



Peer Learning Groups

Connecting sustainability professionals to drive collective impact

Climate Peer Learning Group Session pre-read: Just Transition

Topic background

It is abundantly clear that we must reach net-zero by the early 2050s in order to limit warming by 1.5°C. However, achieving this goal will require major systemic changes that will result in changes to the workforce, the way we gather and use resources, and the way people live. These shifts have the potential to deepen the existing inequalities between developing and developed economies as well the inequalities within countries, reserving most of the benefits for the rich minority. We must make a concerted effort that the transition to a greener global economy is just, inclusive, and the positive impacts are being reaped by all.

For example, the International Labour Organization (ILO) estimates that taking ambitious action to tackle climate change can deliver more and better jobs, with a potential for 18 million net jobs by 2030. However, these jobs will not necessarily be created where they are lost as many regions that rely on fossil fuels will suffer disproportionate losses as we shift to more renewable energy sources. In that regard, we must guarantee that opportunities outweigh losses everywhere – from re- and up-skilling workers to offering social protection to those affected by the transition.

The private sector has a central role to play in achieving a just transition for all. Businesses can and must advocate for public policies conducive to a just transition, keep all stakeholders involved at the discussion table as they work on their net-zero strategies, work to create decent, green jobs, and respect the environments and communities in which they are working.

The road ahead may seem daunting, but there are many resources and organizations that exist to help businesses navigate shaping their policies and actions around a just transition. Building on the ILO's [Guidelines for a just transition towards environmentally sustainable economies and societies for all](#), the UN Global Compact's Think Lab on Just Transition provides guidance on what a just transition really means for business, priority actions for companies, where to find helpful resources, and more.



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Before the session

Questions to consider:

- What do you foresee as the greatest challenges for your company in the just transition—i.e., a transition to environmental sustainability which contributes to decent work, social inclusion, and the eradication of poverty?
- Where are the greatest gaps in knowledge regarding how your company can effectively contribute to a just transition?
- What do you think is currently lacking in just transition efforts from businesses? From governments/policy? From communities?
- How are you engaging with stakeholders (investors, workers, communities in which you are working, governments) on a just transition? If you are not, what would be helpful in fostering these dialogues?
- How are companies approaching the seven priority actions listed in the "[Introduction to Just Transition: A Business Brief](#)"?

Recommended pre-session materials

- [ILO's Guidelines on Just Transition](#)
- UN Global Compact's Think Lab on Just Transition's [Introduction to Just Transition](#) – we especially recommend going through the resource guide at the end of the brief to dive deeper into anything that is more relevant to your business
- Other briefs from the Think Lab on Just Transition (tagged below)

Optional pre-session materials

- UN Global Compact Academy's [Changemaker Session with Sharan Burrow](#)
- Thematic business briefs from the UN Global Compact's Think Lab on Just Transition:
 - [Just Transition for Climate Adaptation](#)
 - [Financing a Just Transition](#)
 - Briefs to be released: Renewable Energies (May 2023), Supply Chains (July 2023)