for communities and ecosystems.

An example of regional level action is the UNEP-led initiative called the Nature-based Innovation Accelerator, which is seeking to accelerate deployment of nature based solutions (NbS) especially in infrastructure, by helping “innovators”, project developers and public as well as private entities to design, test, pilot, and scale cost effective NbS that are resilient, environmentally beneficial, and financially viable. Such an initiative - starting its implementation phase in 2026 in Central Asia - has strong potential to generate decent jobs and support sustainable enterprises, particularly in emerging economies like those in Eastern Europe and Central Asia. Most recently, at New York Climate Week in September, UNEP participated in high-level discussions on accelerating energy transitions, aligning climate finance with national plans, and fostering partnerships for a sustainable, low-carbon future. UNEP’s engagement highlights how national, regional, and global efforts can be linked to accelerate practical climate solutions.



Mr Dario Liguti

Mr Dario Liguti, Director of Sustainable Energy, UN Economic Commission for Europe (UNECE) mentioned that COP29 in Baku highlighted the importance of integrating just transition principles into climate action. Bold measures to reduce emissions and strengthen resilience must go hand-in-hand with policies that ensure fairness, equity, and opportunity for all. The concept of a just transition—ensuring that workers, enterprises, and communities are supported through the profound changes ahead—is now firmly embedded in the global climate agenda. A just transition should begin immediately, at the lowest cost to consumers, by mobilizing all low- and zero-carbon technologies in an integrated energy market. This approach reduces energy security risks, safeguards the environment, and ensures affordability. UNECE has developed, through a collaborative and inclusive process, Guiding Principles for a Just Transition. These are consistent with international

guidelines from the ILO and OHCHR and tailored to the energy transition sector. They are already being tested and applied in different contexts, providing valuable lessons on adaptability. At the heart of this framework lie **three foundational principles**:

- The centrality of inclusive planning – including strategies for financing the transition.
- The importance of tailoring the principles to different contexts – which is why we are engaging at multiple levels—regional, national, and local.
- The importance of measuring and monitoring to encourage progress and ensure accountability to citizens.

UNECE emphasizes three key elements for a just transition:

1. Integration – Just transition approaches must be embedded into national strategies, such as NDCs, development plans, and sectoral policies.
2. Inclusivity – Governments, workers, employers, civil society, and youth must all be at the table, ensuring dialogue, ownership, and consensus.
3. Collaboration – Only through partnership can we ensure fairness in practice, not just in principle.

In Uzbekistan, UNECE, UNDP, and the ILO are supporting the government in developing a Just Transition Roadmap that combines low-carbon development with decent work and livelihoods. In Serbia, UNECE, through the UN Issue-based Coalition on Environment and Climate Change, is supporting financing options for the country’s Just Transition Action Plan – as already mentioned by Arnold. The proposed modalities include innovative approaches such as regional trust funds – where UNECE can play a pivotal role. In Tajikistan, UNECE has worked with ministries and looks forward to closer collaboration with the Resident Coordinator’s Office and UN partners to explore alternative uses of coal as part of the transition to lower-carbon economies. In Kazakhstan, UNECE and other international organizations are collaborating with national authorities on their efforts to establish a national platform for Just Energy Transition Partnerships, helping build an inclusive and coordinated framework for action. Together with OSCE and CAREC, UNECE is contributing to a Regional Task Force on Education for Inclusive Energy Transition in Central Asia, working to equip future workforces with the skills they need to drive sustainable economic transformation. These examples show how regional cooperation and UN system collaboration can mobilize finance, strengthen policies, and build institutional capacity.

2025 is a decisive year. Countries are asked to submit their updated NDCs 3.0 that will shape climate action for the rest of the decade and beyond. Embedding just transition policies—rooted in social dialogue—into these commitments will help ensure that climate ambition strengthens social cohesion and sustainable growth. It will also help enhance energy security and deliver more resilient energy systems. Together, through

shared commitment and collaboration, we can ensure that the energy transition is not only low-carbon and resilient but truly just—delivering equitable opportunities, protecting communities, and securing a sustainable energy future for all.



Dr Cristina Martinez

Dr Cristina Martinez, Sr Specialist, Enterprise Development and Green Jobs, ILO Office for Eastern Europe and Central Asia set the scene for the 3 days of the meeting. She highlighted that the transition to a green economy should not only be effective but also fair and just for all. *“This is not just an environmental imperative; it is a social and economic one. The choices we make today will shape the world of work for generations to come. Over the next three days, we will build a bridge – from the high-level outcomes of COP29 directly to your national contexts, and onward to the decisive moment of COP30. Each day of our meeting is designed as a distinct and essential chapter in this journey.”*

- **Day 1 is for setting the stage and COP29 takeaways – it’s about The Power of Our Collective Voice.** We will take stock of where we are with our National Determined Contributions. But more importantly, we will hear directly from you—governments, workers, and employers—about what’s working, and where the real challenges lie. This is the day for honest, peer-to-peer dialogue. It’s where we validate our shared struggles and celebrate our innovative solutions.
 - **Day 2 shifts from Dialogue to Strategy and Action.** We move from the ‘what’ to the ‘how’. How do we boost productivity and green innovation to create more and better jobs? How do we use scenario modelling to make smart, evidence-based decisions that protect our economies, our workers and our planet? Day 2 is for the planners, the strategists, the innovators among you. It’s where we roll up our sleeves to build the concrete roadmaps that will turn just transition principles into tangible outcomes for sustainable enterprises and decent work.
 - **Day 3 is about Forging Our Path Forward.** We will look at technical progress in updating NDCs and culminate with a high-level panel looking ahead to COP30. This is the day we answer the question: “What do we do next?” It’s about creating actionable steps, strengthening our partnerships, and ensuring our national tripartite committees are fully empowered to drive this agenda forward.
- 1. Significant Gap Exists Between NDC Commitments and Emissions Trajectories.** Several countries in the region have already exceeded the GHG emission levels allowed under their 2030 NDCs, while others are close to doing so. This underscores an urgent need to accelerate decarbonization measures and integrate just transition principles to ensure economic growth can be maintained while reversing emission trends.

2. Systematic Inclusion of Social Partners in NDC Processes is Lacking. Despite their crucial role, workers' organizations in most countries are still not formally consulted on climate and energy policies, and only 50% of employers' organizations confirm active participation in developing national climate plans. This represents a major gap in social dialogue, limiting the realism, ownership, and effectiveness of NDCs.

3. The Integration of a Just Transition in NDCs is Growing but Remains Superficial. There is positive momentum, but the scope for improvement is vast. ILO research shows that while 68% of NDCs globally include references to employment, only 18% include references to social dialogue and a mere 39% include explicit references to a just transition. This indicates that social and labour dimensions are often acknowledged but not yet systematically integrated into actionable policy frameworks within NDCs.

4. Sustainable Enterprises are Recognized in NDCs, but the Policy Focus Must Shift from Mentioning to Action. Enterprises are crucial for implementation. ILO analysis finds that 56% of all NDCs mention elements of enterprise development strategy. In Europe and Central Asia, this figure is even higher at 64%, showing regional recognition. However, the focus must now shift from acknowledging the role of businesses—especially MSMEs, cooperatives, and other Social and Solidarity Economy entities—to creating the detailed policies, incentives, and financing that enable them to drive the transition.

5. National Tripartite Councils are Underutilized for NDC Formulation and Implementation: All countries in the region have a National Social Dialogue Institution (e.g., a Tripartite Commission). However, their potential to ensure NDCs are aligned with labour market realities and include concrete commitments on decent work is not fully realized. ILO guidance calls for these councils to be empowered to review NDCs before international submission, moving from consultation to genuine co-decision-making.

► SESSION 1: STOCK-TAKING OF NDCs ACROSS THE REGION

Ms Chandni Lanfranchi

Ms Chandni Lanfranchi, Programme Officer on Green Jobs and Just Transition, ITCILO introduced the session briefly: The stocktaking of National Determined Contributions (NDCs) shows progress has been made but falls far short of Paris Agreement goals, with current commitments leading to dangerous warming levels. Key outcomes include the call for an accelerated transition away from fossil fuels and scaling up of renewable energy, alongside increased adaptation and resilience efforts. The 2025 NDCs are expected to reflect these results, requiring more ambitious, specific, and transparent actions across all sectors to align with a 1.5°C target and address development, jobs, and health. The session will share insights of Government, workers' and employers' organizations on how they are formulating action plans and contributing to the NDCs update – what has worked, what are the challenges, what seemed to be the biggest constraints? The session will discuss the role of National Tripartite Committees in the NDCs' update and climate agenda policy planning along with national incentives for enterprises to re-align their operations to be more inclusive and green.

Roundtable with Government Institutions:

Ms Fatma Temiz

Ms Fatma Temiz, Labour expert, Ministry of Labour and Social Security, Türkiye mentioned that a just transition should not negatively affect people and nature and should encompass such key elements as institutional set-up, regulatory framework, capacity building, assessment and monitoring. It is essential to focus on cooperation, communication and collaboration. In Türkiye the Ministry has established a Just transition working group comprising key social partners, trade unions, public and private institutions, and NGOs. The Ministry of Labour and Social Security has made its contributions to the NDCs and has been planning to develop a Just transition strategy in the future.



Ms Salome Qajaia

Ms Salome Qajaia, Head of the Division, Labour and Employment Policy and Collective Labour Disputes Division, Department of Social Protection, IDPs and Labour Policy, Georgia mentioned that Georgia's NDCs serve as a crucial mechanism for integrating the decent work agenda. NDCs explicitly identify highly affected sectors, industries, communities and targeted just transition measures determining necessary support including worker upskilling and retraining programs, creating green job opportunities, and diversifying the local economy in regions which heavily rely on carbon-intensive activities. Georgia has established its institutional framework in 2020 - the Climate Council chaired by the Ministry of Environmental Protection and Agriculture bringing together Line ministries. This structure aims to coordinate the national efforts in climate adaptation and mitigation and is responsible for reviewing strategic documents and climate change strategies/action plans. This solid foundation for national engagement and dialogue has broadened and deepened the involvement of municipalities, trade unions, the private sector and communities. Georgia joined the OECD Green Growth Declaration in 2016 and the Ministry of Economy and Sustainable Development has initiated the development of the National Green Growth strategy through the inter-agency council. A priority for us is to use National Tripartite Social Partnership Commission to integrate Just transition principles across various strategic documents. There is a need to offer alternative vocational pathways, strengthen the state employment support services and diversify active labour market policies, training and retraining practices so that to respond to the demand of workers affected by climate change (renewable energy, other green sectors).



Mr Abulfat Maharramov

Mr Abulfat Maharramov, Advisor to the Minister of the Labour and Social Protection of the Population of the Republic of Azerbaijan highlighted that **Azerbaijan** has been undertaking significant efforts in the implementation of the climate change commitments through social dialogue. According to the Paris Agreement, Azerbaijan provided its updated NDCs aiming at the reduction of green-house emissions by 40% by 2050. COP29 was conducted in November 2024. Azerbaijan has made significant investments in green energy development (1 billion USD) planning to become a country with a clean environment and green growth. NDCs should be aligned with just transition principles without any negative affect on workers and communities. Following ILO's consultations and technical support/guidance provided, the National Commission for Social and Economic Affairs adopted measures determining the role of social partners in the NDCs update process. In November 2024 at the COP29 the Ministry of Labour and Social Protection of Population of the Republic of Azerbaijan launched the Europe and Central Asia Regional Working Group as a result of a COP29

cross-regional South-South Policy Dialogue on energy, sustainable finance, and enterprises, for inclusive policy-making processes and enhancing NDCs ambition. Objectives of the Regional Working Group are two-fold:

1. To increase South-South Cooperation capacity and peer learning with a view to ensuring that the commitments made under Azerbaijan’s Presidency at COP29 are translated into action within NDC processes for 2025.
2. To engage and discuss the results of the COP29 in terms of climate actions for implementation and its implications for contributing to the NDCs submissions in 2025; and preparing key points for delivery/presentation at COP30 of regional constituents ensuring continuity from Azerbaijan-led initiatives at COP29. Today we have advanced very much in our deliberations towards the same objectives we envisioned during COP29. We strongly encourage the Europe and Central Asia countries to join the Working Group to serve as a regional platform facilitating continuous engagement between Governments, employers’ and workers’ organizations and the role of the National Tripartite Committees, including for practical implementation of country-specific action plans for contributing to the NDCs, COP30 and beyond.

Ms Bermet Karabaeva

Ms Bermet Karabaeva, Head of Labour unit, Ministry of Labour, Social Security and Migration of the Kyrgyz Republic explained that social dialogue has been implemented through the National Tripartite Commission – every 3 years its members sign the General agreement outlining key measures/ interventions in the labour, social and economic areas (operational document is for 2025-2027). The agreement is considered to be as a key document for social dialogue uniting commitments and responsibilities of Government, employers’ and workers’ organizations. Priorities of the General agreement for 2025-2027, among others, include green growth, informal employment, creation of jobs, vocational training, employment of the youth and vulnerable groups of people, equal wages, the role of the workers’ and employers’ organizations in the decision-making and regulation process. As for the NDCs, the Ministry of Labour has been part of the update process – 7 criteria (income, employment, isolation, discrimination, health, institutional non-protection and transition risks) have been applied to identify priority vulnerable groups ensuring gender equality and integration of just transition principles. Gender-sensitive measures and indicators have been integrated into the NDCs.



Ms Nilufar Kamalova

Ms Nilufar Kamalova, Head of the Department of International Relations of the Ministry of Poverty Reduction and Employment of the Republic of Uzbekistan mentioned that Uzbekistan has been paying a significant attention to the climate change challenges and development of integrated policies ensuring the nexus between employment, social protection, just transition, climate-change policies and strategies. Uzbekistan has taken an active role in all the Global climate-change initiatives. The Uzbekistan 2030 Strategy outlines a comprehensive plan for the country's development by 2030, focusing on economic growth, social equity, and environmental sustainability. The strategy also emphasizes a "green economy" transition, strengthening human rights, and enhancing the quality of life for all citizens. Uzbekistan's National Green Economy Development Strategy by 2030 aims to modernize the economy through energy efficiency, renewable energy adoption, and greener industrial processes, supported by training and new green criteria for investments. It outlines the role of employment, labour market and social protection policies in addressing climate change challenges (new skill sets, occupational health and safety, labour market forecasting, launch of new courses on repair of electric cars, maintenance of wind turbines, etc.). The National Tripartite Commission – a very solid social dialogue mechanism comprising Government, employers' and workers' organizations – has been reviewing issues related to labour legislation, occupational health and safety, protection of workers affected by climate change.

Roundtable with Workers' organizations



Mr Imash Marat

Mr Imash Marat, Head of the Department of Safety and Occupational Health, Prevention and Resolution of Labour Disputes, Federation of Trade Unions of Kazakhstan (FTUK) explained that Kazakhstan as a Central Asia country is highly vulnerable to climate change challenges. Trade unions have supported an inclusive green growth but FTUK have not participated in the NDC 3.0 update process and development of mitigation/adaptation policies. FTUK has its Strategy for Climate change response measures outlining social and economic interventions to be implemented with regards to a just transition, including awareness raising among communities and workers about climate change, the impact on the labour market, and employment policies. Gender aspects have not been reflected in the NDCs (latest submission). NDCs should address such areas as informal employment in highly vulnerable sectors (agriculture, waste management, etc.), social protection, access to financial resources and awareness raising. Kazakhstan's economy is highly dependent on coal mining and our goals are very smooth for carbon neutrality as such processes should take place in a fair and just way ensuring financial sustainability of affected regions, workers and members of their families.

Mr Kivanç Eliaçık

Mr Kivanç Eliaçık, International Relations Director, Confederation of Progressive Trade Unions of Türkiye (DISK) highlighted that DISK represents private sector workers in such sectors as chemicals, metal and energy- those sectors directly affected by the climate crisis and ongoing industrial transitions. We firmly believe that we should not choose between protecting workers and the climate. Climate action and decent employment should go hand-in-hand. Being a part of the NDC process is a challenge for DISK as social dialogue mechanisms are ineffective. Workers are rarely included in social dialogue processes and have little influence over fundamental working conditions. In this regard, ILO Conventions 87 on Freedom of Association and Protection of the Right to Organise and 98 on the Right to Organise and Collective Bargaining must be fully implemented. Because of these barriers, DISK often engages together with climate justice organizations, social movements, and universities for developing policies to support workers, including skill development policies. Just transition can have a direct affect over livelihoods and just transition is not just about jobs, it is about equality. Women in precarious conditions face high risks – informal employment, low wages, climate-sensitive jobs. Through promoting women’s inclusion, skills development and targeted sectorial policies, we can ensure climate action benefits for everyone. At COP30 workers’ organizations are demanding urgent actions to ensure a just transition. Climate action is also a matter of international cooperation and peer learning.

Mr Yunusov Jamshed Sabirovich

Mr Yunusov Jamshed Sabirovich, Head, social and economic affairs, PR and international relations unit, Federation of Independent Trade Unions (FITU), Tajikistan mentioned that it is necessary to point out that climate change challenges create serious barriers towards the achievement of the sustainable development goals. 93% of Tajikistan’s territory are mountains and as of today over 1300 glaciers have melted. According to the European Economic Commission and the UN, the greenhouse gas emissions comprise 0.004 tones of CO2 annually/ per capita. Tajikistan is highly vulnerable to climate change challenges (dust winds, drought, water issues, etc.). Such challenges affect jobs and employment as people lose their source of income, resulting into social tensions in the community. The Government has undertaken significant steps to keep the situation under control:

1. Management of water resources,
2. Development of national policies and strategies,
3. Attraction of investors, etc. FITU has been working closely with the Ministry of Labour and employers’ organizations in such areas as the update of the ‘all-classifier’ of occupations, labour market analysis, etc.



Ms Anna Barikyan

Ms Anna Barikyan, Lawyer, Department of Labour and Social Affairs, Confederation of Trade Unions of Armenia (HAMK) underscored the importance of just transition aspects and mentioned that one of the main challenges in Armenia is the absence of social dialogue. Climate change strategies have been developed under the leadership of the Ministry of Environment without the engagement of trade unions and social partners. Since 2023 Armenia has no functional Tripartite commission as its establishment depends on the existence of the Republican collective agreement. Nevertheless, HAMK’s representatives engaged in the agreement drafting including provisions related to a just transition (draft waiting for signature). Voices of the workers should be reflected by the Ministry of Environment in any climate change-related policy and plan. To strengthen the implementation of the NDCs with a focus on gender equality and inclusion, the Government must ensure committed and participatory policy-making processes. Workers’ organizations should be given a seat in the development and implementation of climate policies and plans. NDCs should include clear targets for inclusive job creation, gender equality and inclusion as essential components of a fair transition. It is crucial to invest in skills development policy and re-skilling/up-skilling practices to respond to the needs of workers affected by climate change (potential disruption, loss of jobs, etc.). Without meaningful consultations and dialogue with social partners, these goals cannot be achieved. Workers’ organizations should be recognized as stakeholders in the fight against climate change.



Ms Fisticanu Polina

Ms Fisticanu Polina, Lawyer, CNSM, Moldova mentioned that climate change creates serious challenges for the population, and the transition to the green economy is a must. Transition to the green economy might create **not only challenges** (transformation of jobs, retraining of workers to adapt to new technologies, etc.), **but also new opportunities** (creation of new jobs, green skills, etc.). It is very important to ensure participation of trade unions under national social dialogue mechanisms, involving employers, TVET institutions, civil society, etc. Such should discuss which sectors will be most affected by climate change, the need for development of regulatory framework, and the improvement of working conditions of workers affected by structural changes. Workers’ organizations should be engaged in collective bargaining at the national, territorial, enterprise levels. Based on the request sent by the CNSM, in 2025 the National Tripartite Committee will review just transition aspects and their impact on the labour market and employment opportunities.



Ms Asel Sartpaeva

Ms Asel Sartpaeva, Director, Trade Union Labour Institute, Federation of Trade Unions (FTU) of the Kyrgyz Republic mentioned that a just transition is of local significance for the Kyrgyz economy. Kyrgyzstan has undertaken significant efforts towards sustainable development and the integration of social justice and the decent work agenda into climate policies and plans. FTU promotes the protection of labour rights and the creation of decent working conditions for the workers affected by the climate change into the NDCs 3.0.

Roundtable with Workers' organizations



Mr George Dondua

Mr George Dondua, Georgian Employers Association reiterated that Georgia is highly vulnerable to climate change. Farmers and rural communities engaged in agriculture, forestry and energy production suffer from climate change challenges. The concept of the green economy should promote sustainable development without degrading the environment whilst ensuring social inclusivity. The green economy should ensure a nexus between social well-being, environmental protection and economic development. The country has been actively developing the following sectors: renewable energy, sustainable agriculture, forestry, green transport and infrastructure, electrical vehicles, energy-efficient building, and waste management practices. The creation of a resilient, competent and socially inclusive economy requires collaboration and partnership among civil society, Government, workers and citizens. The transition to the green economy is not a choice, it is an imperative



Ms Olha Kulyk

Ms Olha Kulyk, Head, Ecology, Energy and Green Economy Department, Federation of Employers, Ukraine recalled that Ukraine has developed a range of national policies aimed at the reduction of greenhouse gas emissions. Ukraine's enterprises fully support national climate initiatives on reducing GHG emissions and combating climate challenges but need some support (awareness raising, capacity building, access to finances, etc.). The Ministry of Ecology presented the updated NDCs 3.0 implementation of which will require about 100 billion Euro. The communication between Government, workers' and employers' organizations, environment activists, enterprises and laid-off workers should be improved. To become greener, some of its members have been equipped with certain practical tools:

1. A GHG emissions' calculator.
2. Online educational courses on environmental issues.



Ms Nare Sargsyan

Ms Nare Sargsyan, Board Member, the Republican Union of Employers of Armenia (RUEA) explained that a just transition and a green economy and green jobs are very new topics for the social partners. In 2025 the RUEA promoted inclusion of the topic of green job creation, vocational development of employees based on labour market requirements and economic priorities into the National collective agreement (pending signing by the end of 2025). Social partners are not collaborating on just transition aspects jointly- instead each individually has been implementing related interventions. The RUEA has been engaged in strengthening knowledge and skills of the TVET system and teaching staff in the area of renewable energy.



Ms Eka Margishvilli

Ms Eka Margishvilli, Executive Director, Confederation of Employers of Uzbekistan (CEU) mentioned that a just transition will involve certain risks, problems and financial implications for business. It is important to get support from the Government, community, trade unions and other stakeholders. There is a range of national documents promoting a just transition and ecological transformation. In 2025 at COP29 CEU presented its Eco-product initiative for 2024-2026, where one of the key challenges mentioned was weak legal capacity and awareness of workers and employers about a green growth agenda and responsibilities of employers and workers in this process. 2025 has been declared as a Year of Business Green Transformation. In the summer of 2025, CEU together with Kyrgyz JIA Business-association and Kazakhstan PARYZ national confederation signed an Intention to develop a Social responsibility code where a just transition is included as a separate section. A just transition should be smooth and fair for workers and the community.

► SESSION 2: DEEP DIVE: THE ROLE OF SOCIAL DIALOGUE AND TRIPARTITE COMMISSIONS IN NDCs FORMULATION

Ms Chandni Lanfranchi

Ms Chandni Lanfranchi highlighted that social dialogue and tripartite commissions are crucial for developing effective Nationally Determined Contributions (NDCs) by fostering consensus and integrating the perspectives of governments, employers, and workers. These platforms enable negotiations, consultations, and information exchange on climate and socio-economic policies, ensuring that NDCs are fair, legitimate, and lead to just transitions to sustainable economies, thereby promoting societal buy-in and addressing equity concerns.

The following ACTRAV and ACTEMP Specialists reflected on the role of workers’ and employers’ organizations in shaping Nationally Determined Contributions (NDCs), national climate plans that align NDCs with business realities and foster green enterprise development:

Mr Sergeyus Glovackas

Mr Sergeyus Glovackas, Desk Officer for Central and Eastern Europe, Bureau for Workers' Activities (ACTRAV) highlighted that we have workers’ organizations ready with climate change-related solutions but are not invited to share such solutions. A just transition begins with justice and participation. Workers’ organizations have a clear role to play in addressing climate change and ensuring a just transition towards a sustainable future. According to the ILO Guidelines for a just transition towards environmentally sustainable economies and societies for all, sustainable development is only possible with the active engagement of the world of work. Governments, employers and workers are not passive bystanders, but rather agents of change. Workers’ organizations are not always invited to the table to discuss climate change challenges and develop climate policies and plans especially the NDCs). This is linked to general freedom of association and the right of collective bargaining in some countries. According to the ILO mapping of the second generation of the NDCs, only 18% of such plans refer to social dialogue and only a few refer to workers’ organizations. For the revision of the NDCs in 2025, unions have been active – without being invited they submitted policy proposals with their views on a just transition. Many Governments have taken up the ball and invited them to the table. When policies are widely accepted and supported, they are easy to implement and enforce. It facilitates decision-making for long-term planning and contributes to sustainability and predictability. It contributes to cooperation and

commitment across political, social and economic lives. From the NDCs already submitted, we can see that in several countries trade unions have been listened to – some of these NDCs include specific chapters on a just transition referring to workers’ organizations and their concerns. It is important to follow up on the commitments in the NDCs at the national and enterprise levels. The International Labour Conference (ILC) 2023 Conclusions have a specific paragraph on what employers’ and workers’ organizations should do, namely, *effective engagement in social dialogue in all its forms, including collective bargaining to share the benefits of technological progress, green transition and demographical changes, advance for just transition and decent work, establishment of institutional workplace cooperation*. Italian and German examples show how collective bargaining can be an important tool to implement and monitor this cooperation. 2024 was the warmest year on record. The ILO report on ensuring safety and health at work, “Ensuring safety and health at work in a changing climate” shows that 71% of the working population are exposed to excessive heat. Many trade unions and employers address these challenges through collective bargaining and agreements (management of working time and compensation measures). ACTRAV started its activities on a just transition and climate change 7 years ago and since then many interventions, activities and forums have been arranged, including the pre-COP29 international conference involving the participation of over 40 countries. As of today, all the workers’ organizations in the region have their own strategies and plans for a just transition.

Mr José Luis Viveros Añorve

Mr José Luis Viveros Añorve, Senior specialist, Bureau for Employers’ Activities (ACTEMP) mentioned having similar challenges to those raised by the workers’ organizations; employers’ organizations also struggle to have a seat at the table for shaping and co-designing climate policies. Social dialogue is not just an abstract principle but an enabler to make climate actions both legitimate and implementable. Without employers’ and workers’ organizations at the table, commitments risk to be disconnected from business realities and workers’ needs. National Tripartite Commissions play a central role – they are the main features of formal recognition in law or policy with balanced representation of the three groups. Employers’ organizations bring essential knowledge about transformation, investment decisions and skills needs. They can help to identify where climate targets should be aligned with opportunities for innovation, competitiveness and green jobs creation and also where risks emerge. For employers 4 features are key:

- 1. An institutionalized voice** – a guaranteed seat at the table where climate, labour and economic policies are designed.
- 2. Policy coherence** – a space to align climate commitments with investments, competitiveness and employment realities.

3. Predictability – regular dialogue instead of ad-hoc consultations.

4. Influence on implementation – the ability to co-design training systems, labour and economic measures that affect business operations on a daily basis.

Tripartite mechanisms are most effective when complemented with expertise from academia and technical experts, among others. Multi-level governance plays an important role to address all sorts of silos (vertical and horizontal). Social dialogue also provides a mechanism to anticipate the skills mismatches and design training policies. Employers know the profile needed for green sectors and social dialogue ensures training systems, apprenticeships and skills development programs meet real labour market needs. This makes NDCs not only greener but also better. The single biggest barrier is the absence of an institutionalized effect of social dialogue in shaping climate policies. Well-resourced National Tripartite Commissions backed by political support can provide this enabling environment to make substantial progress.

During the **comments/reflections sessions**, the following participants made interventions:



Mr Kanybek Zhangbyrbayev

Mr Kanybek Zhangbyrbayev, Director General, National Confederation of Employers (PARYZ), Kazakhstan mentioned that National Tripartite Commission can help to sort out challenges employers face. Decisions taken by the National Tripartite Commission are of importance for the whole country. The National Confederation of Employers' role is to interact with enterprises and help them. A just transition should be just and fair. There are no regional associations engaged in discussing climate change challenges and a smooth just transition. The National Tripartite Commission has been formed by the Government and it decides which workers' and employers' organizations should be members. Bi-partite consultations among workers' organizations and government should be moved to a tripartite modality involving the National Confederation of Employers. Labour legislation and other social and economic challenges have been discussed but as of today just transition issues are not yet on the agenda of the Confederation.



Ms Gulnara Satybaldieva

Ms Gulnara Satybaldieva, Deputy chair, Board of Directors, JIA business-association, Kyrgyzstan mentioned that the JIA business-association has been actively engaged into the NDCs update process. But there is a lack of sustainable institutional mechanisms for joint decision-making. The social partners – workers’ and employers’ organizations – have been engaged in consultations without having a right to influence strategic documents, budget and implementation mechanisms of the NDCs. It is important to give the right to workers’ and employers’ organizations to vote in the National Tripartite Commission meetings. We recommend to create the Secretariat of the National Tripartite Commission, allocate budget for its operations and provide analytical support. It is important to assess the impact of the NDCs’ implementation on employment in the MSMEs prior to their adoption. It will enable the identification of social and economic risks. We propose to use the employers’ and MSMEs’ capacity and create a MSMEs’ Club to assess the feasibility of proposed measures, for knowledge sharing and exchange, retraining of workers and modernization of MSMEs. Gender dimensions should be inserted into the just transition practices.



Mr Mekan Ovezov

Mr Mekan Ovezov, Lawyer, National Trade Union Center of Turkmenistan highlighted that today the population faces unprecedented challenges: climate change issues, environmental pollution, degradation of eco-systems that have a direct negative impact over people, labor market and social welfare. International community defined a common directive towards sustainable development and adaptation to climate changes. Turkmenistan is an active participant of such initiatives and is engaged into these processes. Over the past 55 years the average temperature in Turkmenistan has increased by 1.5%. The country has been facing severe consequences of the Aral Sea catastrophe. The Government has adopted a range of national policies and strategies which include measures on climate change adaptation (*National Climate Change Strategy, National Action plan on adaptation of the health of the population to climate changes and negative consequences, National Aral Sea Program, etc.*). Turkmenistan plans to reduce the GHG emissions by 20% by 2030. The National Trade Union Center has been actively supporting the Government initiatives through participating in ecological interventions, protecting labor rights of affected workers, regular analysis and monitoring, improving working conditions, wages, and awareness raising among its members.



Mr Fuad Humbatov

Mr Fuad Humbatov, Deputy Secretary General, National Confederation of Entrepreneurs – Organizations of the Republic of Azerbaijan (ASK) explained that ASK has been broadly involved in the green transition agenda of the country, including in the update of the NDCs 3.0. Azerbaijan's targets to reduce the GHG emissions by 35% by 2030. The main obstacle is that National Tripartite Commission has not been an effective institutional mechanism to influence the NDCs update, implementation and monitoring. There is a need for strengthening capacity and high-level just transition literacy among the ASK members and private sector representatives. It is important to transform the tripartite mechanisms into a decision-making rather than a consultative institutional set-up. Azerbaijan is planning to implement an emission trading system for the private sector to benefit and broaden green jobs and obtain financial resources to be part of the transition process. During the NDCs 3.0 update process, ASK noted that some targets were not in line with the big oil and gas companies' needs and after the private sector expressed its concerns, such targets were re-visited.



Mr Vladimir Curovic

Mr Vladimir Curovic, Senior Specialist Employers' Activities, ILO Office for Eastern Europe and Central Asia reflected that employers can bring their views to the discussions and consultations – contributing knowledge, innovations and experience. Employers' organizations should be invited to the table. According to discussions held, the NDC 3.0 were supposed to be discussed at the National Tripartite Commissions. Employers' organizations require stability, predictability, policy coherence and capacity building.



Mr José Luis Viveros Añorve

Mr José Luis Viveros Añorve, Senior specialist, Bureau for Employers' Activities (ACTEMP) reiterated the importance of institutionalized social dialogue through Tripartite Commissions and moving from theory to practice to make them effective.



Mr Sergeyus Glovackas

Mr Sergeyus Glovackas, Desk Officer for Central and Eastern Europe, Bureau for Workers' Activities (ACTRAV) mentioned that a just transition should start from our own actions (consume less, stop using plastic glasses, etc.). In 2025 ACTRAV, jointly with Federation of Trade unions of Uzbekistan, planted trees on the shores of Aral Sea and, jointly with Federation of Trade unions of Kyrgyzstan, participated in the cleaning of Yssyk-Kul lake.



► DAY 2:

THURSDAY 02 OCTOBER 2025
STRATEGIES FOR ACTION,
PRODUCTIVITY, INNOVATION AND
PLANNING

Session 3: Productivity & Green Innovation for a Just Transition,

Session 4: Planning for the future: Scenarios for a Just Transition

Key points from Day 2

The just transition and productivity nexus



- Productivity might not be the first thing enterprises think about when looking into performance (there are other factors such as sales, customer relations and market access, among others)
- As JT will entail a major transformation of economies in the race towards the 1.5 degrees goal of the Paris Agreement, we need to think about the uneven impacts that the transition will have across interest groups, stakeholders, companies.
- The relationship between productivity and living standards is vivid and the need to cultivate a productivity ecosystem to support the transition is crucial.
- Gender perspectives should be integrated into productivity and transition strategies, emphasizing the need for inclusive policies that address environmental sustainability and social equity.

Towards the Just Transition via Three horizons



- Horizon 1: Business as usual scenario; Horizon 2: World in Transition Horizon 3: Visionary future
- A "just transition" should emphasize the need to green the economy in a way that is "decent work-centred, inclusive and poverty-eradicating".
- Industries, regions, communities and workers whose livelihoods might experience the hardest impacts of the transition need special attention.
- Accompanying Policies through social protection, skills training and upgrading, workforce redeployment, life-long learning and other appropriate measures to support enterprises and workers.
- Match supply and demand for skills through skills needs assessments, labour market information and core skills development, in collaboration with industry and training institution.
- Work towards greater OSH policy coherence and cooperation among occupational health and environmental agencies.
- Water management issues, exacerbated by climate change, persist in the region, negatively impacting productivity by limiting water access for industry and agriculture, increasing operational costs for treatment, and hindering economic development.
- Promote and establish adequate social protection systems providing healthcare, income security and social services.
- Incorporating a gender perspective in climate change policies and initiatives can ensure that the vulnerabilities of women are addressed and that their capacities and roles are strengthened to cope with the impacts of climate change.
- Private, public, and foreign direct investments shall be mobilized for a smooth Just Transition process.
- Tailored regional development plans to address differing conditions and potential backlash, fostering dialogue and policy coherence across economic, environmental, and social sectors.

Economic modelling and the impact of a Just Transition on jobs



- Economic forecasting models and variables such as GDP, inflation, employment levels, government spending, and interest rates, can be helpful and the use of such models to generate forecasts of the economic performance under various circumstances (including different government policies) can be instructive.
- A combination of rapid decarbonization, greening industry, and Just Transition policies is able to yield the most favourable macroeconomic outcomes for the region in the long term, compared to implementing them individually.
- The green transition is a massive opportunity for future growth and job creation in the region.
- To make the transition in a way that no jobs are lost and is beneficial for job growth and transitioned to emerging industries, social protection, social dialogue and social policies are of the utmost importance!
- The importance of using economic models critically, noting that assumptions about technology adoption, policy implementation, and global conditions need careful consideration

Quotes from day 2

“Just transition planning must go beyond economic modelling to incorporate broader social, ethical, and procedural aspects.”

“A Just Transition is not just a path forward; it's the path we must take if we are to leave a better world for future generations.”

“A just transition requires inclusive stakeholder participation and social dialogue!”

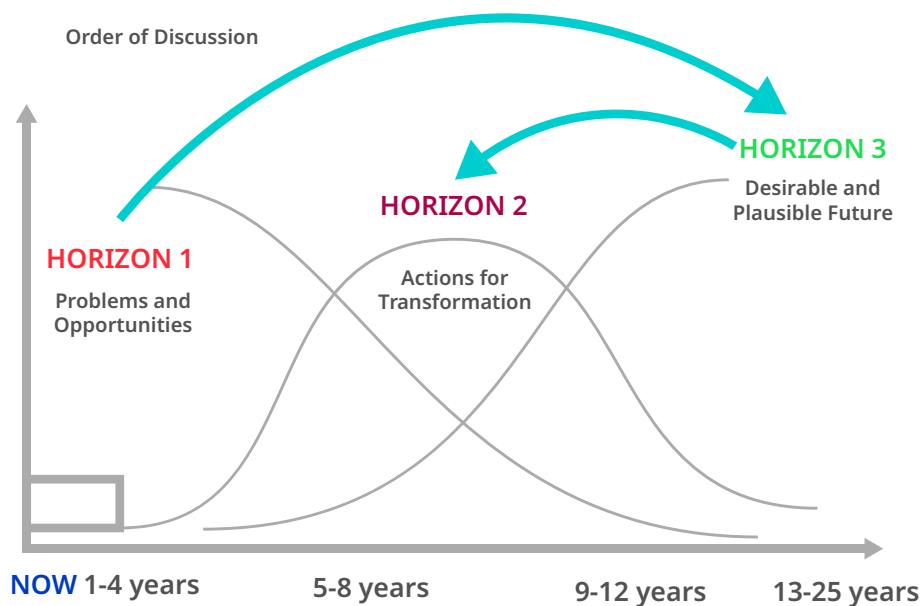
Ms Lilia Kachkinbaeva, Summary of Day 2

► SESSION 3: PRODUCTIVITY AND GREEN INNOVATION FOR A JUST TRANSITION

In his presentation “**Labour productivity and green innovation as key aspects for creation of productive and (both, economically and environmentally) sustainable jobs**”, **Dr Ian Miles**, Emeritus Professor (Technological Innovation and Social Change), University of Manchester, UK made a keynote speech about labour productivity and green innovation as key aspects for the creation of productive and (both, economically and environmentally) sustainable jobs. The notions of productivity and productivity growth were discussed, including the view that the “productivity mindset” is vitally important; by looking at data over time and across countries. We see that circumstances for productivity growth vary considerably (implying that the mindset needs to accommodate both seizing opportunities and confronting challenges), and relate this to the “productivity ecosystem” (infrastructures, regulations, and policies that impact business performance, with the main obstacles varying across Central Asian countries to Business Performance). A Three Horizons approach can assist thinking about productivity growth within a Just Transition. Relating current challenges to future possibilities, and focusing on actions to promote constructive change. Productivity is most often addressed at the sector or the whole-economy level. Economists and policymakers want to know what value-added is coming from their workforce, and whether this is growing and at what pace. Individual firms may be more concerned about other aspects of their performance. They are usually well aware that the critical factors here are often external to the business – features of the wider “productivity ecosystem” can cause delays, under-use and waste of resources, quality issues, and so on. During this session attendees at the Regional Meeting considered features of the productivity ecosystem and what policies and other actions can help support ongoing and sustainable improvement in performance, with more and better jobs and reduced gender disparities.

Afterwards, two break-out groups were held to collaboratively identify concrete, actionable steps at national, sectoral, and/or enterprise levels and review three horizons towards a Just Transition: *Horizon 1 “Business as Usual”, Horizon 2 “World in Transition”, Horizon 3 “Visionary future”*.

Figure 1: Three Horizons



Source: Presentation, Dr Ian Miles, Emeritus Professor (Technological Innovation and Social Change), University of Manchester, UK (based on <https://training.itcilo.org/delta/Foresight/3-Horizons.pdf>)

Key Messages from Group Work Discussions

Mr Kazutoshi Chatani

Mr Kazutoshi Chatani, Sr Specialist Employment (Group rapporteur, English-language) highlighted the centrality of social dialogue and capacity building for enterprises, workers and governments to prepare for green and digital transitions. He stressed the need for whole-of-government and whole-of-society approaches — not only Ministries of Environment but also labour, education and finance — and emphasized social protection for workers negatively affected by transitions. Kazu also pointed to practical innovations (e.g., carbon-footprint calculators, information-sharing platforms) and the importance of equipping workers with green skills to ensure both productivity gains and decent work.

Ms Rania Bikhazi

Ms Rania Bikhazi, Sr Technical Specialist Just Transition (Facilitator, English-language) underscored capacity-building at multiple levels: for sectoral committees, youth, women, informal workers and social partners. She stressed aligning vocational training with private-sector needs through better labour-market feedback, expanding green financing for enterprises, and mainstreaming just-transition objectives across all levels of government (including parliaments). Rania also urged reforming public procurement to favor green outcomes and to surface market failures for collective learning.

Mr Yunusov Jamshed Sabirovich

Mr Yunusov Jamshed Sabirovich, Head, Social and economic affairs, PR and international relations unit, Federation of Independent Trade Unions, Tajikistan (Group rapporteur, Russian-language) framed productivity within regional realities: short- and long-term measures are both needed so firms can survive today while preparing for tomorrow. Key regional challenges noted were water management, climate impacts on agriculture, dependence on hydrocarbons and coal, and demographic shifts. The group recommended stronger social dialogue, lifelong learning, targeted financing for green jobs, and regional/sectoral coordination to manage social risks and harness human capital for sustainable, inclusive productivity improvements.

- He highlighted: *“The challenges that exist in our region are primarily related to the use of water resources. Most Central Asian countries are agro-industrial states. Agriculture is present in all regions here, and therefore, the proper use of water, as well as issues of climate change, drought, and other related problems — such as dust storms and salinization that are now affecting our fields — are all modern challenges that create serious problems.”*

Expert panel reflections:



Ms Özge Berber-Agtaş

Ms Özge Berber-Agtaş, Specialist, Gender Equality and non-discrimination, ILO Office for Eastern Europe and Central Asia highlighted that while thinking about the previous speakers and their insights on “grabbing or seizing opportunities for a better future” and the mindsets shifts, **this resonates with the need for creating new opportunities for women whose value to society and the economy is forgotten in many policy areas including productivity.**



GDP 6.1% → 9.6%

(By 2050 in the EU)

The productivity debate requires a gender perspective as gender equality is key for productivity agendas to address the underutilisation of women’s potential and the undervaluation of women’s work. Increasing productivity and achieving gender equality are intertwined goals, as closing gender gaps significantly boosts economic growth, organizational performance, and overall societal well-being. The advancement of women at work is good for everyone and could increase global GDP by 20%, according to the World Bank. By 2050, improving gender equality could increase GDP per capita by 6.1% to 9.6% in the EU.

+4.2 Million jobs

(In 2050 by closing the gender employment gap)



(70% taken by womans)

The economic benefits of closing the gender employment gap are estimated to result in 6.3 to 10.5 million additional jobs in the EU by 2050, with a significant portion taken by women. About 70% of these jobs would be taken by women, as female and male employment rates meet in the long run, reaching an 80% employment rate by 2050. There is also plenty of evidence pointing to the fact that a lack of diversity, and more specifically a lack of women, in different parts of the workplace

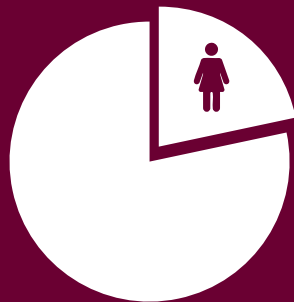
can limit productivity and the economy. This is not just due to a lack of hours worked, but a lack of their insights, their imagination and their skills. As a 2020 McKinsey report categorically stated ‘The most diverse companies are now more likely than ever to outperform less diverse peers on profitability.’ The comparative absence of women in many of the technical arenas in which growth is expected – green energy and the energy transition, quantum computing and digital for instance – is striking, as is the lack of female-founder start-ups and scale-ups.

Despite women’s increased participation in the labour market significantly contributing to past economic growth, persistent gender gaps across the world hinder the full realization of women’s productive potential. Not everything in the economic system necessarily provides a level playing field for women, nor are their contributions always valued as much as those of their male colleagues. This means that potential productivity gains arising from women in all sectors of the workforce are not always realised. Their insight, innovation and energy may be lost and with it much potential benefit, both for the individual and the overall economic system. Across OECD countries, a stubborn gap persists between labour market outcomes for men and women. This discrepancy not only challenges the fundamental principle of gender equality but also incurs significant economic costs, resulting from an untapped talent pool and the obstacles that prevent numerous women from reaching their full productive potential. In a world characterized by rapid population ageing and decreasing fertility rates, greater inclusion of women in the labour market is vital to foster long-term economic growth. More women would be able to enter employment and/or work longer hours if the barriers to entry are eradicated.

 **708 Million**
 **40 Million**

(Outside of the labour force due to unpaid care responsibilities in 2023)

Caring responsibilities and the lack of access to quality and affordable childcare, for example, negatively affects labour force participation of women, productivity growth and overall economic growth. Women are disproportionately affected, but men are not immune. In 2023, 708 million women (45% of working age women) and 40 million men (5% of men) were outside of the labour force due to unpaid care responsibilities. The underutilisation of women’s talents is also evident in relation to both skills and progression opportunities. Women are overrepresented in the low-paid segment of employment where most part-time jobs are concentrated.



28% in STEM fields

Skills mismatching and shortages continue to be a significant challenge. Women are consistently under represented in STEM (Science, Technology, Engineering, and Mathematics) fields, making up about 28% of the global STEM workforce in 2024, although their participation is growing. The comparative absence of women in many of the technical arenas in which growth is expected – green energy and the energy transition, quantum computing and digital fields for instance – is striking, as it is the lack of female-founder start-ups and scale-ups.

- First and foremost, enhancing women's participation requires a holistic approach, including promoting work-life balance, combating discrimination, ensuring fair career progression, and eliminating gender pay inequalities.
- Investing in care-related industries can create millions of jobs, with a significant portion filled by women, leading to overall employment growth and reduced gender gaps.
- Reducing the gender gap in Science, Technology, Engineering and Mathematics (STEM) education areas could help reduce skills gap, increase employment, productivity of women and reduce occupational segregation.
- Recognize and support the potential of women-led businesses, which often show higher returns with lower investment.
- Working together as governments, workers' and employers' organizations is key to create a more equal environment, as no economy can reach its full potential without the complete and equal participation of everyone.



Dr Samantha Sharpe

Dr Samantha Sharpe, Lead Author IPCC report on Cities, Institute for Sustainable Futures, University Technology Sydney, Australia noted that a just transition is a process, it takes time and resources and is about the renegotiation of key aspects of the way we live - the economy, jobs, skills, productivity, growth, rights and responsibilities. It also extends to mitigation and increasingly adaptation activities as workers and businesses are already facing the impacts of climate change now.

Significant and complex change is taking place over long time periods - so signals are important. These signals need to inform decision making **at the individual, organisational, sector, sub-national, national and international levels.** *At the individual level* so individual workers can make decisions about jobs, new skills and the decision they make in workplaces and homes. *At the organisational level* investment decisions about new machinery, processes, products and services and the opportunities and benefits of innovations that organisations can develop and adopt. *At the jurisdictional level* how to provide the signals and enabling ecosystem to allow this to happen. We can highlight needs for financial incentives, information and guidance that provides and evidence base for decision making, education and capacity development including skills anticipation and training around transition, and this ranges from broad awareness raising for all - so everyone can participate in discussions from similar foundations, through to technical skills in mitigation and adaptation, DRR, social dialogue - and also new institutions including those that support social dialogue, such as tripartite processes.



Dr Cristina Martinez

Dr Cristina Martinez, ILO Senior Specialist on Enterprise Development and Green Jobs, mentioned how the historical trajectories of Central Asian and European nations have **fostered profoundly different mindsets towards productivity and green innovation.** European countries, shaped by post-war integration, the pressures of deindustrialization, and early exposure to transboundary environmental crises like acid rain, have largely internalized a mindset where long-term ecological sustainability is seen as integral to economic competitiveness and resilience. This has driven a policy environment where green innovation—in renewable energy, circular economy models, and energy efficiency—is a core component of productivity. In contrast, many Central Asian states, with their legacy as resource-rich Soviet republics, have a historical trajectory defined by extractive industries and command-economy production targets. This has cultivated a mindset that often equates productivity with the volumetric output of raw materials and energy-intensive heavy industry, viewing

environmental considerations as a separate, and sometimes secondary, concern to immediate economic growth and stability.

These divergent paths have significant implications for a "just transition", which emphasizes the need to greening the economy in a way that is "decent work-centred, inclusive and poverty-eradicating." For the EU, the just transition challenge is primarily one of managing the decline of existing carbon-intensive sectors through social dialogue, massive reskilling initiatives, and creating quality new jobs in the green economy, ensuring no region or worker is left behind. In Central Asia, the challenge is more foundational.

A just transition requires a fundamental economic diversification away from the extractive model to avoid carbon lock-in and create decent work outside the volatile commodities sector. This involves building new green industries from the ground up, strengthening social protection systems to support displaced workers, and ensuring that communities dependent on fossil fuels are not simply abandoned but are active participants in a new, sustainable economic paradigm, thus addressing the dual ILO goals of social inclusion and poverty eradication.



Dr Ian Miles

Dr Ian Miles, Emeritus Professor (Technological Innovation and Social Change), University of Manchester, UK wrapped up the Productivity session highlighting that any of the practical proposals made by speakers should be helpful in orienting ILO's support for countries as they face the Just Transition.

The most striking feature of the discussion was the reiteration (in slightly different formulations) of the need for capacities for social dialogue to be established. The importance of social dialogue cannot be underestimated, but all partners may need support for engagement. Trade unions were often seen as lacking awareness and engagement with those opportunities that are already available (though there are also some highly active unions). In some cases, employers are in a similar position – SMEs in particular may not be engaged in the debate - though in others they are taking the lead. Policymakers are often not equipped for building wider social engagement into policy reviews, designs, and implementation. Reviews may be required in several areas, such as tax, regulations (governing production and for labelling), procurement and market development for green products.

Policies need to be developed, too, and in addition to the fields just mentioned, we can note the importance of awareness raising and education and training both for the workforce and for management (skills for “green” and Occupational Health and Safety management, for example, and for addressing gender-related workforce and employment issues). Also important is resilience/disaster management (not least in relation to the challenges posed by climate

change – especially those connected to water management). NDCs are naturally a vital field for social dialogue. Policymakers also require capacities for cross-departmental / cross-ministerial coordination, since JT issues span all fields of government (not just energy, environment and employment: science, education, finance, and more). Coordination across different levels of government, including regions and cities is needed, and this may also require social skills and capabilities, and some revision of organisational structures.

All of the above needs to be supported by evidence. In some cases, essential data are simply not available, and more effort is required for rapid generation, collation and use of appropriate statistics. Where possible, efforts should be made to conform to international standards so as to permit cross-national comparisons to be made. As well as workforce data, better monitoring of such things as waste management and recycling, accessibility of services in remote regions and to vulnerable communities can be areas where policies related to supply chains and infrastructure are liable to play a role, alongside those for social inclusion and security. One issue that may arise in this context is the need to integrate inputs from expertise into social dialogues. Participants in these dialogues will need to be able to make use of inputs from experts of various kinds (including, now, Artificial Intelligence inputs). They may require support to develop skills that allow them to adequately appraise such inputs. They should neither assume that expertise automatically provides a wide-ranging, comprehensive view - nor that it can be discarded as purely reflecting entrenched interests.

International expertise, in particular, may be a vital resource – but it needs to be brought down to earth with local knowledge and the understanding of contexts that the stakeholders can bring to bear. A truly effective evidence-based approach is not simply an expert-driven approach: if key constituencies do not understand the evidence base, their commitment to actions and decisions may be limited. Narratives and stories are also vital parts of the process. Some key “stories” are actually evidence – for example, best-practice and success stories of social dialogues, of demonstrator projects for green innovations, of new business and supply chain models, and so on. Narratives may be buttressed by data (and by the “data” that results from forecasting activities, whether these involve modelling or expert surveys). But narratives provide stakeholders with illustrations of what has been, and what can be, achieved. In particular, the JT requires stories and illustrations of what might be realised in the case of good (and perhaps also more problematic) scenarios.

Evidence and plausible narratives are both important for informing and reinforcing the “productivity mindset” which many speakers referred to. Ultimately a mindset believing that we can have a better tomorrow, and have responsibility for bringing this about, is vital. Actions need to be based upon the understanding that the sustainable future can achieve a JT with ongoing productivity growth. Such mindsets need to be further developed across society – not only among enterprise managers, union leaders and senior policymakers. Discussants rightly itemised the role of basic education in creating wider social awareness of climate, decarbonisation and environmental challenges, alongside

better analysis and development of relevant training (and probably life-long learning) in “green” skills, including those that are professional and sometimes highly specialised skills. Some relevant skills will be widely transferrable ones.

AI is yet another source of change that is already posing its own skill demands. But the scope for use of AI to provide more personalised training, together with the use of computer-linked communications (and even more traditional broadcasting systems) to support the outreach of training and education, is providing exciting opportunities that should be assessed and, where possible, grasped. The informal sector is one such area - people occupied in this sector are also citizens whose needs must be taken into account, and while informality is recognised to frequently be problematic in terms of working conditions and rewards (as well as creating unfair competition), it can also be a lifeline for vulnerable groups. Some informal activities are resorted to from desperation, and changes in formal sector business models may threaten marginal groups that currently depend upon, for example, the waste generated by inefficient methods of production. Additionally, the focus on decarbonisation should not obscure other critical environmental issues, such as regeneration of damaged areas and ecosystem management. We discussed externalities that may not be captured in GDP and similar statistics – some of these externalities can be of immense significance to the sustainability of the productivity ecosystem. One issue we barely touched upon, but that is too important to neglect, is the role of services. As noted in the background issues paper, service sectors are notoriously problematic for productivity analysis (especially, but not only, public services). Their outputs are often activities, rather than material products. With economic growth we often see a substantial growth in the share of services industries in employment and output. (This has many implications for occupational types, gender roles, working conditions and trades unions.)

Sustainable development will involve its own patterns of service industry growth: discussions of new “green” products and processes should take into account these activities. In particular, the scope for new “green” services deserves attention. These new services cover a vast range, from eco-tourism (relevant to most countries in Central Asia and South Caucasus), to environmentally oriented business services that can support firms and public institutions right across the economy. Business services are important elements of supply chains, and present opportunities for trade and regional cooperation- both in operational services (e.g. waste management and freight transport services) and knowledge-intensive services (professional, scientific and technical services). The latter are known for the professional occupations they embody, and for their role in knowledge exchange and technology transfer. To be effective and inclusive these will require adequate incorporation of local knowledge and skills. Such services are seen as obvious targets for applications of AI. These applications can enhance their outreach and performance - though some job roles are widely believed to be transformed (and in some cases diminished) through current AI uptake. These services are also important targets for capability development.



Mr Mikhail Pouchkin

Mr Mikhail Pouchkin, Director, ILO Office for Eastern Europe and Central Asia delivered closing remarks for this session recalling the importance of social dialogue as an enabler for the change that we want towards a low-carbon inclusive future in Eastern Europe and Central Asian countries. He also recalled that collaboration and partnerships across actors with different roles is vital to leverage the resources, plan ahead and ensure we can match needs with opportunities. This is why the first day of our Regional Meeting has delved into the importance of cooperation across actors and stakeholders.

► SESSION 4: PLANNING FOR THE FUTURE: SCENARIOS FOR A JUST TRANSITION

Ms Chandni Lanfranchi

Ms Chandni Lanfranchi opened the Session highlighting that computer modelling forces us to think about various critical issues, and to be consistent in the assumptions that are made about how these issues may develop. A draft report will be presented, assessing the economic impacts on jobs of scenarios with different levels of climate ambition for Azerbaijan and the Central Asian region,. This discussion will outline some of the major assumptions involved in this work, and how they may be reviewed by the countries. Countries will discuss and reflect on the proposals, what needs to be considered for finalizing the report, and how they may make use of the study and its results.

Mr Moustapha Kamal-Gueye

Mr Moustapha Kamal-Gueye, Director, ILO Priority Action Programme on Just Transitions Towards Environmentally Sustainable Economies and Societies highlighted that the Session will be focused on presenting and discussing the Regional study which is looking at the various labour market implications of climate policies in Azerbaijan and Central Asia countries. Mr Kamal-Gueye connected from Istanbul where he has been working with UNFCCC technical committee addressing the socio-economic implications of climate measures and devising and gathering tools for the UNFCCC Parties. It is important to

demonstrate that climate action in the national context and priorities can be a driving force for better jobs and inform all the labour market and social and economic policies that should go hand-in-hand with climate policies. The transition is not just an environmental concern, it has social and economic implications. It is very important for the actors of the world to have a sense of such implications so that we can promote decent work for all, advance social justice in the context of changing climate and environment.

Ms Maud de Vautibault

Ms Maud de Vautibault, Associate Director, Head of Infrastructure Pillar, EBRD mentioned that the Session will focus on how the modelling tools can help us to forecast future employment needs in the context of decarbonization. The analysis covers 6 countries and was initiated by the ILO with the contribution from OIC, IsDB under the collaboration with EBRD. With careful planning and the right policy mix, the transition can deliver strong economic benefits. In fact, combining rapid decarbonization, green industries, development and just transition policies gives the most probable long-term outcomes more than pursuing each of these policies separately. Key three insights of the report are as follows:

1. The report provides an evidence-based policy reform. The report provides data on how different climate scenarios affect jobs and sectors. EBRD uses assessment tools to inform reforms in labour market, education, social protection.
2. The report highlights both risks such as job losses in carbon-intensive sectors, as well as opportunities in renewables and green services. EBRD addresses this by supporting reskilling/ upskilling programs in these regions.
3. The Report points out re-scalability and sustainability. EBRD also made investments into capacity building and long-term institutional reforms.

EBRD provided technical assistance to the North Macedonia- the country plants had gradually phased out of coal with increasing the share of renewable energy. With the support of the Climate investment fund, EBRD has developed a comprehensive skills program with six technical cooperation projects and private sector actors (re-employability, vocational training, etc.). A gender-responsive just transition roadmap has been developed for Uzbekistan with the support of the EBRD. The objective is to increase women participation in the energy sector and create equal opportunities for all through capacity building programs.

Ms Ha Bui

In her presentation “**Results of assessment of the economic impacts of scenarios with different levels of climate ambition for Azerbaijan and Central Asia region, with a particular focus on an assessment of jobs implications**”, Ms Ha Bui, Economist, Cambridge Econometrics presented key findings of the assessment:

In light of the increasing importance of a Just Transition on the global agenda, national policymakers in Central Asia and Azerbaijan perceive emerging concerns and policy challenges around the potential impacts of climate mitigation strategies on local jobs. **A Just Transition is firmly grounded on fair and inclusive outcomes for workers and the vulnerable and strongly influences the future of work in the region.** The scenario results indicate that careful planning and effective leverage of key decarbonisation policies can provide the region with considerable positive economic benefits. In particular, a combination of rapid decarbonisation, green industry, and Just Transition policies is likely to yield the most favourable macroeconomic outcomes for the region in the long term, compared to pursuing these policies separately.

Just Transition policies help diversify the economy to light industry and service sectors, which have historically employed a larger share of women and younger workers. Training, dedicated employment schemes, and improved pay standards for underrepresented groups are crucial in achieving better welfare and greater skills. The implementation of these complimentary policies strongly relies on social dialogue with stakeholders, including workers’ organisations, to ensure they are relevant and fit-for-purpose.

The success of decarbonisation in Central Asia and Azerbaijan is strongly affected by global factors. In particular, the speed and mechanisms by which fossil fuels are phased out in other countries reduce demand for some of the region’s most valuable exports. However, the results indicate that proactive policy action within the region will help protect the local population and industries from these potentially adverse global sensitivities. Alongside the role of international financing mechanisms, revenues gained by implementing carbon pricing are sufficient to finance and absorb the potential negative impacts of these trade-offs. Major restructuring of the economy is required under any level of ambition. This is especially the case in the low-carbon energy (electricity and hydrogen) supply chain, which is expected to increase in output and employment, while fossil fuel industries decline. While impacts vary across countries in the region depending on existing industry concentrations and economic structures, there is great potential for coordination and cooperation. From a socioeconomic point of view, this may be achieved through financing of adaptation investments, frictionless trade across borders according to comparative advantage and specialisation of value chains, and migration to fill new jobs in new industries. In addition, institutional coordination and cooperation, for example through social dialogue with labour ministries and workers’ organisations, would reinforce socioeconomic mechanisms and deliver the best possible outcomes to the region.

Dr Ian Miles

In his presentation, Dr Ian Miles discussed:

1. Economic forecasting models and variables as GDP, inflation, employment levels, government spending, and interest rates.
2. The use of such models to generate forecasts of the performance of these key variables under various circumstances (including different government policies).
3. Input-Output Tables as a framework which can be linked to forecasting models, to give more precise views of how different sectors may fare in the forecasts; and when policies or other interventions may impact specific sectors, the implications of such variations can be estimated.

Quotes from Dr Ian Miles, Emeritus Professor (Technol. Innovation and Social Change), University of Manchester, UK:

“Economic models describe elements of reality: variables (calibrated with data) and relationships between them. They are used to help us understand complex economic systems, the trends and possible impacts of decisions. Input-output tables map different sectors’ interactions, industries’ exchanges of goods and services, and depict how sectors contribute to final output and employment”

“Models can inform policy-making: provide clarity about probable policy impacts, across a complex system reduce “double counting”, insight into which sectors would gain or lose jobs, where costs may fall upon vulnerable groups”.

“Economic modelling can support decision-making, but real-world events require adaptation. Forecasts are always liable to be reshaped by events – consider both opportunities and threats, and what preparedness may be implemented”.

During the **comments/reflections sessions**, the following participants made interventions:

Mr Imash Marat

Mr Imash Marat, Head of the Department of Safety and Occupational Health, Prevention and Resolution of Labor Disputes, Federation of Trade Unions of Kazakhstan noted that the presented report is very useful but contains many “what if” assumptions. Modelling results and technical forecasts can be fruitfully used for planning purposes. But we should admit that the transition to a low-carbon economy will have an inevitable impact on the employment shifts and social risks in our region. “What if” scenarios for social dialogue and occupational health and safety should be tested to see what results we will get without social dialogue in the transition process to green economy. One of the assessment findings presented indicate that by 2030 women and youth in the coal-mining sector will be less vulnerable to the risk of losing jobs. But we should take into consideration that mono-cities have been created around coal-mining enterprises and though men are mostly employed in the coal-mining industry, their families residing in the mono-cities will be affected as well. Decarbonization requires gradual closure of coal mines but we should never forget about social risks it will bring. In August 2025 during a visit of the UN Secretary-General António Guterres to Kazakhstan, the President of Kazakhstan informed him about the Regional Economic Summit scheduled for April 2026 aimed jointly with the UN agencies to find solutions for such challenges as ecological degradation of the Aral Sea and the shallowing of the Caspian Sea. The green jobs capacity is huge and should be further expanded (now only 1% of the employed are in green jobs).

Mr Yunusov Jamshed Sabirovich

Mr Yunusov Jamshed Sabirovich, Head, Social and economic affairs, PR and international relations unit, Federation of Independent Trade Unions, Tajikistan reiterated that the creation of green jobs and a just transition should be implemented in parallel with the updating of social protection, labour market, employment, occupational health and safety, skills and training policies. Tripartite principles should be adhered to through National Tripartite Commissions. Waste management (electric cars’ batteries) might be a concern for all our countries in the future. TVET institutions should be able to satisfy the needs of employers and workers affected by the just transition process ensuring non-discrimination, gender equality, among others.



Ms Nare Sargsyan

Ms Nare Sargsyan, Board Member, the Republican Union of Employers of Armenia highlighted that the concept of the just transition is still underdeveloped in Armenia. The following challenges might affect this process: fragmented stakeholder engagement, inadequate data, lack of inclusive and modernized TVET programs, insufficient health standards, limited climate-related social protection and assistance, inefficient policy coherence and financial mechanisms. Social dialogue mechanisms should be empowered, The coordinated just transition frameworks are proposed to be developed ensuring inclusive participation outlining clear objectives and responsibilities, sector-specific guidelines, capacity building, research and innovation, funding mechanisms for green transition.



Ms Liliya Fatkulina

Ms Liliya Fatkulina, Department of International Relations of the Ministry of Poverty Reduction and Employment of the Republic of Uzbekistan mentioned that a just transition will require improved occupational health and safety regulations along with strengthened capacity of labour inspectors. We should ensure safety for all types of workers and support employers in improving working conditions. Decent Work Country Programs should have a dedicated session related to OSH in the Just transition. It is important to align the skills supply and demand, create life-long learning opportunities for the population.



Mr Samir Huseynzade

Mr Samir Huseynzade, Deputy Secretary General, National Confederation of Entrepreneurs – Organizations of the Republic of Azerbaijan (ASK) proposed to analyse just transition scenarios in lieu of legal, economic, social aspects. It was proposed to have the report discussed with and reviewed by members of the employers’ and workers’ organizations.

During **the Concluding reflections session**, the following speakers intervened:

Mr Bradley Todd Hiller

Mr Bradley Todd Hiller, Climate Change and Environment Division, IsDB highlighted that the Report provides an evidence base to contribute to a decision-making. The study findings can be directly integrated into strategic engagements with 57 countries. It helps to strategically plan investment pipelines, operational support, integrate just transition into sector (agriculture, energy, agriculture) and thematic (youth engagement, women empowerment) policy updates. The study feeds directly into the projects and can build upon the progress we are already making – for example, we have a climate-finance target of 35 % by the end of the year for sovereign operations, and for the last 3 years we have been already for over 45%. Some examples of just transition projects in the region are as follows:

1. More than 1 million USD investments into climate-resilient water resources development in Kazakhstan,
2. A large-scale renewable energy project in Uzbekistan (in partnership with the EBRD),
3. A climate-smart agriculture modernization and mechanisation project in Kyrgyzstan. The multilateral development banks have a Just transition working group aimed to harmonize approaches related to just transition (not limited to energy sector).

Ms Zarina Abdullaeva

Ms Zarina Abdullaeva, Gender and Economic Inclusion Specialist, EBRD reiterated that the report is a very good starting point for the Governments to forecast risks, identify opportunities and design policies that will manage labour market shifts fairly. Joint collaboration, dialogue across different Government bodies, private sector representatives are important. We could use modelling results as a foundation for the dialogue with Governments in the frame of just transition policies and frameworks, expand targeted skills and inclusion programs. Climate ambitions are not only about decarbonization but also about creating job-rich and sustainable economies leaving no one behind.



Ms Nurana Mammadova

Ms Nurana Mammadova, Head of Research, Innovations and Labour standards department, Labour Center of the Organization of Islamic Cooperation observed that OIC has started to collect best just transition case studies/ practices for 57 member-states. The report showed that by 2050 up to 9 million new jobs will be created and we should ensure these jobs are decent.



Mr Marek Harsdorff

Mr Marek Harsdorff, Economist, Priority Action programme on Just Transition, ILO mentioned that following the example of China that in the 2000s massively shifted its economic growth towards the three key sectors of electromobility, batteries and solar, we should admit that Azerbaijan and Central Asia countries have massive potential as well. Those gains are not automatic and education and human capital policies should be adjusted for the population to benefit from new green technologies and innovations. Follow-up measures are proposed to be further developed through planning of new joint interventions (under NDCs, climate policies and plans).



► DAY 3:

FRIDAY 03 OCTOBER 2025
FORGING A PATH FORWARD TO
NDCS, COP30 AND BEYOND

Session 5: Technical considerations in relation to NDCs 3.0: Progress of Serbia, Montenegro, North Macedonia,

Concluding Panel: Practical steps towards the NDCs, COP30 and beyond

Key points from Day 3

A CALL TO ACTION



- Let's ensure that the transition to a green economy is not only low-carbon but also high-inclusion, high-dialogue, and high-opportunity. Together, through social dialogue, we can build a future that is just, sustainable, and productive for all.
- A Just Transition is not just a path forward; it's the path we must take. It is the only way to leave a better world for our children. From the heart of the Amazon to the halls of power worldwide, let us send a clear message: We will implement. We will include. We will invest. And we will ensure that this great transition is a just one for every worker, every enterprise, every community, and every generation. Let's get to work.
- The road from COP29 in Baku to COP30 in Belém is more than a transition between summits—it is a critical bridge where lessons learned must translate into actionable strategies. South-South and Triangular Cooperation (SSTC) is at the core of this process, offering the solidarity, peer learning, and innovation needed to turn Nationally Determined Contributions (NDCs) into pathways for a just, inclusive, and gender-responsive transition.
- Social dialogue was consistently highlighted as the linchpin of success. If climate change represents the storm, then dialogue is the umbrella societies must hold together. By bringing workers, employers, and governments into structured negotiation, social dialogue transforms climate anxiety into concrete action, turning conflicting positions into shared solutions strong enough to be embedded in national strategies and international commitments. It is through dialogue that climate action gains legitimacy, inclusivity, and durability.

► The meeting also demonstrated how SSTC connects diverse experiences:



From Kyrgyzstan, where trade unions and government are developing joint positions for climate negotiations, to Uzbekistan, where green jobs centres are driving sectoral transformation.



From Armenia’s integration of just transition in regional development strategies to Kazakhstan’s focus on occupational safety and health in the context of climate resilience.



From Brazil’s tripartite platforms on energy and labour to the Amazon’s bioeconomy programmes protecting biodiversity while creating livelihoods.

These examples show how South-South cooperation scales up innovation, facilitates mutual learning, and ensures that workers, women, youth, and vulnerable groups are not left behind in the transition.

As we prepare for COP30 under Brazil’s Presidency, the priority is clear: the credibility of climate action rests not only on ambitious NDCs, but on the ability of countries to implement them through social dialogue, peer learning, and South-South cooperation. This

bridge from Baku to Belém must therefore be built on knowledge-sharing, institutionalized partnerships, and practical experiences that connect climate goals with decent work, social justice, and sustainable development.

In doing so, the region—and the wider Global South—can demonstrate that just transitions are not theoretical aspirations but lived realities, negotiated collectively, and delivered inclusively.

► SESSION 5: TECHNICAL CONSIDERATIONS IN RELATION TO THE NDCS 3.0: PROGRESS OF SERBIA, MONTENEGRO, NORTH MACEDONIA

Ms Daniela Zampini

Mr Drew Gardiner

Ms Daniela Zampini, Senior Employment Specialist ILO DWT CO Budapest and **Mr Drew Gardiner, Employment Policy Specialist, ILO** explained that practitioners from Montenegro, North Macedonia, and Serbia will exchange on their experience in using multiple diagnostics and assessment tools aimed at collecting data and information about the linkages between decent work and climate policy. The focus of the conversation will be on how tripartite partners can use this evidence to advocate for enhanced coherence between employment and climate policy in the framework of the NDCs. Practitioners will provide concrete examples of how TUs and EBMOs can pragmatically engage in NDCs and climate negotiation processes, including at sectoral level, and how the ministries in charge of labour and industrial relations can facilitate the interaction with other key stakeholders in government.



Ranka Pavicevic

Natasa Vukasinovic

Miladin Sekulic

Montenegro: Ranka Pavicevic, Head of Directorate for Labour market Policy Development, Ministry of Labour, Employment and Social Dialogue, Natasa Vukasinovic, Head of Secretariat, Confederation of Trade Unions, Miladin Sekulic, President of the Trade Union of the Pljevlja Coal Mine, Union of Free Trade Unions: Trade unions indicated that their biggest challenge has been about being involved in the NDC process. They would like to be part of the process, not only during the formulation, but also when the policy framework is monitored (in terms of its impacts) and evaluated. The EU-accession process places big demands on such a small economy. Assistance is needed to adopt EU standards. The target in the NDC (55 % reduction) is too high! And will cost several jobs. Montenegro should investigate their financial capacities to support new companies and new jobs. Older workers are a main concern for trade unions.



Teodora Obradovikj-Grncarovska

Mile Boskov

North Macedonia: Teodora Obradovikj-Grncarovska, State Counsellor on Climate Change, Ministry of Environment, Mile Boskov, Executive President, Business Confederation. Ministry of Environment highlighted that they need to cope with global requirements (Paris agreement), EU requirements (climate acquis), national requirements (arising from the business community and NGOs). They find that the labour and social dimension is often underestimated in climate policies. Climate issues should also be mainstreamed into other policies, such as employment and education. They still have NDC 2.0 but are glad to be part of these conversations with the ILO because they have come to a better realization about the social dimensions to be accounted for into the NDCs. Net or absolute net reduction is important to make that distinction. The public and the social partners are not well educated/informed about this. Minimum three years are needed to set in pace a proper governance structure for carbon taxation. A fund should set up to support transition for companies internally. Ministry of Energy has prepared a Just Transition Plan and is still to be accepted by the EU (this is covered by the EU growth agenda). Ministry of Labour highlighted that employment policy should be a key dimension of NDCs. It is important to have access to good practices in relation to how ALMPs can promote green jobs. Council on Just Transition was established.



Biljana Ramic

Serbia: Biljana Ramic, Special Adviser to the Minister, Ministry of Energy and Mining mentioned that it is important to go beyond the technical aspects of the green agenda- they adopted the plan for Just Energy Transition in 2025 up to 2030, with 14 actions. Serbia already submitted the NDC and the climate target is very ambitious. Employment and social aspects do not have a specific target or reference in the NDC. Our understanding of Just Transition in Serbia needs to go beyond the energy sector and consider also other sectors. Responsible Business conduct is a key dimension of Just Transition. It is important for members of Employers' Organizations to know that this is an investment that is good business. In the context of labour shortages, investment in fair practices and workers is critical. Working together with local governments on sustainable procurement is a key entry point. They need to understand better what green occupations are. Uncertainties around CBAM are a major concern for employers. SMEs in particular have a lack of information. As a business confederation they launched a platform to prepare SMEs for the global market and would like to provide information about any support available from the law in climate action (there will be a general fund under the ministry of finance). Secondary legal acts are needed to have carbon taxation. There is need to have appropriate verification of emissions or else companies are at risk of double taxation.

During **the Concluding reflections session**, the following speakers intervened:

Mr Gocha Aleksandria

Mr Gocha Aleksandria, Senior Specialist Workers’ Activities, ILO Office for Eastern Europe and Central Asia noted that the discussions were very interesting and provided a valuable opportunity for knowledge sharing and peer learning among workers’ organizations. Going forward, it can be even more impactful by giving greater attention to sectoral and company-level collective bargaining, in the future activities. This focus is essential to ensure that the green transition in key affected sectors (such as energy, agriculture, construction, transport, etc) is genuinely just and worker-centric. National-level discussions can gain stronger momentum and become more effective when supported by bipartite negotiations and consultations at the sectoral and enterprise levels. For this to happen, more conducive legislative and institutional frameworks are needed to guarantee genuine freedom of association and the mechanisms that strengthen workers’ bargaining power.

Ms Anita Amorim

Ms Anita Amorim, Head of the Emerging and Special Partnerships Unit, ILO highlighted that at COP29 in Baku, Azerbaijan, the international community came together to accelerate climate action, reaffirm the urgency of halving global emissions this decade, and strengthen adaptation measures that safeguard the most vulnerable. Baku marked not only an important milestone for mobilizing climate finance and advancing adaptation frameworks, but also a decisive moment for placing just transition at the heart of climate ambition. The International Labour Organization (ILO), working with its tripartite constituents, launched the project “**Promoting a gender-responsive just transition through knowledge-sharing and peer learning under South-South and Triangular Cooperation (SSTC) for COP29 (Azerbaijan) and COP30 (Brazil)**.” This initiative builds a *Baku-Belém bridge* — connecting two historic climate conferences and forging a pathway for countries of the Global South, together with partners from the North, to collectively design, implement, and accelerate just transition strategies. South-South and Triangular Cooperation provides a powerful platform for mutual learning and joint innovation among countries facing similar climate, labour market, and development challenges. By exchanging best practices across regions — from Europe and Central Asia to Latin America, Africa, and Asia — countries can:

- **Integrate climate finance, gender equality, health, education, skills, and migration** into national climate and just transition frameworks.
- **Leverage sustainable enterprises and social dialogue** as engines of climate-resilient growth and decent work creation.

- **Promote peer-to-peer learning and capacity-building** for the submission of **NDC 3.0 in 2025**, ensuring social partners’ voices are fully embedded in national commitments.

The Baku–Belém Bridge- From Baku (COP29): a call for more ambitious climate finance, operational carbon markets, stronger adaptation frameworks, and a recognition of workers’ and employers’ organizations as indispensable partners.

To Belém (COP30): the opportunity to consolidate this momentum on South American soil, amplifying the voices of developing countries, fostering solidarity, and ensuring that just transition remains at the centre of climate action.

This bridge symbolizes more than a passage between two COPs: it represents a shared commitment to equity, inclusion, and sustainability — linking Europe, Asia, Africa, and Latin America in a global coalition for climate justice and social justice. Through South-South and Triangular Cooperation, the Baku–Belém bridge provides countries with the tools, partnerships, and solidarity needed to implement bold, inclusive climate measures. Together, we can transform climate ambition into reality, ensuring that no worker, no enterprise, and no community is left behind in the journey toward a sustainable and just future.

► CONCLUDING PANEL: PRACTICAL STEPS TOWARDS THE NDCS, COP30 AND BEYOND



Mr Abulfat Maharramov



COP29
Baku
Azerbaijan

COP29, Parties to the United Nations Framework Convention on Climate Change (UNFCCC), Presidency (Azerbaijan), Mr Abulfat Maharramov, Adviser, Ministry of Labour and Social Protection of Population, Azerbaijan highlighted that in accordance with the ratified Paris Agreement, in October 2025, the Republic of Azerbaijan submitted its NDC, where contributions to global initiatives to mitigate the effects of climate change include reducing greenhouse gas emissions by 35% by 2030 compared to the baseline, and by 40% by 2050. It should be noted that in 2022, Azerbaijan achieved a 34.2% reduction in emissions compared to the 1990 baseline. In November 2024, Azerbaijan hosted one of the largest and most significant intergovernmental events in the world in the city of Baku—COP-29. Azerbaijan is among the countries in the region that invest the most in the development of green energy. The volume of investments in this area in recent years has exceeded \$1 billion. Becoming a country with a clean environment and “green growth” is one of our state's national goals. The measures taken should in no way be accompanied by negative consequences such as layoffs, reduced employment, job cuts and deterioration in job quality, lower wages, and reduced safety and health protection in the workplace. Following discussions with the ILO, the Tripartite Commission on Socio-Economic Issues of the Republic adopted measures defining the role of social partners in relation to the NDCs. At the same time, the ILO's technical assistance and consultations have prompted social partners to keep this issue in the spotlight. The regional meeting is very relevant for us in terms of the problems we may encounter and measures to prevent them. The exchange of experience with other countries is very important.



Mr Pedro Luiz do Nascimento Filho



COP30, Parties to the United Nations Framework Convention on Climate Change (UNFCCC), Presidency (Brazil), Mr Pedro Luiz do Nascimento Filho, Diplomat, Climate department, Ministry of Foreign Affairs, Brazil (video-recorded message) mentioned that climate change is already here, but countries and people are reluctant about engaging in the process. The best way to engage them is getting them to realize that there is a lot of opportunities in terms of economic development and societal change and improvement in this process, as we prepare for a new low-carbon economy, there's a lot to gain in terms of development and improving of our society. That's why Brazil will host COPS 30. We're trying to engage our countries and society as a whole in this process. Brazil realized that most of the rules that we needed to tackle climate change and to adapt to this new low-carbon world are already in place. We need, actually, to implement them, so that's why we're focused on implementation, and we're bringing not only parties, but civil society, business, and other actors such as philanthropy and everybody together, creating new plans for implementation. At the same time, inside negotiations, we are hoping to refine the rulebooks of the Parties' agreement, and we are very hopeful that we will get good results, substantive outcomes, and the fact that the COP30 in Belem is also very much important, because Belem is in the heart of the Amazon Forest, and we host a lot of indigenous people there. Hence, it's important for us to get a new perspective and the real sense. There are various opportunities in Belem. For example, in the non-negotiation side, Brazil is creating a new fund, a tropical fund, Facility Forever to help, countries, combating deforestations, that would be an important landmark for us in terms of success. But for Brazil, hosting COP30 is also important because Brazil believes in multilateralism; and climate change is something that we need our countries to address. Hence, a success would be important outcomes, not only in the non-negotiation side, but also substantive negotiation.



Mr Bert De Wel

Mr Bert De Wel, Climate Policy Officer, International Trade Union Confederation (ITUC) addressed all the participants with the following speech: climate change has its impact on workers and Ministries of labour should develop integrated labour and employment policies. Slowly it has been picked up and the examples shared by the Azerbaijan Ministry of labour are very interesting. Just transition is a combination of labour demands and social policy issues. At COP30 ITUC movement expects to stocktake a progress since COP29. The US as the major polluter is going out the Paris agreement, the EU is not even able to present NDCs so the climate crisis at the multilateral level has big problems as it lost the link with working people. ITUC is very hopeful that at COP30 in Brazil labour parties are empowered to ensure a strong link with social movements, pushing the just transition higher in the agenda. The Parties should get away with a strong decision on just transition. ITUC requests the Parties to review the Belem Action Plan on Just transition. Just transition Work Program of the UNFCCC has a reference to labour rights. Many of the climate negotiators have no clue what labour rights are. But for us - freedom of association, collective bargaining, social protection, social dialogue - are the instruments that you need to implement the effective climate policies. Most important, every TU should have a seat during the NDCs' update process.



Mr Christos A. Ioannou

Mr Christos A. Ioannou, Advisor to the Board, SEV - Hellenic Federation of Enterprises, member of IOE, representing IOE: IOE has been closely following climate negotiations at COP for many years now and has been, and will be, actively advocating for effective climate policies which integrate the socio-economic dimension and the key role of sustainable enterprises. IOE has also been supporting its members, employers' organizations, through technical assistance, knowledge sharing and awareness raising in the context of NDCs and engaging their governments to ensure that the social and labor perspective and employers' priorities are taken into account.

We recognize, thank and support the efforts of the ILO through the various activities they've been coordinating and implementing to ensure that the new round of NDCs is more robust and contains important linkages with employment and social measures. NDCs themselves are complex projects horizontally as many different ministries should be involved, and vertically as transition plans are to be implemented locally. Although NDCs are not the ultimate solution for the challenge of transitioning to sustainability they are an important tool for governments to coordinate action, plan coherent measures and promote collaboration across ministries and with various stakeholders

like employers and workers. It is of the utmost importance for NDCs to focus also on the labor market elements which are being affected like jobs and skills as well as those which can support implementation such as social protection and social dialogue. After COP 29 in Baku we look forward to COP30 this year in Belem for a strong signal from governments in this regard and a stronger role for labor ministries as well as the inclusion of employment and social issues in a coherent manner in climate measures and increased visibility for the important role of sustainable enterprises, and more visibility for the key role of the private sector and sustainable enterprises.

Indeed, without such an approach we risk having ineffective policies which undermine climate action, and which lose support both from societies and from businesses. On the way to COP30 and beyond we need more visibility for the key role of the private sector and sustainable enterprises. For businesses it is important that the green transition and the expansion of energy from renewables comes with lower energy costs. Indeed, most employers are SMEs and they are often resource constrained, operate with thin margins and lack capacity for additional elements like training. SMEs need strengthened resilience and adaptation capacity but for this we need an enabling environment, and we need facilitative policies which can accelerate this. It is key to improve proactive actions to deal with 3 asymmetries arising in the transition process: a) the location asymmetries, jobs are lost in one place but are created in another place, b) the time asymmetries, as there is no synchronization of jobs phased out and jobs phased in, c) skill asymmetries in old and new jobs that require active labor market policies and extensive reskilling or upskilling. While the transition will create some new occupations, in the majority of cases, the greening of jobs is happening within established occupations as the job content is altered with the adoption of new green technologies or new green production methods.

At IOE we believe that improving the analytic capacity for skills anticipation and development based on labor market needs and the needs of sustainable enterprises is crucial. An approach based on sectoral and geographic specificities and anchored in territorial coordination and involvement of local actors is necessary. Well known mechanisms like social dialogue and national tripartite consultation with employers and workers form the basis of labor market planning and anticipation for transitions. IOE members, employers' organizations at the national level, have longstanding expertise and experience in engaging with trade unions and governments on such issues.

From COP30 and beyond at IOE we work for strong signals in national plans like NDCs with more visibility for the key role of the private sector and sustainable enterprises, but also policy frameworks and necessary resources. And a delicate balance between supportive regulation and avoiding overly burdensome requirements for sustainable enterprises.



Dr Cristina Martinez

In her concluding statements for the Regional Meeting, **Dr Cristina Martinez, Senior Specialist, Enterprise Development and Green Jobs, ILO Office for Eastern Europe and Central Asia** concluded with a six key points summary emphasizing the urgency and inclusivity required for a successful Just Transition (which are presented on Page 4 “Key Messages From The Regional Meeting”).



Ms Beate Andrees

Closing the meeting, **Ms Beate Andrees, Assistant Director-General, Regional Director for Europe and Central Asia (ILO)** thanked all the participants for their active participation, vivid discussions and inspiring contributions.

“Of what we have heard during the Regional meeting are not just challenges but also concrete solutions for our very diverse region. We have built a bridge between the COP29 in Baku to the COP30 in Belem in the spirit of the South-South cooperation and various forms of collaboration. The discussions held showed how we can integrate the principles of a just transition into the fabric of national climate plans/ NDCs. It has become much more concrete and most importantly, we have seen that social dialogue has to be a central mechanism that will drive the transition and make sure that it is fair, inclusive and leaves no one behind. The conversations on productivity, green innovation, scenario planning, and the vital role of National Tripartite Commissions have built hope. We have a task ahead of us to finalize ambitious and inclusive NDCs 3.0 and to carry this momentum to COP30 in Brazil to ensure the voices of the Governments, including of the Ministries of Labour, workers’ and employers’ organizations shape our important future. The ILO is further committed to be a dedicated partner in this journey supporting in every step of the way.”



► **APPENDICES:**

Annex 1: Agenda of the Regional Knowledge-sharing Meeting “Integrating Just Transition Policies in Nationally Determined Contributions through Social Dialogue” (1-3 October 2025)

Time	Wednesday 1 October (09:00 - 13:00 CEST) Day 1: Setting the Stage & COP29 Takeaways Facilitator: Ms Chandni Lanfranchi, Programme Officer on Green Jobs and Just Transition, ITC ILO
09:00-09:20	Technical Check-in & Welcome, Ms Melisa Zelaya, Digital Communication expert, ITCILO
09:00-09:20	Opening session: ► Ms Beate Andrees, Assistant Director General, Regional Director for Europe and Central Asia (ILO) ► Mr Eric Manzi, Deputy General Secretary, International Trade Union Confederation (ITUC) ► Ms Zhasmina Saraivanova, Chief Expert, Social Dialogue, Bulgarian Industrial Association (BIA), member of the International Organization of Employers (IOE) A conversation of United Nations Agencies with Ms Beate Andrees, Regional Director, Europe and Central Asia (ILO) ► Ms Gwi-Yeop Son, Regional Director, UN Development Coordination Office for Europe and Central Asia ► Mr Arnold Kreilhuber, Regional Director, UN Environment Programme (UNEP) ► Mr Dario Liguti, Director of Sustainable Energy, UN Economic Commission for Europe (UNECE) Setting the Stage: Dr Cristina Martinez, Sr Specialist, Enterprise Development and Green Jobs, ILO Office for Eastern Europe and Central Asia
10:00-11:15	Session 1: Stock-taking of NDCs across the region In focus: During this session countries will present their experience on how they are formulating action plans and contributing to the NDCs update – what has worked, what are the challenges, what seemed to be the biggest constraints? What type of monitoring will be needed and why it's important for them to be involved? Roundtable with Government Institutions. Guiding questions: What innovative approaches can be shared? What measures have been taken to ensure engagement of National Tripartite Committees into NDCs’ update and climate agenda policy planning? What are the national incentives for enterprises

to re-align their operations to be more inclusive and green?**Ms Fatma Temiz**, Labour expert, Ministry of labour and social security, Türkiye (3 mins)

- **Ms Salome Kajaia**, Head of the Division, Labour and Employment Policy and Collective Labour Disputes Division, Department of Social Protection, IDPs and Labour Policy, Georgia (3 mins)
- **Mr Abulfat Maharramov**, Advisor to the Minister of the Labour and Social Protection of the Population, Azerbaijan (3 mins)
- **Ms Bermet Karabaeva**, Head of Labour unit, Ministry of labour, social security and migration, Kyrgyz Republic (3 mins)
- **Ms Nilufar Kamalova**, Head of the Department of International Relations of the Ministry of Poverty Reduction and Employment, Uzbekistan (3 mins)

Roundtable with Workers’ organizations. Guiding questions: What obstacles do workers’ organizations face in being part of the NDCs’ update process in their respective countries? How could the NDCs be strengthened to place a greater emphasis on gender equality and inclusion? What is the role of skills development policy to address the needs of workers affected by climate change challenges?)

- **Mr Imash Marat**, Head of the Department of Safety and Occupational Health, Prevention and Resolution of Labor Disputes, Federation of Trade Unions, Kazakhstan (3 mins)
- **Mr Kıvanç Eliaçık**, International Relations Director, Confederation of Revolutionary Trade Unions, Türkiye (DISK) (3 mins)
- **Mr Yunusov Jamshed Sabirovich**, Head, Social and economic affairs, PR and international relations unit, Federation of Independent Trade Unions, Tajikistan (3 mins)
- **Ms Anna Barikyan**, Lawyer, Department of Labour and Social Affairs, Confederation of Trade Unions, Armenia (HAMK) (3 mins)
- **Ms Fisticanu Polina**, Lawyer, CNSM, Moldova (3 mins)
- **Ms Asel Sartpaeva**, Director, Trade union labour institute, Federation of Trade unions, Kyrgyz Republic (3 mins)

Roundtable with Employers’ Organizations. Guiding questions: What needs to be improved in the NDC process to ensure coherent implementation that empower enterprises as key contributors? What examples can be shared of employers’ organizations contributing to the NDCs’ update process and just transition promotion at the country level?

- **Mr George Dondua**, Georgian Employers Association (3 mins)
- **Ms Olha Kulyk**, Head, Ecology, Energy and Green Economy Department, Federation of Employers, Ukraine (3 mins)
- **Ms Nare Sargsyan**, Board Member, the Republican Union of Employers of Armenia (3 mins)
- **Ms Eka Margishvilli**, Executive Director, Confederation of Employers, Uzbekistan (3 mins)

Facilitator moderates a 15-min Q&A with pre-submitted and live questions.

11:15-11:30	Virtual Networking space
11:30-12:30	Session 2: Deep Dive: The Role of Social Dialogue and Tripartite Commissions in NDC Formulation In focus: During this session we will discuss concrete examples to show how social dialogue can bridge climate action, labour rights, skills development, skill gaps and gender equity dimensions in NDCs, formulating plans that target sectoral transformation and the practical implementation of mitigation and adaptation measures. National Tripartite Committees/ Tripartite+ modalities through social dialogue can be utilized as a mechanism to mitigate and adapt to climate change and the green transition as: ► Social dialogue ensures workers’ and employers’ voices shape climate policies. ► Gender-responsive measures (e.g., quotas, targeted training) prevent women from being left behind. ► Tripartite+ models (including NGOs, academia) improve policy legitimacy. Setting the Context: ► Mr Sergeyus Glovackas, Desk Officer for Central and Eastern Europe, Bureau for Workers' Activities (ACTRAV) (10 mins) ► Mr José Luis Viveros Añorve, Senior Technical Specialist, Bureau for Employers’ Activities (ACTEMP) (10 mins) Roundtable discussion (60 mins): What is the single biggest barrier to effective social dialogue in your country's climate process? What specific steps should be taken to ensure workers' organizations have a decisive voice in National Tripartite Commissions, moving beyond mere consultation to genuine co-decision-making in the development and monitoring of NDCs? What practical mechanisms should be established within these commissions to effectively channel the expertise of employers, especially from MSMEs, into the design and implementation of climate policies, ensuring they are economically viable and support a just transition? ► Mr Kanybek Zhangbyrbayev, Director General, National Confederation of Employers (PARYZ), Kazakhstan ► Ms Gulnara Satybaldieva, Chair, Board of directors, JIA business-association, Kyrgyzstan ► Mr Mekan Ovezov, Lawyer, National Trade Union Center, Turkmenistan ► Mr Fuad Humbatov, Deputy Secretary General, National Confederation of Entrepreneurs – Organizations of the Republic of Azerbaijan (ASK) Facilitator moderates a 15-min Q&A with pre-submitted and live questions.
12:30-13:00	Outline for Day 2 and evaluation poll

Time	Thursday 2 October (09:00 - 13:00 CEST) Day 2: Strategies for Action: Productivity, Innovation & Planning Facilitator: Ms Chandni Lanfranchi, Programme Officer on Green Jobs and Just Transition, ITC ILO
09:00-09:10	Technical Check-in & Welcome, Ms Melisa Zelaya, Digital Communication expert, ITCILO
09:10-09:20	Day 1 Wrap-up & Preview ► Key takeaways from the day: Ms Chandni Lanfranchi , Programme Officer on Green Jobs and Just Transition, ITC ILO and Ms Liliia Kachkinbaeva , ILO Consultant on Just Transition.
09:20-11:00	Session 3: Productivity & Green Innovation for a Just Transition In focus: Productivity is most often addressed at the sector or even the whole-economy level. Economists and policymakers want to know what value-added is coming from their workforce, and whether this is growing, at what pace. Individual firms may be more concerned about other aspects of their performance. They are usually well aware that the critical factors here are often external to the business – features of the wider "productivity ecosystem" can cause delays, underuse and waste of resources, quality issues, and so on. During this session we will consider features of this ecosystem and what policies and other actions can help support ongoing and sustainable improvement in performance, with more and better jobs and reduced gender disparities. Keynote: “Labour productivity and green innovation as key aspects for creation of productive and (both, economically and environmentally) sustainable jobs”, Dr Ian Miles, Emeritus Professor (Technological Innovation and Social Change), University of Manchester, UK (15 mins) Group work (50 mins): In small groups participants will identify major positive drivers and negative constraints affecting Central Asian countries' prospects and strategies for achieving productivity/performance betterment, decarbonisation and Just Transition strategies in CA. A roadmap of actions will be developed. Introduced by Dr Ian Miles. Guiding questions: What are the prospects for general improvement of productivity/performance over the coming decade? What are the most important drivers, and how far are these under the control of national governments? How does a shift to more sustainable development relate to changes in performance and productivity: how can potential improvements (associated with resource efficiency, decarbonisation, waste reduction) be achieved? What are the implications for the labour force – in terms of numbers of workers, skill/training requirements, gender composition, health and safety? What policy measures could simultaneously benefit performance improvement, working conditions, and reductions in regional and gender disparities? Group 1 - Russian speaking Facilitator: Mr Mikhail Pouchkin, Director, ILO Office for Eastern Europe and Central Asia ACTRAV: Mr Sergeyus Glovackas, Desk Officer for Central and Eastern Europe, Bureau for Workers' Activities (ACTRAV) ACTEMP: Mr Vladimir Curovic, Senior Specialist Employers' Activities, ILO Office for Eastern Europe and Central Asia

Group 2 – English speaking:

Facilitator: Ms Rania Bikhazi, Senior specialist for Sustainable Enterprises, Productivity and Just Transition, ILO Office for Central and Eastern Europe

ACTEMP: Ms Iulia Drumea, Sr Specialist Employers’ Activities, ILO Office for Central and Eastern Europe

Plenary presentations by rapporteurs and experts’ reflections (25 mins)

Rapporteurs for each breakout group to be identified by group members.

Expert panel:

- **Ms Özge Berber-Agtaş**, Specialist, Gender Equality and non-discrimination, ILO Office for Eastern Europe and Central Asia
- **Dr Samantha Sharpe**, Lead Author IPCC report on Cities, Institute for Sustainable Futures, University Technology Sydney, Australia
- **Dr Cristina Martinez**, Sr Specialist, Enterprise Development and Green Jobs, ILO Office for Eastern Europe and Central Asia
- **Dr Ian Miles**, Emeritus Professor (Technological Innovation and Social Change), University of Manchester, UK
- **Mr Mikhail Pouchkin**, Director, ILO Office for Eastern Europe and Central Asia

11:00-11:15**Virtual Networking space**

11:15 -12:45

Session 4: Planning for the future: Scenarios for a Just Transition

In focus: Computer modelling forces us to think about various critical issues, and to be consistent in the assumptions that are made about how these issues may develop. A draft report will be presented, assessing for Azerbaijan and the Central Asian region, the economic impacts on jobs of scenarios with different levels of climate ambition. This discussion will outline some of the major assumptions involved in this work, and how they may be reviewed by the countries. Countries will discuss and reflect on the proposals, what needs to be considered for finalizing the report, and how they may make use of the study and its results. *[Background paper 3 and report draft to be circulated with Guidelines for Speakers].*

Introduction of the study, **Mr Moustapha Kamal Gueye**, Director, ILO Priority Action Programme on Just Transitions Towards Environmentally Sustainable Economies and Societies, and **Ms Maud de Vautibault**, Associate Director, Head of Infrastructure Pillar, EBRD (6-7 mins)

Results of assessment of the economic impacts of scenarios with different levels of climate ambition for Azerbaijan and Central Asia region, with a particular focus on an assessment of jobs implications, Ms Ha Bui, Economist, Cambridge Econometrics (15 mins)

Modelling through, Dr Ian Miles, Emeritus Professor (Technological Innovation and Social Change), University of Manchester, UK (10 mins)

	Roundtable – reactions to the report: ▶ Mr Imash Marat, Head of the Department of Safety and Occupational Health, Prevention and Resolution of Labor Disputes, Federation of Trade Unions, Kazakhstan (3 mins) ▶ Mr Yunusov Jamshed Sabirovich, Head, Social and economic affairs, PR and international relations unit, Federation of Independent Trade Unions, Tajikistan (3 mins) ▶ Ms Nare Sargsyan, Board Member, the Republican Union of Employers of Armenia (3 mins) ▶ Ms Liliya Fatkulina, Department of International Relations of the Ministry of Poverty Reduction and Employment, Uzbekistan (3 mins) ▶ Mr Samir Huseynzade, Deputy Secretary General, National Confederation of Entrepreneurs – Organizations of the Republic of Azerbaijan (ASK) (3 mins) Concluding reflections and Next Steps ▶ Mr Bradley Todd Hiller, Climate Change and Environment Division, IsDB ▶ Ms Zarina Abdullaeva, Gender and Economic Inclusion Specialist, EBRD ▶ Ms Nurana Mammadova, Head of Research, Innovations and Labour standards department, Labour Center of the Organization of Islamic Cooperation ▶ Mr Marek Harsdorff, Economist, Priority Action programme on Just Transition, ILO
12:45-13:00	Evaluation poll

Time	Friday 3 October (09:00 - 13:00 CEST) Day 3: Forging a Path Forward to NDCs, COP30 and Beyond Facilitator: Ms Chandni Lanfranchi, Programme Officer on Green Jobs and Just Transition, ITC ILO
09:00-09:10	Technical Check-in & Welcome, Ms Melisa Zelaya, Digital Communication expert, ITCILO
09:10-09:15	Day 2 Wrap-up & Preview ► Key takeaways from the day: Ms Chandni Lanfranchi , Programme Officer on Green Jobs and Just Transition, ITC ILO and Ms Liliia Kachkinbaeva , ILO Consultant on Just Transition.
09:15 -10:45	Session 5: Technical considerations in relation to NDCs 3.0: Progress of Serbia, Montenegro, North Macedonia In focus: During this session, practitioners from Montenegro, North Macedonia, and Serbia will exchange on their experience in using multiple diagnostics and assessment tools aimed at collecting data and information about the linkages between decent work and climate policy. The focus of the conversation is on how tripartite partners can use this evidence to advocate for enhanced coherence between employment and climate policy in the framework of the NDCs. Practitioners will provide concrete examples of how TUs and EBMOs can pragmatically engage in NDCs and climate negotiation processes, including at sectoral level, and how the ministries in charge of labour and industrial relations can facilitate the interaction with other key stakeholders in government. ► Serbia’s progress on NDC 3.0: Biljana Ramic , Special Adviser to the Minister, Ministry of Energy and Mining ► Montenegro’s progress on NDC 3.0: Ranka Pavicevic , Head of Directorate for Labour market Policy Development, Ministry of Labour, Employment and Social Dialogue, Natasa Vukasinovic , Head of Secretariat, Confederation of Trade Unions of Montenegro, Miladin Sekulic , President of the Trade Union of the Pljevlja Coal Mine, Union of Free Trade Unions of Montenegro ► North Macedonia’s progress on NDC 3.0: Teodora Obradovikj-Grncarovska , State Counsellor on Climate Change, Ministry of Environment, Mile Boskov , Executive President, Business Confederation of North Macedonia Open discussion Facilitator: Ms Daniela Zampini , Senior Employment Specialist ILO DWT CO Budapest and Mr Drew Gardiner , Employment Policy Specialist, ILO.
10:45 -11:00	Virtual Networking space

11:00 -12:15	Concluding Panel: Practical steps towards the NDCs, COP30 and beyond In focus: The final panel will discuss the next steps on facilitating continuous engagement between Government, employers’ and workers’ organizations and the role of the National Tripartite Committees, including for practical implementation of country-specific action plans for contributing to the NDCs, COP30 and beyond. Panel discussion (40 mins): ► COP29, Parties to the United Nations Framework Convention on Climate Change (UNFCCC), Presidency (Azerbaijan), Mr Abulfat Maharramov, Adviser, Ministry of Labour and Social Protection of Population, Azerbaijan ► COP30, Parties to the United Nations Framework Convention on Climate Change (UNFCCC), Presidency (Brazil), Mr Pedro Luiz do Nascimento Filho, Diplomat, Climate department, Ministry of Foreign Affairs, Brazil (<i>video-recorded message</i>) ► Mr Bert De Wel, Climate Policy Officer, International Trade Union Confederation (ITUC) ► Mr Christos Ioannou, Adviser to the Board of SEV, Hellenic Federation of Enterprises, member of the International Organization of Employers (IOE) Open Q&A (10 mins)
12:15 –12:25	Summary of the key outcomes and action points Dr Cristina Martinez, Sr Specialist, Enterprise Development and Green Jobs, ILO Office for Eastern Europe and Central Asia.
12:25	Closing: Thank you and Goodbye by Ms Beate Andrees, Assistant Director-General, Regional Director for Europe and Central Asia (ILO)
12:30	Evaluation poll. Meeting ends.

Annex 2: Speakers’ and Facilitators’ Bios

Wednesday 1 October (09:00 - 13:00 CEST)
Day 1: Setting the Stage & COP29 Takeaways

Session – Opening remarks



Ms Beate Andrees, Assistant Director-General, Regional Director for Europe and Central Asia

Beate Andrees was appointed Regional Director of the ILO Regional Office for Europe and Central Asia at the Assistant Director-General level, based in Geneva, on 1 July 2023. Prior to her appointment, Ms Andrees served as Special Representative to the UN and Director of the ILO Office for the United Nations in New York from 2020-2023. In this capacity, she coordinated the ILO’s engagement in various UN and ECOSOC committees and facilitated the launch of the UN Global Accelerator on Jobs and Social Protection for Just Transitions. From 2015-2020, Ms Andrees was the Chief of the ILO’s Fundamental Principles and Right at Work Branch. During this period, she played a key role in the design and consolidation of Alliance 8.7 - a multi-stakeholder partnership to end forced labour, modern slavery, human trafficking and child labour, in line with SDG target 8.7. She was also the ILO’s lead focal point in the organisation of the IV Global Conference for the Sustained Eradication of Child Labour, hosted by Argentina in 2017. In 2013-2014, as head of ILO’s Special Action Programme to Combat Forced Labour, Ms Andrees coordinated efforts which led to the adoption of the 2014 Protocol to the Forced Labour Convention (1930). She also held senior advisory roles in ILO Secretariats leading to the adoption of Resolutions on Fundamental Principles and Rights at Work in 2012 and 2017, and represented the ILO in numerous UN mechanisms, initiatives and conferences. Ms Andrees studied political science and history in Jena, Toronto and Berlin. She holds a master’s degree and PhD from the Freie University of Berlin. Prior to joining the ILO in 2003, she worked on special assignments for the public relations department of the German Parliament and lectured at the Freie University on gender, human rights and development.



Mr Eric Manzi, Deputy General Secretary, ITUC-CSI

Eric Manzi was elected as Deputy General Secretary of the ITUC, based in Brussels, in November 2022. His responsibilities include Economic and Social Policies, Climate & Just Transition, and the African, Arab and Asia-Pacific Regions.

From 2019 to 2022, he was Deputy Secretary General of ITUC Africa, based in Lomé. In 2001, he was elected as Secretary General of CESTRAR (Rwanda Workers’ Trade Union Confederation). He served in this role until 2019, during a profound economic and societal reconstruction which needed several reforms and revisions of labour legislation. Ms Zhasmina Saraivanova, Chief Expert, Social Dialogue, Bulgarian Industrial



Association (BIA), member of the International Organization of Employers (IOE)

Jasmina Saraivanova holds a Master of Laws (Faculty of Law, UNWE) with an additional qualification in "International Relations" (SU "St. Kliment Ohridski"). At present she is a PhD student. She previously graduated from 125 Secondary School with Foreign Languages "Boyan Penev" - Sofia, English class. She has worked at the National Social Security Institute, the Ministry of Education and Science, the National Institute for Conciliation and Arbitration. She was a legal consultant at the Bulgarian National Television on issues of collective bargaining. National Coordinator for the Practical Implementation of Directive 2005/36/EC, National Contact Person for the Education Reform Initiative in South-East Europe (ERI SEE) and National Contact Person for the Central European Academic Exchange Program (CEEPUS). Member of the Labor Legislation Commission of the National Council of Trade Unions, of the Income and Living Standards Commission of the National Council of Trade Unions, of the National Council on Social Inclusion Issues of the Council of Ministers, of the Interdepartmental Working Group on Labor Migration and Labor Mobility, member of the Supervisory Board of the National Institute for Conciliation and Arbitration.

Session - A conversation of United Nations Agencies



Gwi-Yeop Son, Regional Director for UN Development Coordination Office for Europe and Central Asia

Gwi has 26 years of diverse international development experience, during which she has remained focused on those left furthest behind and has continuously leveraged humanitarian-peace-development nexus practice, organizational and technological innovation and strategic partnerships. Most recently, she completed a two-year assignment as the UN Resident and Humanitarian Coordinator and Designated Official in July 2020 in Sudan. During this period, Gwi supported three simultaneous transitions: the transition from the 30-year dictatorship to a people-led democracy, the transition from peacekeeping to peacebuilding in the conflict-affected region of Darfur and the transition from humanitarian-centered UN action to SDG-centered sustainable development as underscored by the humanitarian-peace-development nexus. Most recently, she was instrumental in organizing the Berlin Partnership Conference that mobilized over USD 1.8 billion for Sudan, reversing the funding trend from humanitarian to development, contributing to political and socio-economic stability while protecting the lives and livelihoods of the most vulnerable. Gwi is from the Republic of Korea.



Mr Arnold Kreilhuber, Regional Director, UN Environment Programme (UNEP)

Arnold Kreilhuber is the Regional Director of the UN Environment Programme's Europe Office in Geneva since 1 May 2023. He is a national of Austria with over 15 years of professional experience in environmental diplomacy, policy, and law. He began his professional career at the regional and national levels and joined UNEP in 2005, fulfilling growing responsibilities for the organization. Most recently, he was deputy director and acting director (2019–2021) of UNEP's Law Division. Among his key

professional achievements are the repositioning of the Montevideo Environmental Law Programme, his work on improving governance of natural resources, human rights and the environment, or his support to the implementation of Multilateral Environmental Agreements (MEAs), among others. In 2012, he led the planning and organization of the first World Congress on Justice, Governance and Law for Environmental Sustainability as part of the UN Conference on Sustainable Development (Rio+20). Earlier in his career, Arnold worked in the governmental, non-governmental and private sectors. He holds a doctorate in international law from the University of Vienna and a master's degree in advanced international studies from the Diplomatic Academy of Vienna.



Mr Dario Liguti, Director of Sustainable Energy at the UN Economic Commission for Europe (UNECE)

Prior to joining the United Nations Economic Commission for Europe (UNECE) as director of its Sustainable Energy Division (effective 3 October 2022), Dario Liguti was, since March 2018, the Chief Underwriting and Business Innovation Officer at SACE, a group specialized specialize in supporting Italian companies, especially SMEs, who want to grow in Italy and in the global market. Before joining SACE, Dario worked with General Electric for 11 years, where he was responsible for project financing activities, corporate strategy & business development, corporate finance and investment banking, later serving as global head of government and export finance, managing the company's relations with the export credit agencies and international financial institutions. He previously worked at the Council of Europe Development Bank and with the European Commission. He has mostly worked abroad, in France, Switzerland, Russia, the United Kingdom and the United States. Dario Liguti has a degree in Business Administration from Bocconi University Milan and a master's from the London School of Economics and Leicester University.



Dr Cristina Martinez, Senior Specialist Enterprise Development and Green jobs, ILO Office for Eastern Europe and Central Asia

Cristina is the ILO's Senior Specialist Enterprise Development and Green Jobs for Europe and Central Asia. She is the Co-Convenor of the Europe and Central Asia Knowledge Hub on Just Transition. She is part of the ILO Global Enterprise Team and the Global Team of the Priority Action Programme on Just Transition, the ILO Focal point for the UN Issue Based Coalition on Environment and Climate Change Europe and Central Asia region and for the UNECE taskforce on Just Transition. Previously she has served the following International Organizations: the Asian Development Bank (ADB) as an Education Specialist (skills and employment); and the Organisation for Economic Cooperation and Development (OECD) where she held positions as Advisor of the knowledge Sharing Alliance at the Secretary General Office and Senior Policy Analyst at the OECD Centre for Entrepreneurship, SMEs and Local Development (CFE). After completing her PhD on Economic Development and Innovation Networks at the University of New South Wales in Australia, she worked at the Western Sydney University as an Associate Professor and Head of Research Area on Urban and Regional Dynamics where she continues to have an Adjunct Research Fellowship. She is also an Honorary Adjunct Professor (Industry) at the Institute for Sustainable Futures (ISF) of the University Technology Sydney, Australia. With more than 25 years of professional experience,

Cristina has more than 100 publications on the political economy of demographic change and shrinking labour markets; the knowledge economy and the innovation drive of SMEs and Knowledge Intensive Business Services (KIBS); the socio-economic imperatives of transitioning to the green economy and the skills needs for green jobs; and the impact of the just energy transition on industrial reforms and jobs.

Session 1: Stock-taking of NDCs across the region



Ms Fatma Temiz, Labour expert, Ministry of labour and social security, Türkiye

Fatma Temiz is currently working as a labor expert at the Ministry of Labor and Social Security of Turkey. Previously, she served as a state personnel expert at the Prime Ministry State Personnel Department. She holds a bachelor's degree in Public Administration from Hacettepe University and an Executive Master's degree in Public Administration from the Maxwell School at Syracuse University, USA. Additionally, she is a member of the Phi Beta Delta International Honor Society. Her areas of expertise include just transition, green and digital transformation, the social dimensions of climate change, and policy-making processes within strategy documents and action plans. She coordinated the Green and Digital Transformation and Just Transition components of the 2025-2028 Türkiye National Employment Strategy.

Fatma actively participates in various national and international boards and commissions and is involved in international negotiations. She has authored academic articles and book chapters on just transition and related policies.



Ms Salome Kajaia, Head of the Division, Labour and Employment Policy and Collective Labour Disputes Division, Department of Social Protection, IDPs and Labour Policy, Ministry of Internally Displaced Persons from Occupied Territories, Labour, Health and Social Affairs of Georgia

Ms Salome Kajaia is the Head of the Division for Labour and Employment Policy and Collective Labor Disputes at the Ministry of Labour of Georgia. She holds Master's Degree in Sociology. Ms Kajaia is a co-author of the book "Decent Work Agenda, Needs Assessment, and Roadmap" (2022), which presents the first comprehensive analysis of Georgia's labor legislation following the 2020 reforms. Her work focuses on formal and informal employment, social protection for both sectors, advancing gender equality in the labor market, employment policies.



Ms Bermet Karabaeva, Head of Labour unit, Ministry of labour, social security and migration, Kyrgyzstan

In 2011 Ms Karabaeva started her career as Leading specialist of the district Government administration for family and children affairs. Until 2022 she worked as Leading specialist and Deputy Head in the district labour and social development department. Since 2022 she has been in charge of the labour, employment and social insurance issues in the Ministry of labour, social security and employment.



Mr Imash Marat, Head of the Department of Safety and Occupational Health, Prevention and Resolution of Labor Disputes, Federation of Trade Unions, Kazakhstan

Since 2011 Mr Imash has made significant contributions as an employee of Trade unions of Kazakhstan.

During his work he has been part of Technical and Expert councils in charge of development of publications and legal documents on occupational health and safety, biological security, social protection and decent work. Mr Imash is mechanical engineer by education.



Mr Kivanç Eliaçık, International Relations Director, Confederation of Progressive Trade Unions, Türkiye (DISK)

He studied Fine Arts, Political Science, and Labour Economics. He has worked as a printing worker, journalist, and academic, and has held various positions in trade unions. He is a member of the Board of LabourStart and an activist of the Climate Justice Coalition (İAK).



Ms Anna Barikyan, Lawyer, Department of Labour and Social Affairs, Confederation of Trade Unions, Armenia (HAMK)

Anna Barikyan is a lawyer at Department for the Protection of Labor and Social Rights of the Confederation of Trade Unions of Armenia, specializing in labor and social rights. She represents the Confederation in the EU–Armenia Civil Society Platform and coordinates Working Group 5 of the Armenian National Platform within the EU Eastern Partnership Civil Society Forum.



Mr Muradil Dzhumadilde, Chairman, Federation of Trade unions of the Kyrgyz Republic

Prior to joining the Federation of Trade unions in 2024 as its Chair, Mr Dzhumadilde worked as a member of the Board of Directors in Altynten OJSC, Advisor of huge mining companies, Head of the Committee for heating and energy complex and mining, Ministry of natural resources, State agency for geology and mineral resources. Mr Muradil has a Diploma of State and municipal management manager and graduated from Malaysia Islamic university on Management and Trent Nottingham University in Great Britain.



Mr Yunusov Jamshed Sabirovich, Head, Social and economic affairs, PR and international relations unit, Federation of Independent Trade Unions, Tajikistan

He began his career in the justice system in December 1982 as secretary of the district people's court, where he worked until December 1985. In subsequent years, he held various positions in government agencies. Since 2006, he has held various leadership positions in trade unions throughout the country, including as chairman of the sectoral trade union of communications workers. He then headed the sectoral trade union of non-governmental organizations and commercial companies of the country. Since 2015 he has served as head of the socio-economic department, public relations, and international relations at the Federation

of Independent Trade Unions of Tajikistan. While working for the trade union, he completed online training courses at the ITC ILO in Turin, as well as the ITC ILO Academy in Turin, where he is an expert on labor relations.



Ms Olha Kulyk, Head, Ecology, Energy and Green Economy Department, Federation of Employers, Ukraine

I have over 13 years of civil service experience and over 8 years of experience in analytical work, interaction with authorities and protection of business interests. The Federation of Employers of Ukraine is a joint representative body of the employers' side at the national level.

Since 2023, the Federation of Employers of Ukraine, with the support of the Confederation of Danish Industry, has resumed the work of the FEU Climate Platform project. All my work is focused on helping Ukrainian companies in the framework of the green transition. I represented the interests of the employers' side during public consultations with authorities when determining the Nationally Determined Contribution to the Paris Agreement. Education: Master of Metallurgy, Master of Public Administration.



Ms Eka Margishvilli, Executive Director, Confederation of Employers of Uzbekistan

Since 2018, Ms Eka has made a significant contribution to the operations of the Confederation of Employers of Uzbekistan and the Chamber of Commerce and Industry. Ms Margishvilli is an author of publications related to international law, Uzbek-Kazakh economic cooperation in the context of globalization, improving investment in climate, violence and harassment at work, among others.

Ms Eka has a Master's Degree from MGIMO University and a Bachelor's Degree in Business Law.

Session 2: Deep Dive: The Role of Social Dialogue and Tripartite Commissions in NDC Formulation



Mr José Luis Viveros Añorve, Senior Technical Specialist, Bureau for Employers' Activities (ACTEMP)

José Luis Viveros Añorve specialises in sustainable enterprise development, the business environment, productivity, and the just transition to sustainable economies. He has previously worked as an economist in the private sector and as a technical officer in the ILO's Enterprise Department, where he led national assessments of business environments to support enterprise development. He has authored or co-authored over fifteen global, regional, and national publications for the ILO, coordinating several studies on productivity, SME development, business resilience, and structural change. He has also published in the International Journal of Economic Sciences. His areas of expertise include development economics, international macroeconomics, and applied econometrics for labour market analysis. Originally from Mexico City, he holds an M.A. in International and Development Economics from the

Berlin University of Applied Sciences for Technology and Economics and a Ph.D. (Dr. agr.) in Development Economics from the University of Bonn, where he completed his doctoral studies at the Center for Development Research (ZEF), within the Department of Economic and Technological Change. He has also undertaken postgraduate studies in the United States (Harvard University) and the United Kingdom (University of Warwick and University of Salford).



Mr Kanybek Zhangbyrbayev, Director General, National Confederation of Employers (PARYZ), Kazakhstan

Kanybek Zhangbyrbayev, General Director of the National Confederation of Employers of the Republic of Kazakhstan "PARYZ", businessman-entrepreneur, founder of the franchise "Truly Nolen International" in Kazakhstan and the CIS countries.



Mekan Kh. Ovezov, Lawyer of National Trade Unions Centre of Turkmenistan

Mekan Ovezov is a lawyer and diplomat with nearly 30 years of experience in government agencies, major foreign companies, and the private sector. He held various positions within the Ministry of Foreign Affairs of Turkmenistan, then held legal and management positions at the Turkmengeology State Corporation and branches of the South Korean companies Daewoo International and Hyundai Engineering. At the Ministry of Economy and Development of Turkmenistan, he worked on foreign economic policy issues. Since 2020, he has been a lawyer at the National Center of Trade Unions of Turkmenistan. He graduated from the Faculty of International Relations of the Magtymguly Turkmen State University. He studied in India and the Netherlands.



Ms Chandni Lanfranchi, Programme Officer on Green Jobs and Just Transition, ITC ILO

Chandni Lanfranchi is a development cooperation professional with crosscutting experience in the fields of sustainable enterprise development, rural development, enterprise formalization, and capacity building for green jobs and just transition. Currently, she is programme officer on green jobs and just transition at the International Training Centre of the ILO (ITCILO), based in Turin, Italy. Prior to taking up this position, Chandni worked at the ILO Office for the Andean Countries based in Lima, Peru and La Paz, Bolivia. In Lima, her work focused on resource mobilization to promote decent work in the rural economy and small enterprises' productivity. In La Paz she managed the ILO SCORE programme's – Sustaining Competitive and Responsible Enterprises, country operations in Bolivia. Chandni has also worked with UNITAR on green economy and trade capacity building products and with FAO knowledge, focusing on promoting women-led and gender-transformative interventions for green jobs in agriculture. Before joining the United Nations in 2012, Chandni lived in Mexico, where she worked in the private sector on SME productivity assessment. Chandni holds a Master of Arts in International Affairs from Johns Hopkins University's School of Advanced International Studies (SAIS).



Alisher Aripov, Intern, Tashkent, Uzbekistan

I hold a Master of Arts in International Relations with a specialization in Politics and Security in Central Asia from the OSCE Academy in Bishkek and a Bachelor of Arts in Journalism and Mass Communications from the American University of Central Asia. Through these studies, I built a mix of skills in research, writing, and media, which I now use to better understand and explain issues in the region. I gained work experience as a Policy Research Intern at the Research Institute for Central Asia, where I focused on cooperation and water-energy challenges. Earlier, I worked as a Media Intern at 24.kg News Agency and the Tian Shan Policy Center, preparing news, interviews, and helping with public events. I also directed a short documentary about autism and entrepreneurship in Kyrgyzstan. I speak Uzbek, Russian, and English and enjoy working on projects that connect policy, communication, and social development.

Thursday 2 October (09:00 - 13:00 CEST)

Day 2: Strategies for Action: Productivity, Innovation & Planning

Session 3: Productivity & Green Innovation for a Just Transition



Prof Ian Miles, Emeritus Professor, Manchester Institute of Innovation Research, Alliance Manchester Business School, the University of Manchester

Ian Miles is Emeritus Professor at Manchester Institute of Innovation Research, Alliance Manchester Business School (AMBS), the University of Manchester. (Until 2018 he was Professor of Technological Innovation and Social Change there.). He has a first-class honours BSc in Psychology and a DsocSci from University of Manchester. Much of his work on technological innovation has concerned new Information Technologies, and he has been particularly interested in service industries as users and sources of innovation; and Knowledge-Intensive Business Services (KIBS), pioneering research into these topics. His research covers both managerial and policy dimensions of these issues and uses tools such as case studies and survey analysis. Broader interests concern the environmental, social and employment implications of changing technology; the social shaping of technologies; the evaluation of social science and other research programmes; social and other indicators; and Foresight methods and practice.



Mr Mikhail Pouchkin, Director, ILO Office for Eastern Europe & Central Asia

Appointed Director of ILO Decent Work Team and Country Office for Eastern Europe and Central Asia with effect from 1 February 2024. Born in 1965, Mr Pouchkin holds a Master's degree in philosophy and political science from Moscow State University. He is fluent in English, Norwegian, and Russian. Mr Pouchkin joined the ILO in 2014 as Chief Technical Advisor. From 2017 till 2020 he served as Senior Employment Specialist, and since 2020 – as Deputy Director at the DWT/CO Moscow. He has been Officer-in-Charge of the office since 1 July 2023. In 1992

– 1994, Mr Pouchkin lectured in Philosophy at the Norwegian University of Science and Technology, and till 2001 held different positions within the Norwegian public administration. In 2001 he joined the Norwegian Labour and Welfare Administration as a Project Manager, advancing to Senior Advisor at the Norwegian Directorate of Labour and Welfare in 2010. His main areas of responsibility included international cooperation on labour market, labour migration, and employment policies.



Ms Rania Bikhazi, Senior specialist for Sustainable Enterprises, Productivity and Just Transition, ILO Office for Central and Eastern Europe

I am a United Nations official with a 25+ year career that includes managing high-value project portfolios and spearheading internal modernization and productivity improvement initiatives. In 2024 I transitioned to the ILO Decent Work Technical Support Team in Budapest where I support the ILO's efforts in 19 countries across Central and Eastern Europe. I previously served as Director of the country office of Algeria, Libya, Mauritania, Morocco, and Tunisia, where I managed ~120 people and a large portfolio of Development Cooperation projects implemented in four countries. Throughout my journey, I have promoted and supported the development of Small and Medium Enterprises (SMEs) through close collaborations with workers' and employers' organizations and governments as a means to economically empower men and women, youth and refugees. I was involved in entrepreneurship education and worked extensively on promoting an enterprise culture among youth and marginalized groups in the Middle East and North Africa.



Ms Iulia Drumea, Senior Specialist for Employers' Activities at the ILO Decent Work Technical Support Team and Country Office for Central and Eastern Europe.

In this role, she works closely with the Employer and Business Membership Organisations (EBMOs) to enhance their capacity to advocate for a more enabling business environment and foster enterprise growth through targeted services. She also provides technical support on key areas of EBMO management, including strategic planning, membership development, and communication.



Özge Berber-Agtaş, Gender Equality and Non-Discrimination Specialist, ILO Office for Eastern Europe and Central Asia

Özge Berber-Agtaş has worked at the ILO in various roles since 2008 and is currently acting as the Gender Equality and Non-Discrimination Specialist at the ILO DWT/CO for Eastern Europe and Central Asia. Prior to this, she worked as the Senior Programme Officer at the ILO Office for Türkiye, as the International Relations Advisor to the Confederation of Public Employees Trade Union (KESK) in Türkiye, and as a consultant for ACTRAV/ILO in Geneva. She studied Political Science and Public Administration at Ankara University's Faculty of Political Sciences. She holds two Master's degrees in Political Science from Ankara University (Türkiye) and in Labour Policies and Globalisation from the Global Labour University (Germany). Her main areas of interest are gender equality and non-discrimination, violence and harassment in the world of work,

women’s economic empowerment, gender-responsive just transition and climate action, and international labour standards. She is the author and co-author of numerous articles on the application of international labour standards in global supply chains and the protection of core labour rights.



Dr Samantha Sharpe, Associate Professor, Institute for Sustainable Futures (ISF), University Technology Sydney, Australia

Dr Samantha Sharpe is Associate Professor and Research Director at the Institute for Sustainable Futures at University of Technology Sydney. Her research focus is the intersect of world of work and climate change, public policy development for just transition in the Asia-Pacific region. Samantha has led multiple projects for international organisations (including ILO Regional Office of Asia and the Pacific, ILO country offices in Asia and UN ESCAP) on just transition, including developing recommendations for environmental and social safeguarding as part of energy transition in Viet Nam and Indonesia. She has more than 15 years of research and policy experience at the intersect of sustainable development, climate change and labour markets and is highly experienced in translating research outputs into policy and advocacy outcomes. Samantha has extensive experience in developing and delivery capacity building activities. She is Program Lead for Course Development and Enterprise Learning at ISF and has undertaken multiple capacity building and training activities as part of her research projects.

Session 4: Planning for the future: Scenarios for a Just Transition



Ms Maud de Vautibault, Associate Director, GEI Infrastructure & Energy, EBRD

Maud de Vautibault is an infrastructure professional with over 20 years of experience in project transactions and policy across the public and private sectors, focused on improving sustainable infrastructure delivery. She is currently Associate Director, GEI Infrastructure and Energy at EBRD. Previously, she was Director of Infrastructure Knowledge and Policy at the Global Infrastructure Hub, a G20 organisation, where she designed knowledge and capacity-building programs. She joined GI Hub in 2019 from the French Treasury, where she spent four years as Project Director and Head of Legal Affairs in the Infrastructure Finance and PPP Unit. There, she led PPP assessments, advised on project structuring, and contributed to procurement legislation, including the EU Directive transposition. Maud worked on various concessions projects, including the €2,3 billion refinancing of the Paris-Bordeaux High Speed Rail project (with a French State Guarantee) and a major light rail project in Sub-Saharan Africa. Prior to that, Maud worked at Bouygues Construction as deputy legal director in charge of PPP and public procurement, managing contracts for large infrastructure projects. Maud holds a Master of Public, Economic Law and Public Procurement from the Law University of Paris Pantheon-Assas.



Moustapha Kamal Gueye, Director of ILO Priority Action Programme on Just Transitions Towards Environmentally Sustainable Economies and Societies

Prior to this position, he was the Global Coordinator of the Green Jobs Programme at the International Labour Organization. Prior to joining the ILO, he served as Head, Green Economy Advisory Services at the UN Environment Programme and Senior Programme Manager at the International Centre for Trade and Sustainable Development in Geneva. Earlier, he spent twelve years across Asia working at the Institute for Global Environmental Strategies in Japan. Kamal started his career working for the UN Food and Agriculture Organization on fisheries in West Africa. He serves in several boards and committees including the UNFCCC Katowice Committee of Experts; the OECD Steering Committee on low-carbon transition in resource-rich developing countries, and the UNEP GEO for Business. Kamal holds a Ph.D. from Nagoya University, Japan; DEA and LL.M from Dakar University; and Executive

Certificates from the World Bank Institute; Columbia University; Foundation for Advanced Studies on International Development, Japan; and Integrated Research and Action for Development, India.



Ms Ha Bui, Head of Global Climate Policy, Cambridge Econometrics

Ha Bui is Head of Global Climate Policy at Cambridge Econometrics with over nine years of experience in modelling economic, energy and climate scenarios. She oversees the development and application of CE's suite of economic models for clients and policy questions across the world. Ha is currently leading the development and application of an input-output tool for analysis of Just Transition scenarios for Central Asia and Azerbaijan. Other recent projects that she led include a socioeconomic assessment of energy transition scenarios for South America for the International Renewable Energy Agency (IRENA), a socioeconomic assessment of different decarbonisation pathways for countries in the Middle East and North Africa for the International Labour Organisation (ILO), macroeconomic modelling of policy trajectories to meet EU climate targets for DG CLIMA, and the development and application of a green jobs assessment model for the transport sector in Vietnam for UNDP.



Dr Bradley Hiller is Lead Climate Change Specialist at the Islamic Development Bank (IsDB), the largest south-south development finance institution, serving 57 countries and touching the lives of 1-in-5 people. He leads climate mitigation, nature, and just transition, and supports adaptation and climate finance. Bradley has worked across 25+ countries with institutions like the World Bank, ADB, and the University of Cambridge. He holds four tertiary degrees from Australia and the United Kingdom and has been a G20 Leadership Fellow, an Asia Global Institute Fellow, and a Bellagio Resident at the Rockefeller Foundation. He is passionate about devising solutions at the intersection of poverty alleviation, climate change, and nature.



Mr Azar Bayramov, Director General, the Labor Centre of the Organization of Islamic Cooperation (OIC)

Mr Azar Bayramov was elected Director General of the Labour Centre of the Organisation of the Islamic Cooperation, based in Baku, in November 2023. Prior to his appointment, Mr Bayramov served as an Advisor to the Chairman of the State Agency for Public Service and Social Innovations under the President of the Republic of Azerbaijan from 2020-2023. In this capacity, he coordinated national and international programmes on digitalization and innovation policies and development of startup ecosystem in Azerbaijan.

From 2013-2019, Mr Bayramov was the Deputy Executive Director and Executive Director of the State Fund for Development of Information Technologies under the Ministry of Digital Development and Transport of the Republic of Azerbaijan. He was also the Chairman of the UNCTAD Intergovernmental Expert Group on E-commerce and Digital Economy.



Mr Marek Harsdorff, Economist, Priority Action programme on Just Transition, ILO

Marek Harsdorff is specialized in development cooperation and environmental economics. His main works include economic research on Green Jobs contributing to global reports and country assessments, assistance to countries to develop employment-led green economy strategies and design and management of technical cooperation programmes to create green jobs. Mr Harsdorff has profound skills in economic input-output modelling of employment effects of green policies and experiences in applying scientific research for informed policy making.

Friday 3 October (09:00 - 13:00 CEST)

Day 3: Forging a Path Forward to NDCs, COP30 and Beyond

Session 5: Technical considerations in relation to NDCs 3.0: Progress of Serbia, Montenegro, North Macedonia



Ms Daniela Zampini, Senior Employment Specialist ILO DWT CO Budapest

In July 2017, Daniela Zampini joined the Decent Work Team for Central and Eastern Europe of the International Labour Office (ILO), as Senior Employment and Skills Specialist. Previously based in Cairo (Egypt) in a similar capacity for the ILO's North Africa Decent Work Team, the focus of her work is on effective and comprehensive employment policy frameworks, labour market information systems and pro-employment macroeconomic policies. Prior to that, Daniela was a senior policy specialist at the United Nations Development Programme, responsible for the portfolio on job-rich, inclusive and sustainable growth. Daniela has also served with the ILO in Geneva and in Southern Africa as an expert on Employment, Multinational Enterprises and Corporate Social

Responsibility (CSR). Subsequently, she has carried out assignments as Chief Technical Adviser for projects on Youth Employment and Migration in Albania and Egypt. Her work has concentrated on labour market institutions, employment policy, skills development, and the design of area-based employment promotion programmes. Between 1997 and 2004, Daniela held multiple assignments as researcher and project manager for various Non-Governmental Organisations and the United Nations, including UNESCO and UNDP, working extensively in sub-Saharan Africa, Horn of Africa, and in the Middle East. Her activities have mostly concentrated in the areas of entrepreneurship promotion, trade, private sector development and public-private partnership. Daniela holds a PhD in Economics and Social History and masters' degrees in Economic Development and Economics from Bocconi University in Italy and from the University of Glasgow in Scotland (UK). She has authored publications and policy papers on employment, CSR, and on the labour and employment impacts of FDI.



Mr Drew Gardiner, Employment Policy Specialist, ILO

At the ILO, Drew's work centres on advising governments and social partners on addressing employment issues in national development plans. His role involves close collaboration with governments, employers, and workers' organizations to advance policies that facilitate employment opportunities in sectors critical to climate adaptation and economic transformation. He was previously the Chief Technical Adviser of the ILO's "Taqeem Initiative" which undertakes impact evaluation of policies and programmes on women's and youth employment. Drew's academic research and fieldwork focusses on the gig economy, especially how platformization impacts creative workers. He also investigates labour market challenges with insights into structural transformations driven by technological innovation and environmental imperatives. His work has been published in journals, policy briefs and reports, contributing to discussions on digital and green economies, the future of work, and the evolving demands of global labour markets.



Anita Amorim, Head of the Emerging and Special Partnerships Unit, ILO

Since 2008 she coordinates and manages the unit, which is located in the partnerships department. The unit would encompass three complementary functions: 1) South-South and triangular cooperation function; 2) Special Partnerships function (including relations with parliamentarians CSO, NGOs); 3) UN Operational Activities for development function. Anita Amorim was one of the initiators of the South-South and Triangular Cooperation strategy that was adopted by the governing Body in 2012. She worked earlier in UNESCO from 1992-2000, in charge of right to education negotiations, and the promotion of the Culture of Peace (year and Decade). Currently she promotes the consolidation of an ILO strategy for South South and triangular Cooperation, with a special focus on Social Protection and Combating Child Labour. She worked eight years in the programme to combat child labour. Currently she is the Coordinator of the ILO's I South-South Academy, bringing together over 150 practitioners on SSTC from countries of the South. She is Brazilian with a double bachelor on History and History of Art and a Double Masters on History of Art and History

(respectively from UNICAMP, Sorbonne and EHESS). She articulated the signing of two IBSA declarations related to the World of Work. Among her current duties she identifies trends and opportunities within the UN system to promote the Decent Work Agenda, and the ILO's Century Initiatives in the framework of South-South and triangular cooperation, while promoting the engagement of the social partners therein, in close cooperation with the United Nations Office for South-South Cooperation and other UN system agencies and programmes.



Biljana Ramic, Special Adviser to the Minister, Ministry of Energy and Mining, Serbia

Ms Ramic has strong working knowledge on energy systems, energy policy, energy and just transition, decarbonization, climate change issues, and project management and coordination, including in-depth research, analysis, evaluations, and assessments. She has extensive experience in communication and coordination with other ministries and government bodies, the Energy Community Secretariat, the European Commission, the European Bank for Reconstruction and Development, KfW, GIZ, JICA, the World Bank, OECD, Eurostat, IRENA, EEA, the International Energy Agency (IEA), Serbian energy utilities, and other domestic and international institutions. She is a member of the Government group for the negotiation process with the EU for Chapter 15 (Energy) and Chapter 27 (Environment). Since 2014, she has served as the Serbian Coordinator for Energy in Pillar 2 (Transport and Energy) of the EU Strategy for the Adriatic and Ionian Region (EUSAIR). She is also the Lead Reporter on progress towards objectives, targets, and contributions as part of the report on the status of implementation of the Serbian Integrated National Energy and Climate Plan. Ms Ramic is a member of various steering committees and working groups focused on supply security, environmental protection strategy, and the development of other policies and strategies.



Dr Teodora O. Grncharovska, State Counsellor on Climate Change in the Ministry of Environment and Physical Planning and UNFCCC Focal Point, North Macedonia

Dr Teodora has over 25 years of professional experience in proposing, coordinating, managing, revising, and supervising the development of over 20 policy and planning documents at national and regional levels, contributing to low-carbon and resilient development. She has extensive experience in aligning EU climate acquis requirements into national legal systems. She is an adjunct professor and has published more than 20 scientific articles in her field. Dr Grncharovska also participates in the UNECE environmental expert group, reviewing environmental performances in several countries.

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Mile Boshkov, Executive President, Business Confederation of North Macedonia

Mr Boshkov has been a game changer and policy lobbyist in North Macedonia in the fields of social dialogue and the economy since 2001. Representing the voice of the business community while strengthening

the capacity of the business ecosystem, Mr Boshkov is a recognized expert in advocacy and lobbying on industrial relations, green economy development, and social dialogue. Collaborating with many international organizations, he has played a key role in improving the business environment in North Macedonia in areas such as industrial relations, education, social dialogue, and the promotion of corporate best practices and sustainable business growth. With his extensive experience and expertise, since 2001 he has made the Business Confederation of Macedonia one of the main actors and national social partners to the Government of North Macedonia, working to improve the business environment, foster competitiveness and business ethics, develop business community dialogue, and build international corporate partnerships.

Concluding Panel: Practical steps towards the NDCs, COP30 and beyond



Mr Bert De Wel, Climate Policy Officer, International Trade Union Confederation (ITUC)

Bert De Wel is an ecological economist working on the nexus between social and environmental issues for more than 25 years. During nearly ten years he was environment and energy advisor for the Belgian union ACV-CSC. He became the climate policy officer at the International Trade Union Confederation (ITUC) in 2018. In this function, he coordinates the ITUC's multilateral climate policy work. He is the head of the union delegation at the UNFCCC climate negotiations and the focal point for the workers and unions group at UNFCCC and UNEP/UNEA.



Mr Christos Ioannou, Adviser to the Board of SEV, Hellenic Federation of Enterprises, member of the International Organization of Employers (IOE)

Christos A. Ioannou, an economist (BA AUEB, M.Sc & Ph.D London School of Economics), is a business consultant and SEV-Hellenic Federation of Enterprises Advisor to the Board. He has served as SEV-Hellenic Federation of Enterprises Director for Human Capital and Social Affairs between 2017 and 2023. He has served as Deputy Greek Ombudsman in charge of social affairs, health and welfare issues between 2013 and 2017, and as Mediator and Arbitrator with the Organisation for Mediation and Arbitration (OMED) in Greece between 1991 and 2017. He has acted as advisor, consultant and director for a variety of both private sector and government organizations, national and international equally. His research work and publications (books and academic papers) concentrate on such issues as labour markets' policies, human resources, wage and employment policies as well as collective bargaining.

He is currently member of BusinessEurope's Social Affairs Committee as well as substitute member of the ILO Governing Body, and member of the Eurofound and of the CEDEFOP Management Boards.