This document is intended for use as a tool to facilitate project development in line with the Just Transition (JT) principle. The use of this tool is mandatory only when required by the applicable methodology.

The use of this tool requires compliance with the GS4GG Safeguarding Principles and Requirements and Stakeholder Consultation and Engagement Requirements. The purpose of additional requirements is to enhance risk assessment and address safeguards to prevent or mitigate adverse impacts, aligning with both the Paris Agreement and Sustainable Development Goals for a fair and equitable transition.
TABLE OF CONTENTS

SUMMARY [TBU] ______________________________________________________ 1
1| SCOPE, APPLICABILITY AND ENTRY INTO FORCE _____________________________ 3
   1.1 | SCOPE ........................................................................................ 3
   1.2 | APPLICABILITY .............................................................................. 3
   1.3 | ENTRY INTO FORCE ........................................................................ 3
2| REQUIREMENTS ____________________________________________________ 3
   2.1 | GENERAL REQUIREMENTS ................................................................ 3
3| JUST TRANSITION REQUIREMENTS ______________________________________ 4
   3.1 | Requirements ................................................................................ 4
   3.2 | Requirement 1: Robust Governance............................................... 5
   3.3 | Requirement 2: Impact and Opportunity Assessments ...................... 5
   3.4 | Requirement 3: Just Transition Plan.............................................. 6
   3.5 | Requirement 4: Just Transition Actions.......................................... 6
      a. Requirement 4.1: Ongoing Social Dialogue and Stakeholder Consultations ..6
      b. Requirement 4.2: Retaining and Retraining Workers ......................... 7
      c. Requirement 4.3: Green and Decent Job Creation ...................... 8
      d. Requirement 4.4: Social Protection ........................................ 8
      e. Requirement 4.5: Environmental Protection ............................. 9
   3.6 | Requirement 5: Monitoring, reporting, and verification .................... 9
4| JUST TRANSITION GUIDELIENS _________________________________________ 9
   ANNEX A – KEY PERFORMANCE INDICATORS (KPI) FOR A JUST TRANSITION _________ 10
1 | SCOPE, APPLICABILITY AND ENTRY INTO FORCE

1.1 | SCOPE

1.1.1 | A Just Transition is defined by the ILO as “greening the economy in a way that is as fair and inclusive as possible to everyone concerned, creating decent work opportunities and leaving no one behind”.

1.1.2 | A Just Transition is referred to in the Paris Agreement, whereby Parties to the Agreement must “[take] into account the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities”.

1.1.3 | The UN Sustainable Development Goals collectively represent the agenda of a Just Transition, particularly the goals of decent work for all (Goal 8), clean energy for all (Goal 7), climate protection (Goal 13) and poverty eradication (Goal 1).

1.1.4 | This document outlines the requirements for activities seeking certification under GS4GG which involve elements related to a Just Transition. The requirements shall be followed to ensure a fair and equitable transition to a low-carbon economy while addressing social, economic, and environmental risks.

1.2 | APPLICABILITY

1.2.1 | The Just Transition requirements outlined herein shall apply to activities mandated to comply with Just Transition measures by application of impact quantification methodology, GS4GG Principles and Requirements, or any other applicable standard document.

1.3 | ENTRY INTO FORCE

1.3.1 | This document comes into force on mm/04/2024.

2 | REQUIREMENTS

2.1 | GENERAL REQUIREMENTS

2.1.1 | All activities seeking certification under GS4GG which are required to demonstrate compliance with Just Transition shall ensure compliance with:

   a. Stakeholder consultation following the Stakeholder Consultation Engagement Requirements.

   b. Safeguarding Principles & Requirements.

   c. National and subnational regulations and policies, where exists. Where national or subnational policies or regulations are not in place, the project shall refer to the global framework and best practice approaches. [Details to be included in the Guidance section]

   d. Just Transition requirements as described in this document.
3 | JUST TRANSITION REQUIREMENTS

3.1 | Requirements

3.1.1 | To demonstrate compliance with Just transition requirements, the proposed project shall:

1. have robust governance in place,
2. conduct impact and opportunity assessments,
3. establish a Just Transition Plan
4. implement the **Just Transition Actions**, including but not limited to:
   4.1. ongoing social dialogue and stakeholder consultations,
   4.2. retaining and retraining of workers,
   4.3. green and decent job creation,
   4.4. social protection measures,
   4.5. environmental protection measures,
5. ensure **monitoring, reporting, and verification (MRV)** of progress and outcomes relating to the Just Transition Actions.
3.2 | **Requirement 1: Robust Governance**

3.2.1 | Robust governance shall be established at the onset of the project and shall remain in effect throughout the duration of the project to ensure that the project is implemented in line with the Just Transition requirements.

3.2.2 | Governance shall be established in line with national or subnational regulatory best practice, if any, or global best practice frameworks, and may be subject to revision. [Resources for global best practices to be included in the Guidance section]

3.2.3 | The governance structure shall include a committee with members from affected stakeholder groups, including but not limited to: workers directly impacted by the project, local stakeholders who are directly or indirectly affected by the project activity (adversely affected or beneficiaries), policy makers and representatives of local authorities, NGOs, and other stakeholders who may influence the Just Transition plan.

3.2.4 | Appointment of committee members shall ensure that all genders and minority groups are fairly represented in line with the Stakeholder Consultation Engagement Requirements.

3.2.5 | Details of the governance – including but not limited to its objectives, scope, modalities, and limits of its regulatory power – shall be made publicly available.

3.3 | **Requirement 2: Impact and Opportunity Assessments**

3.3.1 | Impact and opportunity assessments shall be conducted prior to the start of the project and shall be conducted, at a minimum, following national or subnational regulatory best practice, if any, or global best practices. [Resources for global best practices to be included in the Guidance section]

3.3.2 | The scope of the impact assessment shall include the direct and indirect impacts of implementation of the activity and as applicable shall include both upstream and downstream impacts.

3.3.3 | The impact assessment shall, at minimum, describe the:
   a. project boundary,
   b. affected stakeholder groups, including both those adversely affected and beneficiaries,
   c. extent of direct and indirect social, economic, and environmental impacts, including impacts on enterprises.

3.3.4 | The opportunity assessment shall, at minimum, identify opportunities for:
   a. limiting the extent of negative project impacts,
   b. economic growth,
   c. social development and enterprise,
   d. community resilience,
   e. environmental protection and sustainability.

3.3.5 | The assessment approaches and results obtained from the impact and opportunity assessments shall be made publicly available.
3.4 | Requirement 3: Just Transition Plan

3.4.1 | The Just Transition Plan shall be informed by the impact and opportunity assessments, feedback from the stakeholders and outcome of Safeguarding Principles & Requirements assessment.

3.4.2 | The Just Transition Plan shall establish a timeline with target dates inline with project implementation strategy e.g., stages of the baseline activity phase-out, project activity phase-in, and implementation of the Just Transition Actions [refer to section 3.5, below].

3.4.3 | The Just Transition Plan shall address how the Just Transition Actions will be implemented and shall identify key performance indicators (KPIs) for monitoring, reporting and verification of the Just Transition Actions. The KPIs shall, at a minimum, include: A non-exhaustive list is provided in the annex to this document.

3.4.4 | The Just Transition Plan shall be communicated to all affected stakeholder and be made publicly available as part of project documentation.

3.5 | Requirement 4: Just Transition Actions

3.5.1 | The Just Transition Actions shall be implemented in line with the Just Transition Plan and must, at a minimum, cover the following elements:
   a. ongoing social dialogue and stakeholder consultations
   b. retaining and retraining workers
   c. green and decent job creation
   d. social protection
   e. environmental protection

3.5.2 | Implementation of the Just Transition Actions shall be used to continuously inform and evolve the Just Transition Plan.

3.5.3 | KPIs identified in the Just Transition Plan shall be used for data collection to track the progress of the Just Transition Actions and shall be subject to MRV.

   a. Requirement 4.1: Ongoing Social Dialogue and Stakeholder Consultations

3.5.4 | The project developer(s) shall establish a mechanism(s) for ongoing social dialogue and continuous engagement in line with the Stakeholder Consultation Engagement Requirements.

3.5.5 | The mechanism(s) for ongoing stakeholder dialogue should be publicly promoted and shall be accessible to all during all stages of the project implementation. The mechanism shall detail how participants may share their views, concerns, and grievances, and how these are taken into consideration for decision making by the governing body.

3.5.6 | The stakeholder consultations shall be inclusive to ensure that all genders and minority groups are fairly represented in line with the Stakeholder Consultation Engagement Requirements and the Safeguarding Principles & Requirements.

3.5.7 | Consulted stakeholders shall, at a minimum, include members from:
a. the project developer(s),
b. asset owners, if separate from the project developer(s),
c. member(s) from local governments and councils,
d. member(s) from the national government if the project involves impact(s) at a national scale,
e. all stakeholder groups identified in the impact and opportunity assessments, including but not limited to, the directly impacted workers,
f. unions or equivalent worker bodies representing impacted workers, if available.

3.5.8 | The stakeholder consultations shall be open to expansion if new stakeholders are identified beyond those highlighted above.

3.5.9 | A grievance mechanism shall be made available, as detailed in the Stakeholder Consultation Engagement Requirements. The project developer(s) should pay special attention to grievances and concerns raised by the those who may be the most severely impacted by the project.

3.5.10 | It shall be publicly disclosed how suggestions, concerns, and grievances raised during ongoing social dialogue and stakeholder consultations are handled and considered by the governing body.

### b. Requirement 4.2: Retaining and Retraining Workers

3.5.11 | Wherever possible, workers who face risk of job loss due to cessation of the baseline activity shall be retained and retrained for employment in the project activity, subject to consent from the worker.

3.5.12 | Where retaining and retraining is possible, the project developer(s) shall provide – or facilitate access to – the required financial and technical support, including but not limited to, training resources, training courses and practical experiences.

3.5.13 | New positions accessed through retraining shall comply with the relevant national/international labor laws/regulations, policies, and in line with Safeguarding Principles & Requirements. [Further details to be provided in the guidance section]

3.5.14 | Where workers cannot be retained due to a limited number of opportunities, or unsuitable opportunities, the appropriate social protection measures shall be followed, detailed in section d. Social Protection.

3.5.15 | The project developer(s) shall promote equal access to opportunities in line with the Safeguarding Principles & Requirements.

3.5.16 | Project developer(s) should also consider the wider impacts of retraining workers, for example ensuring job satisfaction, maintaining community and engagement within the workforce, and the promoting the mental health of workers.
c. Requirement 4.3: Green and Decent Job Creation

3.5.17 | Implementation of the project activity shall inherently facilitate the creation of green and decent jobs which comply with relevant environmental policies, International Human Rights Standards, relevant international labor standards, the host country’s employment policies, and the Safeguarding Principles & Requirements; and should be subject to the host country’s occupational health and safety policies. [Further details to be provided in the guidance section]

3.5.18 | Where additional capacity is required to fill new positions which cannot be met by redeployment of workers from the baseline activity, equal access to opportunities shall be promoted in line with the Safeguarding Principles & Requirements.

d. Requirement 4.4: Social Protection

3.5.19 | Workers and affected stakeholders shall not be subject to forced displacement as a result of the project. Refer to the Safeguarding Principles & Requirements Principle 4.2.

3.5.20 | Where retention of workers from the baseline activity is not possible via redeployment to the project activity, the project developer(s) shall do the following:

a. Facilitate employment of workers elsewhere (i.e., beyond the project boundary) and ensure that the new employment is “decent” [further details to be provided in the guidance section] and in line with the International Human Rights Standards, relevant international labor standards, and the host country’s employment policies.

b. Provide a severance package which is, at a minimum, in line with national legislations, and facilitate/promote access to:
   i. training opportunities to increase employability,
   ii. and/or to enterprise funding.

c. Provide an early retirement package, where appropriate, which is, at a minimum, in line with national legislations.

3.5.21 | In addition, the project developer(s) should promote access to national guaranteed employment and unemployment benefit schemes, where available.

3.5.22 | To mitigate negative impacts to stakeholders who are not directly employed by the baseline activity, but whose livelihoods are supported by the baseline activity, project developer(s) should promote opportunities for resilience. [Guidance to include case studies and examples]

3.5.23 | Access to resources shall not be negatively impacted; therefore, if implementation of the project unavoidably causes a negative impact to the community or specific stakeholder groups, the project developer(s) should mitigate or offset this impact. [Guidance to include examples and relevant case studies. E.g., ensuring access to healthcare, energy security, etc.]
e. **Requirement 4.5: Environmental Protection**

3.5.24 | The project shall adhere to the national and subnational environmental protection laws and the [Safeguarding Principles & Requirements](#).

3.5.25 | The environmental protections shall, at a minimum, cover:

   a. the recycling, repurposing, and/or safe disposal of any equipment or infrastructure decommissioned from the baseline activity,

   b. the repurposing of any land, waterbodies, or property that was used for the baseline activity but is not used for the project activity,

   c. ensuring that the project is in full compliance with P9 of [Safeguarding Principles & Requirements](#).

3.6 | **Requirement 5: Monitoring, reporting, and verification**

3.6.1 | The Just Transition Actions shall be subject to monitoring using the KPIs identified in the Just Transition Plan. [Guidance to include resources for developing a monitoring plan](#)

3.6.2 | The progress on KPIs shall be reported by the project developer at every verification event or at minimum via annual reports.

3.6.3 | The reported KPI data shall be subject to verification through a VVB approved by The Gold Standard.

4 | **JUST TRANSITION GUIDELINES**

To be developed

*We request stakeholder to recommend relevant Guidelines resources that are in use.*
ANNEX A – KEY PERFORMANCE INDICATORS (KPI) FOR A JUST TRANSITION

We are requesting feedback and suggestions from stakeholders regarding KPIs that should be required as a minimum for MRV of JUST Transition, and whether the following list should be included or expanded upon.

a. Ongoing social dialogue and stakeholder engagement:
   - Number of submission of concerns/grievances from stakeholders by category.
   - Number of grievance resolved/pending.

b. Retaining and retraining workers:
   - Number of workers who are retained without the need for retraining.
   - Number of workers who are retained and require retraining.
     - Number of whom have started retraining programmes.
     - Number of whom have completed retraining programmes.
   - Demographics of workers, where appropriate.

c. Green and decent job creation:
   - Total number of new jobs created.
     - Number of jobs which cannot be filled by workers from the baseline activity.

d. Social protection:
   - Number of workers who can’t be retained (jobs lost)
     - Number of whom are re-employed elsewhere.
     - Number of whom are given a severance package.
     - Number of whom are given a retirement package.
     - Number of whom haven’t been re-employed elsewhere or given a severance/retirement package.
     - Demographics of workers, where appropriate.
   - Number of stakeholders whose livelihoods have been negatively impacted (beyond workers employed by the baseline activity).
     - Number of whom have received support from the project developer(s).
     - Demographics of stakeholders, where appropriate.
   - Number of people who have left the community.
   - Number of people who have joined the community.
   - Energy price.
   - Energy availability.

1 Should be used aid assessment of potential strain on community resources and infrastructure.
e. Environmental protection

*Environmental KPIs will be project-specific and shall be informed by the impact assessments.*