

WOMEN & GENDER CONSTITUENCY

WGC submission on work to be undertaken under the Just Transition Work Programme in 2025, as well as possible topics for the dialogue

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1. Introduction

Current economic models based on extraction and fossil fuels have led to nature, human and Indigenous rights violations. Prevailing systems are built on the exploitation of labour particularly of the unpaid and unrecognised care and domestic work led by women, migrants, and gender-diverse people. The occupation of lands to sustain these systems degrades the environment and threatens marginalised communities. The climate crisis, coupled with the surpassing of planetary boundaries, demands a shift away from extractivist, colonial, racist, and patriarchal systems.

A just and equitable transition requires systemic change, ensuring meaningful participation in decision-making, particularly for women and girls in all their diversity, youth, trade unions, Indigenous Peoples, Afrodescendants, people with disabilities, migrants and displaced people, and local communities. It must uphold social justice, feminist economies centered on care, collective human and labour rights, poverty eradication, and decent work. International cooperation must secure resource mobilisation for a just transition that guarantees food, energy and economic sovereignty.

The UAE Just Transition Work Programme (JTWP) is a key opportunity to integrate human rights, labour rights, equity, and justice into global climate action. The Women and Gender Constituency (WGC) calls for a rights-based and gender-transformative approach to ensure that the JTWP advances just transition pathways that align with climate goals, strengthen social protections, promote inclusive participation, advance human and labour rights, and strengthen gender-just economies, food and energy sovereignty, and human-centered mobility

Therefore, the proposed areas of focus for 2025 must facilitate the conceptualisation of a just transition in its most holistic sense and learnings that accelerate a just transition while reinforcing rights-based and gender-just approaches worldwide.

The following submission is largely procedural in focus. It outlines current injustices in the work of the Work Programme and proposes work to be undertaken in 2025. For a more expansive overview of WGC positionality on just transition, we invite that this submission be read in conjunction with previous WGC submissions.¹

2. Strengthening procedural integrity to ensure just, inclusive, and transparent processes

Despite Parties' commitment to advancing the JTWP, the procedural approach at COP29 undermined meaningful negotiations. The decision to forgo open text discussions significantly limited Parties' ability to engage substantively, resulting in COP29 ending with no decision on Just Transition. This not only weakens the credibility of the process but also sends concerning signals about the prioritisation of just transition within governments' broader climate agenda. A blanket approach of "take-it-or-leave-it" is neither constructive nor aligned with the principles of inclusive and equitable decision-making. It is imperative that Parties are given the opportunity to reconvene as early as possible in 2025 and that Observers are also meaningfully and timely engaged so that COP30 delivers on a solid foundation for action. As feminists, we send a strong plea to Parties, co-facilitators, and the Secretariat to create a constructive and enabling environment that will progress the negotiations and implement the key elements of the Work Programme. Such progress is fundamental to ensure that this process delivers on worker's rights, human rights, and a global feminist-just transition.

The JTWP must adopt inclusive, participatory and accountability frameworks that are people-centered, create space for diverse voices, and reinforce the rights of marginalised and vulnerabilised groups. These must be preceded and accompanied by comprehensive public engagement, social dialogue and transparency mechanisms, as well as procedural justice patterns and frameworks that include and facilitate communities in co-designing policies that reflect their needs, are bottom-up, and leverage on collective power and voices.

With regards to proper participation in the JTWP, procedural justice and meaningful participation of civil society remain sorely lacking. Concerning the process for selecting dialogue topics, this must be made more transparent. While Decision 3/CMA.5 outlines that both Party and non-Party

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- ¹• [WGC submission on Ensuring support for people-centric and equitable just transition pathways with a focus on the whole-of-society approach and the workforce \(September 2024\)](#);
 - [WGC Submission on Just Transition pathways to achieving the goals of the Paris Agreement through NDCs, NAPs and LT-LEDs \(May 2024\)](#);
 - [WGC submission on work to be undertaken under, as well as possible topics for the dialogues under the UAE Just Transition Work Programme \(February 2024\)](#);
 - [WGC submission on different elements of the Work Programme on just transition pathways referred to in paragraph 52 of decision 1/CMA.4 \(September 2023\)](#).

stakeholders may submit proposals on the topic of the dialogue in advance of each dialogue, there now exists a lack of clarity on how non-Party proposals are being taken into account, as well as on how final topics are determined. Although we understand and appreciate that this must be a Party-driven process, with topics chosen in consultation with Parties, submissions from Observer constituencies and non-Party stakeholders must be meaningfully considered, particularly as this mandate is established. Where Observer contributions are taken into account, this should be clearly cited so as to enhance understanding of how Observers shape processes.

We appreciate the inclusion of Observers in dialogues, particularly the Second Dialogue in Sharm El-Sheikh, where Observers were granted facilitator roles and supported the preparation of the final report by providing the write-ups from the sessions to the Secretariat. We also welcome the accessibility of the hybrid modality of the dialogues and hope that future dialogues continue to accommodate this. To strengthen the engagement of Observers we recommend that they be split across the thematic breakout rooms instead of being grouped into one. This is to amplify the diverse contributions of the rights-holder constituencies to engage in all discussions meaningfully. We encourage formalising the role of Observers in facilitating dialogues and ensuring that their contributions are reflected in written outcomes. These outcomes should then be incorporated into the Secretariat's summary reports, enhancing transparency and inclusivity in shaping the Just Transition agenda.

3. Work to be undertaken in 2025 and topics for the dialogues

We are now at a crucial juncture for the JTWP. Given the duration of the Work Programme, now is the time to move from rhetoric to reality. In order to have the JTWP deliver on a global scale, and transition us away from unsustainable economic models based on the extraction of fossil fuels, overconsumption of resources and relentless growth that have brought us to the brink of ecological collapse, we must move from talking about thematics and scope to agreeing and committing to implementable outputs that deliver a just transition at all levels and meet the needs of communities on the ground. All processes under the Work Programme in 2025, including the third dialogue, should be focused on identifying concrete outcomes for achieving the elements of the Work Programme as set out in paragraph 2 of decision 3/CMA.5.

Such outcomes should include immediate identification of gaps and barriers to achieving just transition; identification of case studies that can be upscaled, best practice and aspirational pathways; recommendations to the CMA and constituted bodies; identification of budgetary implications of advancing the elements included in the Work Program; development of indicators for measuring Parties' progress; identification of ways forward on international cooperation and means of implementation on just transition, including identification of support to countries in the Global South.

In addition to the established dialogues, the Secretariat must, as soon as possible, establish an additional parallel written submission process seeking views on what work can be carried out by

Party and non-Party stakeholders together to operationalise the elements. These submissions should be compiled well in advance of SB62 and form the basis of a text for negotiation, outlining options for pathways to concrete outcomes by COP30. The informal note for SB62 should also capture where there was agreement between Parties at COP29, including, for example, on the inclusion of the care and informal economies. This work should serve to produce a COP30 decision text establishing a package of concrete outcomes on just transition to operationalise the elements.

The WGC, alongside our cross-constituency colleagues, has consistently advocated for the creation of institutional arrangements for the participation of the Observer constituency groups in the work of the Work Programme. In 2025, the JTWP must establish a permanent Just Transition constituted body or mechanism to advance a holistic just transition within and between countries beyond the duration of the JTWP; stimulate international cooperation on just transition; leverage all kinds of expertise; establish best practices on just transition; and offer capacity building and advice on policy, legal, and regulatory frameworks. Each Observer constituency must have a permanent seat on the aforementioned mechanism/ constituted body. The establishment of such arrangements remains a priority issue for feminists.

The work of the Work Programme in 2025 must include issues critical to ensuring that transition pathways are truly just and equitable with people and the planet at their heart. The WGC has expanded on such issues, including care, transition minerals, the military-industrial complex, and Free Prior and Informed Consent (FPIC) amongst others in previous submissions.²

4. Conclusion

Feminists demand that governments finally start to deliver comprehensive, feminist and fair economy-wide transformations away from extractive and fossil fuel-driven economies.

Progress on the JTWP in 2025 is essential to the achievement of this goal. As feminists, we strongly urge the strengthening of the procedural integrity of the Work Programme, the establishment of a permanent Just Transition constituted body or mechanism to guarantee the continuation of work on just transition beyond the three-year time period of the current Work Programme, and that urgent work be undertaken to ensure the COP30 decision text delivers strong outcomes on just transition.

The Women and Gender Constituency will continue to work with our fellow Observers to realise our vision of a world free from patriarchy, colonialism, extraction, militarisation and oppression.

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