

Just Transition Draft Policy for an Equitable Low Carbon Future for Trinidad and Tobago

The Government of Trinidad and Tobago has engaged in the process of developing a Just Transition Policy to facilitate an effective and inclusive transition to a low carbon emissions economy by creating opportunities for the workforce. This process has included various activities: i) the Ministry of Planning commissioned the development of four issues papers¹ to increase awareness and provide detailed information to stakeholders on the components of a comprehensive Just Transition Policy; ii) a consultation process² geared to ensuring stakeholders are involved in the process from start to finish, and iii) proposing a draft Just Transition Policy.

The consultation process included semi-structured interviews, and two webinars with an open discussion period afterward were held with relevant stakeholders in the Just Transition in Trinidad and Tobago. Ten institutions provided inputs through bilateral interviews, and seventy-eight individuals participated in the webinars. Attendees included unions, NGOs, general industry, power generation, businesses, international finance institutions, government, regulators, and academia.

This draft Just Transition Policy document identifies the issues raised through bilateral meetings and webinars and sets the context for the formulation and finalization of the Draft Just Transition Policy. This document firstly introduces the context and describes the situational analysis of Trinidad and Tobago's aspects related to the Just Transition; secondly, it highlights the need for action and the policy context; thirdly, it describes the Trinidad and Tobago vision, goals, and objectives towards a Just Transition; fourthly, it establishes guiding principles, and policy directives and strategies as components of a roadmap for successful implementation. Lastly, it proposes a set of key indicators for accountability.

Introduction/Background/Context

Global climate policy in the 21st century is largely being driven by the Paris Agreement, to which Trinidad and Tobago is a Party, for collective responsibility towards achieving a 2-degree Celsius global temperature increase above pre-industrial levels. Achieving this objective involves the development and pursuance of low emission development strategies (LEDS). Guiding principles for the development and implementation of these plans are a part of the Paris Agreement, including a Just Transition for workers that may be potentially affected in the shift of development paradigms.

As countries create the policy framework for implementing the Paris Agreement, Just Transition issues are also being addressed accordingly. The Silesia Declaration, adopted by acclamation at the 24th Conference of the Parties to the United Nations Framework Convention on Climate Change

¹ Issues Papers: 1) key components of Just Transition Policies, 2) designing policies and actions for inclusion and competitiveness, 3) prioritization of sectoral actions for a Just Transition, and 4) Situational analysis for a Just Transition in Trinidad and Tobago.

² The results of the consultation activities are summarized in the "Trinidad and Tobago Just Transition Stakeholder Consultation Report" of February 19th, 2021

(UNFCCC), provides a clear mandate for "a Just Transition of the workforce and the creation of decent work and quality jobs, in accordance with nationally defined development priorities." This is "crucial to ensure an effective and inclusive transition to low greenhouse gas emissions and climate-resilient development."

The transition to a low-carbon future has a global dimension that impacts all actors in society, from governments to businesses to individuals. As a result, it is essential to guarantee a Just Transition to improve societal welfare and achieve climate goals. Failure to achieve a Just Transition has profound effects on climate and labour; all elements of society must be engaged and take ownership of the low-carbon transition. A Paris-aligned decarbonization strategy necessitates a transformational change in the way society, economies, and governance functions; in that sense, Trinidad and Tobago's long-term decarbonization strategy should work as a driving force towards a more equitable future for jobs and labour, and better integration of labour issues can help set more ambitious climate goals

Just Transition is defined³ as "a bridge from where we are today to a future where all jobs are green and decent, poverty is eradicated, and communities are thriving and resilient." More precisely, it is a systemic and whole economy approach to sustainability. It includes both measures to reduce the impact of job losses and industry phase-out on workers and communities and efforts to produce new, green, and decent jobs, sectors, and healthy communities. It aims to address environmental, social, and economic issues together.

A Just Transition is instrumental in achieving long-term national and climate goals to ensure that no one is left behind, preserve environmental integrity, and protect the rights of vulnerable populations and future generations. Various aspects of a Just Transition include human rights, good governance, due participation, gender equality, social equity, decent work and resilience, NDC-SDG alignment, and climate ambitions.

While a carefully designed, well-implemented Just Transition mechanism can provide many economic and social benefits, a successful transition to a green pathway is contingent upon a strong social policy response. For example, the effect on the labour workforce in the existing fossil fuel industry should be considered in planning out the renewable energy sector, whether jobs will be retained or lost, and if lost, how to transition them into new industries. To achieve this, it is essential to hold discourse with relevant stakeholders at all levels, from trade unions that seek workers' rights to development groups that fight poverty to environmental groups that seek to safeguard the planet. Recognizing this, and as described in the section above, the Government of Trinidad and Tobago engaged relevant stakeholders in a consultation process before drafting this Just Transition Policy for Trinidad and Tobago.

Overall, the outlook is positive for job creation in the new sectors of the economy in low carbon sector activities. For instance, ILO's report World Employment and Social Outlook indicates that these changes to reach Paris-aligned goals might generate roughly 18 million jobs globallyⁱ. In Latin America and the Caribbean, the transition to a net-zero carbon economy can destroy 7.5 million jobs in fossil fuel electricity, fossil fuel extraction, and animal-based food production. Still, this presents nations

³ Definition by the International Labour Organization, broadly accepted as a reference for international agreements.

with the opportunity to diversify and capitalize upon a potential 22.5 million jobs in agriculture and plant-based food production, renewable electricity, forestry, construction, and manufacturingⁱⁱ.

A low carbon emissions economy transition can positively or negatively impact workers and communities exposed to restructuring and job losses. An energy transition will include new opportunities such as promoting renewable energies, new mobility services, and newer sustainable agricultural models with more added value. However, it also means the disappearance of some sectors, such as fossil-fuel-based industries Trinidad and Tobago is dependent on, with additional knock-on effects on manufacturing sectors. The impacts will therefore be unevenly distributed across society.

On the positive side, decarbonization could provide economic opportunities. The average cost of electricity generation with new solar photovoltaic plants dropped by 75 percent between 2010 and 2017, and renewables are the cheapest form of new power generation in many parts of the world. The trend of global investment in renewable energy is increasing, while at the same time, investments are divesting from fossil fuels. 2016 marked a change where international investments in renewable energy were higher than those in fossil fuels. Sustainable transport can create job opportunities in the transport sector and industries linked with it, such as increased spending on goods and services as spending on oil is reduced.

As there will be a risk of a temporal and geographic mismatch between jobs created and jobs lost, efforts must be made to facilitate the reallocation and reskilling of workers and promote decent work. The new jobs created by the transition must be decent, described by the ILO as "not just the creation of jobs, but also the creation of jobs of acceptable quality." This means a skilled worker in a waning sector needs opportunities to find work of a similar caliber in the green economy. A justice-focused low-carbon transition will reduce the risk of stranded assets and stranded jobs.

Addressing climate change without simultaneously addressing negative social impacts risks populations seeing climate change mitigation measures as opposed to their way of life and so becoming opposed to them. Climate change jeopardizes economic prosperity and the reduction of inequality, especially in developing countries. Labour markets are also linked to the environment and will be affected by climate change. Rising temperatures are a threat to working conditions. This threat to productivity could equal 2.5 million full-time jobs in Latin American and the Caribbean by 2030. Finally, an increase in the frequency and volatility of natural disasters, such as hurricanes that afflict the region, can lead to loss of life, job losses, and economic disruptions.ⁱⁱ

Many workers in non-industry sectors lack access to social protection and have less stringent occupational safety and health measures. If social measures exist, they may not be sufficient. Social protection measures, such as unemployment benefits and health care access, need to protect vulnerable workers from climate shocks.

Gender equality must be addressed in the Just Transition and ensure that training and jobs available in the green industries are equally accessible for women as men and that women and girls are not left behind due to existing conditions and inequalities. A majority of new jobs created by the green transition will be in male-dominated sectors today. In Latin America and the Caribbean specifically, the rate of women participating in the labour force is 20 percent lower than that of menⁱⁱⁱ, with Trinidad and Tobago following this trend.

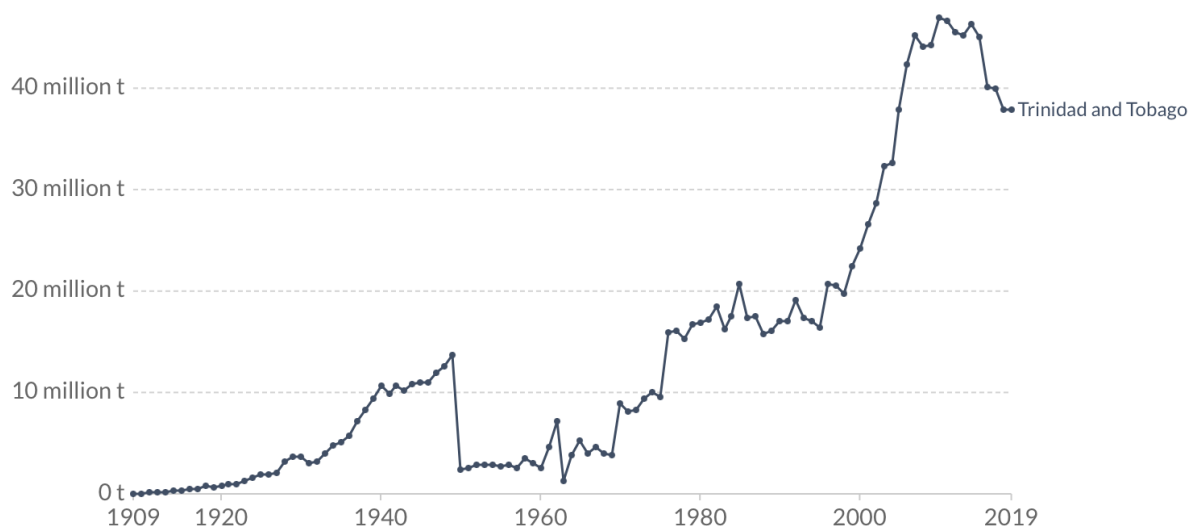
Situational Analysis

A fossil fuel-rich nation with an economy heavily tied to the global price of oil and gas, Trinidad and Tobago is considered a high income economy and is the ninth-richest country by GDP⁴ per capita in the Americas^{iv}. Its low electricity rates and high fuel subsidies have meant that it has historically had few incentives to introduce and develop renewable energy and energy efficiency technologies. While its contribution to global emissions is below 0,1%, due to its fossil fuel sector size compared to its small population, it has one of the highest global per capita emissions. Nevertheless, as a Small Island Developing State^v, it has a greater vulnerability and limited resilience to climate change.

This section addresses four fundamental dimensions (climate, social, economic, and participation and governance) upon which Just Transition Policy in Trinidad and Tobago is built. Each of them highlights relevant aspects that characterize a nation's uniqueness: a Small Island Development State from the climate change perspective and a fossil fuel-exporting country by the nature of its national economy. In addition to meeting its international obligations for reducing emissions, adverse effects from falling gas prices have given it an incentive to achieve greater diversification of its economy.

Climate dimension

Trinidad and Tobago's absolute annual greenhouse gas (GHG) emissions^{vi} represent less than 0,1% of the world's GHG emissions. Carbon dioxide (CO₂) emissions in the country are primarily derived from the power generation, transportation, and industry sectors, which are the prioritized sectors for mitigation action.

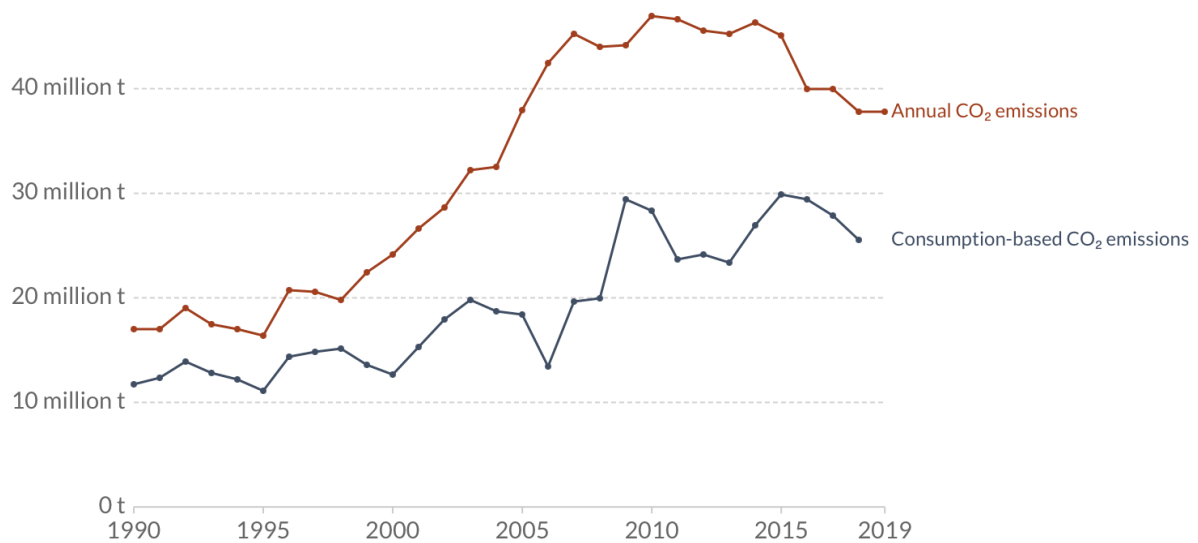


Source: Global Carbon Project; Carbon Dioxide Information Analysis Centre (CDIAC)

Note: CO₂ emissions are measured on a production basis, meaning they do not correct for emissions embedded in traded goods.

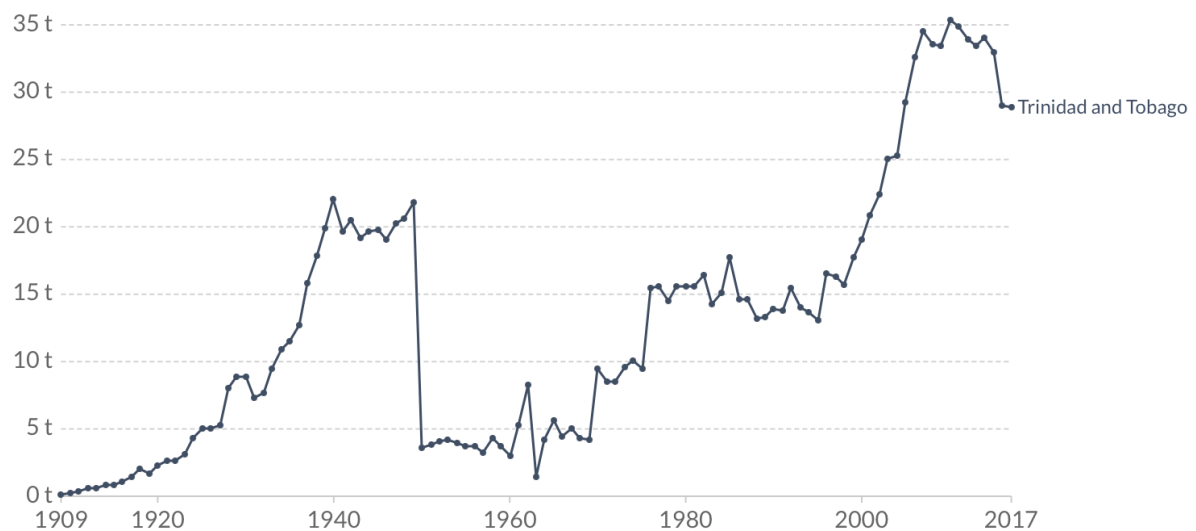
⁴ 2019. GDP per capita PPP current international \$

Trinidad and Tobago economy highly depends on the export of gas and oil-related products. The following figure shows total emissions and annual consumption-based⁵ emissions.



Source: (Updated) Peters et al. (2011). Global Carbon Project.
 Note: This measures CO₂ emissions from fossil fuels and cement production only – land use change is not included.

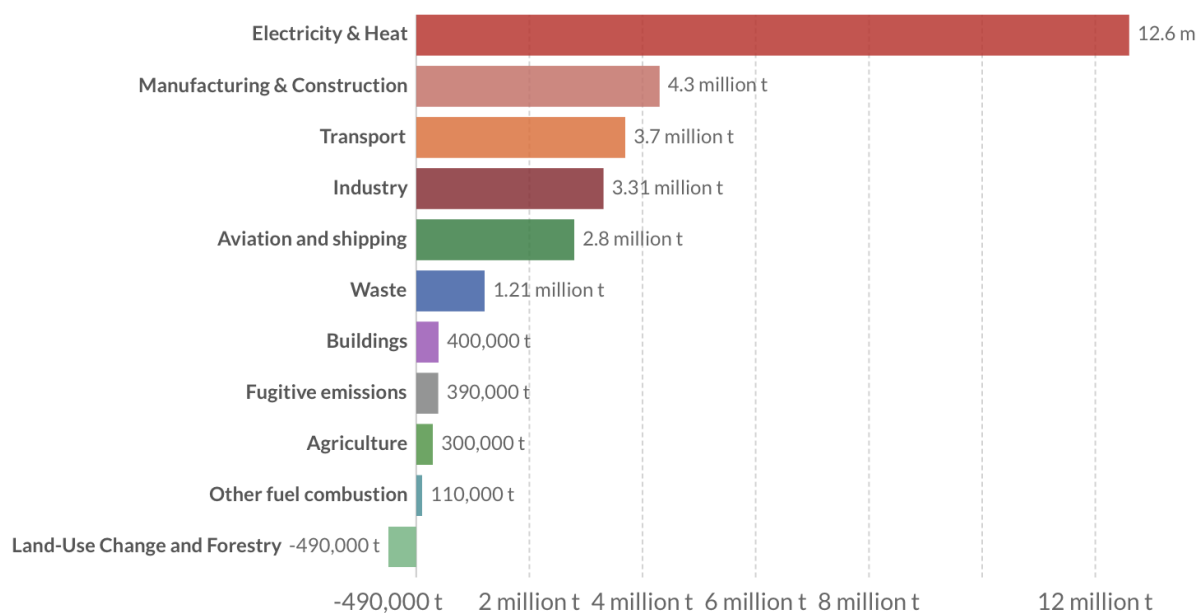
As mentioned in the introduction above, Trinidad and Tobago's per capita emissions are among the world's highest. These two figures show total per capita emissions and total emissions adjusted for exports.



Source: Our World in Data based on the Global Carbon Project; Gapminder & UN
 Note: CO₂ emissions are measured on a production basis, meaning they do not correct for emissions embedded in traded goods.

⁵ Annual consumption-based emissions are domestic emissions adjusted for trade. If a country imports goods, the CO₂ emissions needed to produce such goods are added to its domestic emissions; if it exports goods then this is subtracted.

Emissions by sector in 2016 shows that the majority of emissions are attributable to electricity and heat, followed by manufacturing and construction and the transport sector:



Source: CAIT Climate Data Explorer via. Climate Watch

Trinidad and Tobago's climate policy framework embraces the nation's sustainable development plan, Vision 2030, as the country's principal strategic planning document. The policy framework for climate change includes its National Climate Change Policy^{vii}, Carbon Reduction Strategy^{viii}, NDC^{ix}, and NDC implementation plan^x. The climate policy framework is further described in the Policy Context section below.

Trinidad and Tobago was the first Caribbean country to submit its NDC to UNFCCC, which focuses on the transport sector with additional action in the energy sector, subject to international finance. An implementation plan for the NDC has also been developed. The revised NDC will likely increase the focus on the decarbonization of the energy and industrial sectors.

Trinidad and Tobago's NDC implementation plan underlines that "the country's economic development and the livelihoods and health of its citizens will likely be adversely affected by the impacts of climate change such as more intense tropical storm activity, sea-level rise, increased temperature, loss of coastal habitat, as well as other direct and indirect impacts on important socio-economic sectors (e.g., agriculture, food security, human health). As a small island nation, Trinidad and Tobago has several compounding vulnerabilities: fragile natural ecosystems; vulnerability to external economic shocks; limited natural, human and technological resources; limited technical capacity; and limited ability to reap the benefits of economies of scale".

The country has started a long-term process to reform fossil fuel subsidies and encouraging renewable energy. A subsidy reform on fossil fuels for power generation has been initiated and has already been

implemented. In 2021, it was announced that a Feed-in Tariff would be introduced to encourage the adoption of solar power.

Social dimension

As a member of the International Labour Organization, Trinidad and Tobago has ratified nineteen ILO Conventions. Workers' rights are protected in the law of Trinidad and Tobago, of which the most important are the Industrial Relations Act, the Retrenchment and Severance Benefits Act, and the Minimum Wage Act. The Industrial Relations Act regulates the process of collective bargaining. The Retrenchment and Severance Benefits Act guarantee severance payments for retrenched employees who are dismissed due to redundancy as a function of the length of uninterrupted employment. Its minimum wage is one of the highest in the Caribbean.^{xi} Universal pensions have been implemented in Trinidad and Tobago (consisting of contributory and noncontributory schemes, including universal health access through public health facilities; 80 percent of people aged 65 and above receive noncontributory pensions). Trinidad and Tobago has embarked on a modernization of its labour laws in keeping with international labour standards. These include review of the Industrial Relations Act, the Retrenchment and Severance Benefits Act, the Workmen's Compensation Act and the Maternity Protection Act. One important piece of legislation that is currently being worked on deals with Employment Standards which will apply to all workers in all sectors of the economy.

Trinidad and Tobago has historically been active in introducing employment support and training programs, such as the Unemployment Relief Program (URP) in 1992, the Community Environment Protection and Enhancement Programme (CEPEP) 2002. The URP provided three consecutive two-week jobs, while the CEPEP provided unskilled or semi-skilled people with temporary jobs for less than 8 hours per day. These programs are still actively used.

In response to the shock caused by the COVID-19 pandemic, the Ministry of Social Development and Family Services (MSDFS), in collaboration with the Ministry of Labour and Small Enterprise Development (MOLSED), put into place several social support measures, including income support, food support and rental fee support for citizens and permanent residents who have been retrenched, terminated or had their income reduced. The Government also increased the value of Food Support, Public Assistance Grant, and the Disability Grant. Interim relief was provided to over 2,800 applicants of the Senior Citizens Pension.

According to the UNDP 2019 Human Development Report, Trinidad and Tobago is in the high human development category. Its Human Development Index (HDI) value is 0.799, an increase of 19.9% since 1990. This number is above the average of 0.759 for the Latin American and Caribbean region.^{xii}

The Gender Development Index for Trinidad and Tobago is 1.002, higher than the regional average of 0.978. This indicator represents the female HDI value over the male HDI value. In 2018, its Gender Inequality Index was 0.323, ranking it 72 out of 162 countries in the index.^{xiii}

Evidence suggests that the nation's employment rate is fairly stable^{xiv}, with government-sponsored employment programs serving to lessen any economic volatility on the employment rate. Labour force trends in the economy show an increase in employable people from 467,700 in 1990 to 642,400 in 2018. Within the same timeframe, the total number in the country's employed workforce rose from 374,200 in 1990 to 619,900 in 2018.^{xv} The overall unemployment rate dropped from 22.3 percent in 1987 to 3.8 percent in 2018.^{xvi} Due to structural adjustment of the economy over the last two decades,

employment patterns in Trinidad and Tobago have trended towards fixed-term contract employment^{xvii}. Unemployment rates for those in the oil and gas sector have increased in recent years, even before COVID-19, and wage rates and working conditions in the private sector cannot compete with those of governmental programs.

Trinidad and Tobago's employment strategy is dominated by public employment. Consequently, the unemployment rate has been pushed downward independently of the growth rate.^{xviii} Public work programs have historically provided temporary employment when the rate of private-sector job creation has been inadequate. While socially necessary, these programs have had the unintended consequences of increasing dependency and distorting the labour market. In recent years the private sector has suffered shortages in specific sectors as wage rates and working conditions cannot compete with those of the public programs.^{xix}

Even before the COVID-19 pandemic of 2020, Trinidad and Tobago's petroleum sector had already suffered a slew of job losses. Between 2015 and 2019, over 20,000 people lost jobs across all sectors. According to data from the Central Statistical Office, as of the first quarter of 2019, the labour force for the petroleum and gas sector was approximately 11,400 persons, i.e., 2.4% of the total labour force (8,700 males and 2,700 females)

There exist signs of a dual wage economy. In addition to the dual labor market promoted by the public vs private sector employment, the country dependency on oil and natural gas creates a constant demand for specialized jobs and workers in the petroleum sector enjoy a higher wage rate than employees in other sectors of the economy. This wage rate has spilled over into higher consumption patterns, providing some evidence that Trinidad and Tobago is a dualistic wage economy, which perpetuates existing inequality.^{xx}

The Income Tax Act and the Insurance Act set the framework for contributory systems such as pension and health coverage and benefits. Trinidad and Tobago is a signatory of the CARICOM Agreement on Social Security, which guarantees equality of treatment in accessing pension schemes. Maternity leave covers up to 14 weeks and is contributory.

Noncontributory schemes, such as cash transfers and programs, are regulated by the Public Assistance Act of 1997 and the Senior Citizens' Pension Act of 2010. The Poverty Reduction Programme, defined in 2006, aims to strengthen social institutions and create a social safety net. This program includes various grants and loans. Programs like the Targeted Conditional Cash Transfer Programme provide conditional cash to vulnerable households.

The National Policy on Gender and Development describes policy measures and frameworks in its commitment to promoting gender equality and eliminating gender barriers. While employment rates have risen for both males and females, more males than females are employed, and the National Policy aims for "full and equal participation of women and men and girls and boys in the development process." In terms of labour and employment, the framework also ensures the "equitable allocation of financial and human resources to address gender imbalances in all sectors and at all levels." A National Action Plan exists as an accountability mechanism that has explicit guidelines for the implementation, monitoring, and effective implementation of the policy. It includes measurable targets for achieving gender equality.^{xxi} Participation rates in the labour market in 2020 were higher for men than women, at 78.5 percent of men and 58 percent of women between the ages of 15 and

64^{xxii}. While women have made gains in the labour market in the past decade, they still make up a higher proportion of the unemployed. They have less pay in every sector of employment and every occupational group.^{xxiii}

In the 2020 Global Gender Gap Index rankings by the World Economic Forum, Trinidad and Tobago ranked 21st overall. It came in 4th in the Latin America and Caribbean region^{xxiv}. Still, a study conducted by the Central Bank of Trinidad and Tobago found that women earn 35.3 percent less than men on average, in part due to endemic gender-based wage discrimination. Additionally, surveys show a higher incidence of poverty among women than men, which could be attributed to a lower workforce participation rate compared to men.^{xxv}

Economic dimension

Globally, oil and gas-dependent countries are embarking on an energy transition process that requires a set of comprehensive and coherent policies. This has two causes: the first being the participation in the Paris Agreement and the need to decarbonize the domestic economy to contribute to limit the global impact of climate change, and the second being the global trend towards net-zero economies that are likely to depress the consumption of oil and gas in the future and decreased foreign exchange derived from sales. The COVID-19 pandemic and its impact on the global economy have magnified this trend and accelerated actions.

The economy of Trinidad and Tobago depends on oil and gas. While the growth of the oil industry has recently been stagnating, growth has continued to occur due to investments in LNG and petrochemicals. Oil and gas made up 35% of GDP and 80% of goods exports in 2018, but less than 5% of employment. Fossil fuel-rich economies like Trinidad and Tobago need to pay urgent attention to diversifying their economies due to multiple reasons: i) a global trend towards decarbonizing countries' economies mean lower demand for oil and gas and lower prices; ii) its commitment to work towards decarbonizing the local economy in the context of the Paris Agreement also means a future lower domestic demand for natural gas and iii) a decrease in oil prices due to maturing oil fields and more volatile prices means a decrease in the country's revenue.^{xxvi}

Like most other countries globally, COVID-19 has triggered an economic recession in Trinidad and Tobago. Economic activity declined in Q1 2020 amidst the widespread global contraction in the energy sector, and broad contractions continued to be observed in the energy sector in Q2 2020.^{xxvii} This will most likely impact budget allocation for the coming years, posing a threat to focusing on the transformational changes required to facilitate the transition. The Energy Commodity Prices Index (ECPI), an indicator of the average prices of energy exports in Trinidad and Tobago, declined 30.1 percent year-on-year during the first eight months of 2020. Additionally, the revised fiscal deficit for FY 2019/2020 is projected to be \$14.5 billion (8.8 percent of GDP) after an overall deficit was registered for the first nine months of the fiscal year (October 2019 - June 2020).

As a net exporter of petroleum products, its low electricity rates, and fuel subsidies mean that it has historically had few incentives to introduce and develop renewable energy and energy efficiency technologies. Economically, heavy subsidization of fuel and electricity means an uncompetitive environment for renewable energy technologies and a barrier for renewable energy market penetration due to the widespread availability of cheap fossil fuels. From 2006 until 2020, government-provided fuel subsidies have been provided at substantial fiscal cost, roughly 25 billion

TTD (3.6 billion USD) cumulatively^{xxviii}. The Government has combatted this weakness by removing all super and premium gasoline subsidies. In January 2021, subsidies on diesel were removed, leaving only subsidies on Liquefied Petroleum Gas (LPG). While there is a perception that fossil fuel subsidies benefit more vulnerable populations, in reality they tend to be contrary to the principles of a Just Transition as they tend to support status quo inequality. Ultimately these subsidies reinforce sectors that would have otherwise become non-competitive on their own and reinforce patterns of inequality.^{xxix}

The share of the non-fossil fuel sector in Trinidad and Tobago's overall GDP has declined over the past decade. Without a dynamic non-energy private sector, further declines in investment and employment will continue to trend, along with the Government's ability to earn non-energy revenue. The share of non-energy sectors in overall GDP has declined over the past decade, from 72 percent in 2001 to 62 percent in 2014, though it saw a slight increase to 65.1 in 2019.

There is an opportunity to convert industrial areas used by the oil and gas industry to the manufacturing of cleantech. This could be the case of large-scale manufacturing of solar panels due to inexpensive energy (compared to other islands in the region), well-established import/export practices, and an established industrial supply chain. This could include producing polysilicon, metallurgic silicon, float glass, and solar photovoltaics. CNG vehicles' conversions have somehow already capitalized from existing infrastructure and skills.^{xxx}

Access to credit is also limited for the non-energy sector, especially for SMEs. A consensus exists that access to financial benefits a firm's performance. Commercial banks have little appetite for risk and so primarily lend to energy-sector projects.^{xxxi} Along with this, greater regulation and transparency need to be established in the financial sector to create a stable enabling environment.

Absence of adequate legal and regulatory oversight for the financial sector and public services limits establishing a robust enabling environment. Greater transparency and accountability are needed for these institutions' operations, along with the need for public institutions to improve trust in the policymaking framework and thus be a more attractive destination for investment. In terms of the Corruption Perception Index, Trinidad and Tobago was ranked 101st in 2016 (out of 114 countries) by Transparency International, though it improved to 85th in 2019. Other international agencies, such as the Financial Action Task Force, have also observed insufficient enforcement of laws regarding money laundering and corruption.^{xxxii}

Trinidad and Tobago needs to continue the reforms to take full advantage of its renewable energy opportunities. These range from economic (competition from fossil fuels being subsidized by the Government), legal (weak legal framework and policy to encourage renewable development), financial (limited access to capital and lack of enabling financial environment, commercialization barriers, the high initial cost of renewable alternatives) and social (lack of education, will and awareness, lack of sufficient resource data).^{xxxiii}

Participation and governance dimension

The Industrial Relations Act regulates the process of collective bargaining, which takes place at the firm level and provides for the following measures: ensuring free collective bargaining between employers and workers, developing a peaceful and expeditious process for settling disputes, establishing an Industrial Court, guaranteeing the recognition and registration of trade unions, the

freedom to be represented by a trade union if desired, and ensuring that both employers and workers may take industrial action.^{xxxiv}

A recent example of the commitment made to build more resilient labour markets damaged by COVID-19 was seen at a dialogue between the Employers' Consultative Association (ECA), the National Trade Union Centre of Trinidad and Tobago (NATUC), and the Joint Trade Union Movement (JTUM) in September 2020. This initiative aimed to strengthen social dialogue between employers' and workers' organizations. The WEF's Global Competitive Index ranks Trinidad and Tobago in 141st place out of 141 countries on "Cooperation in labour-employer relations,"^{xxxv} which indicates room for improvement.

Key consultative bodies for the Just Transition include the National Tripartite Advisory Council (NTAC), which is chaired by the Minister of Planning of Development and operates as a high-level tripartite consultative group. Other consultative bodies include the ILO 144 Tripartite Committee, the Minimum Wages Board, the Industrial Relations Advisory Council, and the National Productivity Council.

The following sections highlight proposed elements for policy finalization against the background and situational analysis above described.

Justification for the Needed Action

The Paris Climate Agreement and the Sustainable Development Goals emphasize the urgency of a transition towards a low-carbon, sustainable future. Achieving Paris-aligned goals of reducing the global increase in temperature to below 2 °C or even 1.5 °C will require a transformation change of the economy. The Paris Agreement acknowledges the "need to take into account the imperatives of the Just Transition in the workforce for the creation of decent and quality employment in line with nationally defined development priorities." Four years later, the Silesian Declaration expanded upon this concept and included governmental commitments to include in their policies both social and labour aspects related to the decarbonization of the economy.

The low carbon emissions transition is expected to lead to structural changes in energy markets worldwide. Oil and gas exporting countries face several challenges, magnified now under the effects of COVID-19, linked to volatility in oil and gas prices and an overall decrease in demand. The COVID-19 pandemic may spur long-lasting changes that could accelerate a low-carbon energy system transition. As COVID-related safety measures continue to crimp economic activity, the weakening of fossil-fuel-based sectors, consumer behavior changes, and ongoing policy and technology changes could combine to deliver accelerated structural change to the global oil and gas sector.

Independent of the pandemic situation, the global trend towards decarbonization implies firstly a loss of revenues, essential for the functioning of the economy, and secondly, future difficulties in monetizing reserves. Hence, in the long-term, diversification of the economy and income sources remains the primary strategy. In a future outlook of the global transition to renewables, the transformational change needs to go beyond producing renewable energy for local demand.

In realizing this transformational process, a pivotal decision to be made is how to allocate scarce resources towards new sectors, including renewables, which may not generate the income that the oil and gas industry does. This transition entails extensive changes in the economy with implications for citizens' welfare and national income distribution.

The opportunity lies in the use of oil and gas revenues to expand parts of the productive economy, including other manufacturing industries, to increase the non-oil and gas portion of gross domestic product and, consequently, diversify the sources of governments' income and at the same time progressing towards a long-term low carbon economy.

This low carbon economy is to be realized through a national effort towards establishing a decarbonization pathway that leads to a net-zero emissions nation. This builds on the existing commitments towards the Paris Agreement goals and the specific targets reflected in Trinidad and Tobago NDC and Strategy for Reducing Carbon Emissions 2040. The social impacts of the transition must be addressed, and policies are to integrate critical components for a Just Transition.

A Just Transition provides substantial economic and social benefits, mitigating and preventing both social and economic disruption from a low-carbon transition, along with potentially creating new jobs and new types of sustainable work. However, achieving these benefits is contingent upon well-designed policy measures. This presents an opportunity to deliver a development that is both climate-resilient and inclusive.

Policy Context

At the international level, the Paris Agreement calls for 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." The Just Transition Declaration (Silesia Declaration) adopted during the 24th Conference of the Parties to the UNFCCC (COP24), stresses that a Just Transition and the creation of decent and quality jobs are crucial and underlines the employment opportunities that the transition to a low GHG emissions economy can eventually create. The concept of a Just Transition has also been adopted in various international agreements, including the UN Framework Convention on Climate Change (UNFCCC), the UN Sustainable Development Goals (SDGs), and international federations, such as the International Trade Union Confederation.

In 2015, the International Labour Organization (ILO) issued guidance defining Just Transitions and establishing the Just Transition Principles referred to in the Guiding Principles section below. This guidance stated that "a Just Transition for all towards an environmentally sustainable economy [...] needs to be well managed and contribute to the goals of decent work for all, social inclusion and the eradication of poverty."

The Sustainable Development Plan, Vision 2030, acts as the country's principal strategic planning document and provides an overarching socio-economic development framework to 2030. It reaffirms its goal to secure a more stable climate future, among other goals. The National Environmental Policy, first proposed in 2006 and was later revised in 2018, was the first document to provide an overarching framework for environmental management. Later in 2011, the National Climate Change Policy (NCCP) established the nation's objectives of reducing its GHG emissions, enhance carbon sinks, and build resilience and capacity through energy-efficient technologies. In 2015, Trinidad and Tobago's Carbon Reduction Strategy (CRS) 2040 proposes specific actions to reduce GHG emissions, mainly in the transport, energy, and industrial sectors, which is aligned with Trinidad and Tobago's NDC contribution to the Paris Agreement.

The NDC embodies its domestic efforts to mitigate and adapt to the impacts of climate change. It has committed to reducing overall emissions from its three main emitting sectors of power generation, transportation, and industrial sectors by 15% by 2030, conditional upon international financing, along with an unconditional commitment of reducing transportation emissions by 30% by 2030. This NDC is currently under revision to be submitted to UNFCCC.

The NDC implementation plan joins existing policies with mitigation actions to create supportive enabling conditions. Its objectives are to define which institutional arrangements are required to support the implementation of the NDC; identify activities that need to be taken to achieve the implementation of the NDC; develop a coherent implementation framework of the NDC in power generation, transport, and industry sectors (including sectoral plans); and identify sources of funding and MRV for the implementation of the NDC. Identified sectoral milestones are as follows:

- For the power generation sector, reviewing energy pricing and promoting energy efficiency and renewable energy, and developing a feed-in tariff to increase investment in the industry.
- For the transport sector, increasing its vehicle energy efficiency, fuel efficiency, and fuel switching while encouraging the reduction of private vehicle use.
- For the industry sector, promoting energy conservation and efficiency, along with fuel conservation.

Trinidad and Tobago has been working on several sectoral actions targeting its highest emitting sectors of power generation, transport, and industry, through promoting renewable energy (photovoltaic and wind) for the power sector, developing an integrated public transport section for the transport sector, reducing flaring and venting for the oil and gas sector, and financing incentives for emissions reductions in the petrochemical and heavy industry sector.

In 2021, the Government has announced the introduction of feed-in tariffs to encourage the switch to solar energy. This policy will also inform the necessary amendments to the Trinidad and Tobago Electricity Act and the Regulated Industries Commission (RIC) Act to allow smaller-scale renewable energy production by independent power producers to enter the grid.

Vision

Trinidad and Tobago's vision is to harmonize its climate, energy, and economic goals through a Just Transition to a low-carbon pathway to provide equal opportunity to all members of society. By making the low carbon transition fair, it addresses economic, social, and environmental goals along with Sustainable Development Goals. The low carbon transition must be inclusive and contribute to eradicating poverty, as climate change's physical risks disproportionately affect vulnerable populations.

Despite contributing less than 0,1% of global GHG emissions, Trinidad and Tobago recognizes the impact of climate change and has played an active role in the Paris Agreement in the LAC region. It has committed through a comprehensive policy framework to reduce its emissions in critical sectors of the economy, including transportation, energy, and the industry.

Trinidad and Tobago recognizes the need to diversify its economy amidst the global trend towards decarbonization if it wants to stay competitive in international markets. Opportunities are being created in new industries in the low-carbon transition, including new renewable energy and green

hydrogen opportunities, that the nation wants to capitalize on. As a consequence of this global decarbonization trend and the COVID-19 pandemic, a decrease in fossil fuel demand has negatively impacted revenues both in the public and private sectors. This has further highlighted the need for social protection for all society members.

As a result, this Just Transition Policy is meant to guide policymakers towards achieving the nation's goals of diversifying and transforming the economy. Doing so aims to ensure decent jobs, promote gender equality, support affected and vulnerable workers, and not leave anyone behind.

Goal

The Just Transition Policy's goal is to become a framework for Trinidad and Tobago to achieve its vision of harmonizing its climate, energy, and economic goals through a Just Transition to a low-carbon pathway. It will guide using governance instruments, strategies, and policies to provide a clear vision of what needs to be achieved in a Just Transition.

This process will also serve as a roadmap for Trinidad and Tobago to identify where new decent jobs can be created in the low carbon transition and capitalize upon opportunities presented by new industries. This involves providing the mechanisms to identify and reskill workers to those environmentally sustainable pathways while delivering improvements in job quality and incomes from existing industries. While the overall policy environment and goals need to be stable to reduce uncertainty for businesses and households, sectoral policies and actions should be flexible enough to adapt to changing conditions. Because the most effective and cheapest technologies could change over time, technology-neutral policy instruments have an advantage.

Just Transition's goals are to minimize adverse effects in the transition to a low-carbon economy and ensure that the benefits of a green transition are shared equally across all populations, including workers, individuals, and businesses. Environmental considerations, the effects of globalization on labour markets, and the implications of labour-saving technologies must be considered.

The provision of decent jobs is essential to the discourse on Just Transition. Trinidad and Tobago is committed to anticipate and plan strategies for creating new jobs, mitigating job losses that have already occurred, and plan for transitions and displacements, as well as involving workers by anticipating any employment shifts.

The policy should be reviewed and revised at regular five-year intervals.

Objectives

Based on the above, the following are the objectives for the Just Transition Policy, based on Trinidad and Tobago's situational analysis.

- Work towards a low carbon emissions development by implementing the NDC to the Paris Agreement and striving for higher ambition over time towards a Net Zero Emissions future.
- Support new low carbon industries, business models, and entrepreneurs.
- Encourage investment in low-carbon technologies and pathways that will benefit Trinidad and Tobago, in addition to strengthening financial frameworks and regulation.

- Develop and enhance existing support measures for affected workers, including infrastructure for training and reskilling on future low carbon job opportunities.
- Ensure new professionals and graduates are equipped with the education and skillsets needed for this low carbon economy.
- Ensure gender equality is upheld in the transition to new industries and sectors.
- Ensure low-income families, less favored groups of the society, and affected families for job losses are considered with designing sectoral actions and financial incentives mechanisms. Develop specific measures to support affected groups through the transition.
- Guarantee two-way dialogue and participation as a cornerstone by incorporating a Just Transition framework in all policy levels and all tripartite formal forums and groups.
- Reassess current subsidies and determine whether they are in need of reform to promote distributive fairness.

Guiding Principles

The transition towards a low carbon economy in Trinidad and Tobago embraces the ILO principles^{xxxvi}:

- Strong social consensus is needed.
- Policies respect, promote, and realize fundamental principles and rights at work.
- These policies integrate the gender dimension.
- Decent jobs are created.
- There is no "one size fits all."
- International cooperation drives the transition.
- Coherence across policies is essential.

Together with climate-related principles, these principles are proposed to be grouped according to the four dimensions Participation and Governance, Climate, Social, and Economic. ***Trinidad and Tobago Ten Guiding Principles for a Just Transition are:***

Participation and governance dimension

Due Participation Principle. To ensure a Just Transition, active dialogue with stakeholders is needed to harmonize policies, decreasing the risk of unintended negative consequences associated with individual policies. Institutional coherence ensures that these policies mutually support one another in achieving common aims, and a strong foundation of social dialogue ensures all voices are heard. Trinidad and Tobago will continue promoting social dialogue, including the effective exercise of the right to organize and bargain collectively.

Good Governance Principle. A comprehensive Just Transition Policy framework implementation requires the coordination of multiple Ministries and agencies.

Climate dimension

Climate Ambition Principle. Trinidad and Tobago strives to increase its climate ambition in each NDC revision and proposes comprehensive actions to achieve its international commitments. Its conditioned scenario recalls the ILO principle "International cooperation drives the transition."

NDC-SDG Alignment Principle. NDC proposed commitments shall contribute to Trinidad and Tobago's sustainable development and specifically to multiple SDGs, with particular attention to those related to the incorporation of ILO Just Transition Principles towards a low carbon economy. The ILO refers to this principle calling for "coherence across policies."

Social Dimension

Social Equity Principle. There is a distinct possibility that the most vulnerable groups, especially marginalized sectors of society, are at risk of being negatively impacted by the transition to a low carbon economy. This is articulated in the 2030 Agenda for Sustainable Development, including supporting women, youth and other persons, people with disabilities, and those in vulnerable situations. Transition policies shall meet equity goals that are part of the concept of Just Transition, rather than reinforcing existing inequalities such as the underrepresentation of women and other marginalized groups.

Decent Work Principle. Trinidad and Tobago embraces the principle of decent work as a critical component to ensure the development of our society. Participation in the job market is crucial to ensure no one is left behind. We will promote the creation of more decent jobs anticipating impacts on employment, providing adequate and sustainable social protection for job losses and displacement, encouraging skills development, and promoting social dialogue.

Gender Equality Principle. The gender dimension of climate change and the transition towards a low carbon emissions economy must be highlighted. The impacts of climate changes are different for women and men, with women likely to bear the more significant burden in poverty and unfair participation. Women's voices must be heard, and their priorities supported as part of this transition.

Economic dimension

Low carbon economy innovation support principle. Trinidad and Tobago should support green innovation, entrepreneurs, and clean industries to transform its economy towards a Net Zero long-term future pathway.

Clean investment enabling environment principle. Trinidad and Tobago should continue working towards the creation of an enabling environment that attracts private sector investment and fosters public-private cooperation in sectors that represent an opportunity towards a low carbon economy transition.

Towards a market price for fuel and electricity principle. The nation will continue to advance in pricing fuels and electricity in line with their actual production cost and market prices. Fossil fuel subsidies tend to be contrary to the principles of a Just Transition and the development of a green economy, as they do not help the poor and vulnerable and tend to support status quo inequality.

Policy Directives and Strategies

Given its specific national context, Trinidad and Tobago can focus on specific areas to design a Just Transition Policy and select the components of a Just Transition roadmap. The design of Just Transition's policy directives and strategies in Trinidad and Tobago stem from the findings of the

country's situational analysis and the conclusions of the Stakeholder Consultation. Taking these strengths into account can serve as a medium to capitalize upon potential opportunities. Weaknesses can also be minimized if identified and accounted for.

Many near-term actions are probably common to multiple policy pathways, making it possible for a country to take those actions without later regrets. By monitoring various social, economic, and physical indicators, decision-makers can know when to switch from one pathway to another.

The Trinidad and Tobago roadmap towards a Just Transition encompass a series of policy directives and strategies for implementation. It is envisaged that the implementation would be through the development of relevant strategies and action plans implementable over defined periods.

Ultimately, the broad factors that should form the Just Transition roadmap for Trinidad and Tobago are stakeholder engagement, proper governance, workers support, economic policy, and industry engagement. Specific policy directives and strategies originate from the Trinidad and Tobago Ten Guiding Principles for a Just Transition as follows:

Participation and governance Dimension

Institutional Framework

The implementation of this policy will require the involvement of all government ministries and agencies. The implementation of this policy shall be coordinated by the Multilateral Environmental Agreements Unit of the Ministry of Planning and Development and the Ministry of Labour. The Multilateral Environmental Agreements Unit of the Ministry of Planning and Development has primary responsibility for the implementation of the UNFCCC and the Paris Agreement as well as other multilateral environmental agreements to which Trinidad and Tobago is a signatory, and for which the Ministry is the National Focal Point. The participation of the Ministry of Labour is recognized as critically important and therefore:

1. Trinidad and Tobago will form a continuous coordinating arrangement between the Ministry of Planning and Development and the Ministry of Labour as one of the first coordination measures for policy implementation.

Cooperation of various government branches is necessary to build the necessary framework to implement a Just Transition, and Ministries communication should be aligned when delivering messages. Transparency and clear communication are essential for society to maintain trust in a government's vision and desire to contribute.

Integration

Coherent policies across the economic, environmental, social, education/training, and labour portfolios need to provide an enabling environment for enterprises, workers, investors, and consumers to embrace and drive the transition towards a low carbon emissions society in Trinidad and Tobago. The Government shall implement this policy by incorporating and integrating elements of this policy into existing and proposed sectoral policies, by revising relevant policies, and facilitating implementation through the drafting and amendment of relevant legislation.

The following actions will enable the integration:

2. Incorporate in the updated version of Vision 2030, as the overarching planning policy in the country, the concept and Guiding Principles for a Just Transition as defined in this policy document.
3. Require all climate and energy policies to assess their impacts on the Just Transition by analyzing how Trinidad and Tobago Ten Guiding Principles for a Just Transition, as outlined in the section above, have been taken into account in the policy design.
4. In public procurements, products and services providers that are aligned with a low-carbon environment and demonstrate the incorporation of Just Transition principles should be prioritized, such as workers reskilling towards a green economy, higher gender equality ratings.

Stakeholder engagement

To ensure a Just Transition, active dialogue with stakeholders is needed to harmonize policies, decreasing the risk of unintended negative consequences associated with individual policies. An institutional setting for social dialogue will be critical to promote discussion among trade unions, employers, environmental groups, and governments, along with communities and local groups. Trinidad and Tobago will:

5. Incorporate the Just Transition in the agenda of all relevant tripartite councils and boards, including the National Tripartite Advisory Council (NTAC) chaired by the Minister of Planning and Development, ILO 144 Tripartite Committee, the Minimum Wages Board, the Industrial Relations Advisory Council, and the National Productivity Council. Form working groups or subcommittees to ensure proper attention is paid to monitor progress and the future Just Transition Policy.
6. Create participatory platforms across the society to engage actors across a broad spectrum, including non-unionized and informal workers.

Societal Awareness

Community buy-in of the low carbon emissions transition is critical, as is encouraging the population of Trinidad and Tobago to take ownership of climate change. By providing those affected by the transition with resources and the ability to design a response to the challenges of the transition, more social support for change will take place. Social support will be fostered by:

7. Implementing campaigns to inform communities of the benefits of the transition to a low carbon economy that may imply the development of new sectors and activities away from the gas sector.
8. Promoting the participation of communities and neighborhoods in the design, ownership, and deployment of sustainability-related projects should be encouraged, which will spread risk, costs, and benefits across all sectors of the population.

Climate Dimension

Trinidad and Tobago's existing natural resources and existing infrastructure and manufacturing sector brings opportunities for deployment of renewable energy technologies and energy efficiency as drivers for mitigation action, in line with the policy framework already in place. This will be built upon the actions already under implementation in the transport sector.

Trinidad and Tobago will continue its active role in the context of the Paris Agreement by:

9. Striving towards a higher ambition in each of its NDCs, covering key sectors of the economy, including the transition towards a clean energy sector over time.
10. Advancing the execution of the NDC Implementation Plan in the context of the Strategy for Reduction of Carbon Emissions in Trinidad and Tobago, 2040.
11. Implementing actions to promote a cleaner electricity sector and further promote energy efficiency as a driver for mitigation actions and the creation of new services and jobs.

The close relationship between climate and development goals is reflected in the planning document Vision 2030; the alignment between these two areas will continue to be a priority, with particular attention to the integration of aspects related to SDG 5 gender equality; SDG 7 Affordable and Clean Energy; SDG 8 Decent Work and Economic Growth; SDG 9 Build Resilient Infrastructure, Promote Inclusive and Sustainable Industrialization and Foster Innovation; SDG 10 Reduce Inequalities; and SDG 13 Climate Action. Specifically, Trinidad and Tobago will:

12. Incorporate in all climate and energy policies and actions an analysis of alignment with SDGs, with particular attention to SDG 5, 7, 8, 9, 10, and 13 described above.

Social Dimension

Workers support

While the green transition will create jobs, they will not necessarily be the same as the jobs lost in the transition. Actions need to focus on minimizing job losses and improving workers' employability in at-risk sectors. Existing skills in fossil fuel-dependent industries are transferable and can be applied to new cleaner industries.

Specific policy directives and strategies include:

13. Improving the quality of data of jobs affected in the gas sector and other sectors of the economy building on the work initiated by the Ministry of Labour to develop a modernized labour market information system. This system should include mapping transferable skills to new sectors of the low carbon economy and identify job groups with more difficulties in adapting to new jobs.
14. Requiring all policies, plans, and sectoral actions towards a low carbon economy to incorporate a job impacts analysis developed with the participation of relevant stakeholders and the Ministry of Labour. This analysis also needs to identify proposed mitigation actions for jobs lost, so that affected workers are provided with a pathway through the transition.
15. Cooperating with workers representatives, corporate associations, sectoral chambers, and training institutions to develop a roadmap for reskilling workers in transition, including courses, in-jobs training, and revised training curriculums. This should pay special attention to young, retrenched workers in fossil fuel industries.
16. Prioritizing public employment projects aligned with the country's low carbon development priorities. Incorporate public projects procurement requirements that ensure workers affected by the Just Transition have priority access.

Well-designed social protection schemes, such as social security systems or public employment guarantees, are crucial for the Just Transition. Trinidad and Tobago will continue to support low-income families and workers affected by the transition by:

17. Establishing a compensation mechanism for workers close to the age of retirement in the gas sector who may find it difficult to be transferred to other sectors of the economy.
18. Improving the availability of information about support measures for those seeking help.
19. Ensuring any policy measures announced by the Government have the necessary supporting infrastructure to be operationalized.
20. Designing a mechanism to ensure workers support actions encourage individuals to start a process for reskilling and retraining specifically towards new sectors of the low carbon economy.

Trinidad and Tobago will create action plans for key sectors such as transportation, energy, and manufacturing, including technical and financial support for their implementation. Specifically:

21. Sectoral action plans will include active labour market policies to help companies and workers anticipate changes and strengthen employability by providing training and guidance.
22. The sectoral plans will support corporations, with a particular focus on SMEs, to understand the challenges of the Just Transition for their business models and activities, to develop company-specific reskilling programs, and to map new business opportunities.

Gender equality

Gender equality measures will be incorporated in any policy and action towards a low carbon transition, building on the process started by the National Policy on Gender and Development. Specifically:

23. A gender impact analysis will be included in any policy and sectoral plan related to the low carbon transition. This analysis will identify potential risks for gender inequality and proposed risk mitigation actions. This should include requirements for periodic updates.

Education towards a low carbon economy

Education is crucial in ensuring businesses have access to skilled graduates and workers for the low-carbon economy. The training and education programs in the nation should encourage workers to develop skills or reskill for a change of career in the low-carbon economy. For first-time university students, careers in sustainable fields should be encouraged, with degrees offered and career pathways developed. For those wishing to reskill or develop new skills, perhaps in a different sector, mechanisms to set up new skills, easily reskill, or upgrade their skills, should be provided.

Trinidad and Tobago will ensure graduates and workers are equipped for the new low carbon economy jobs opportunities. At the same time, it will ensure corporations have access to a skilled workforce. In addition to strategic action 15, specific strategies and activities include:

24. Formally mapping and assessing what skills will be needed in future roles based on the to be developed sectoral scenarios as per strategic action 27 below.
25. Develop active measures to support education institutions to adapt their curriculum to anticipate future needs.
26. Design an information campaign for future university students and young professionals to ensure they understand the opportunities brought by a career in the low emissions sectors of the economy.

Economic Dimension

Sectoral Analysis

Acknowledging that the transition towards low carbon economies is anything but a unique path to be followed, it is recommendable to exercise a scenario analysis to identify as many pathways as possible towards decarbonization. Understanding potential impacts in jobs, the less favored ones, and the economy by the transition to a low carbon economy is critical to be able to plan for a Just Transition and anticipate negative impacts.

Trinidad and Tobago will:

27. Perform sectoral impact assessments to understand potential negative impacts better and anticipate social protection and security measures, as well as training and skill development active policies. This requires analyzing sectoral employment trends, key drivers of change, and multiple possible sectoral development scenarios. This will prioritize sectors that are key to the country's low carbon transition, sectors preferred by stakeholders, those that show a potential for high impact in the labour market, and sectors that show potential for improving living standards.

Incentives

Macro-economic policies addressed in Vision 2030 include promoting fiscal transparency and creating a fiscal policy strategy based on existing rules for budget and expenditure as well as fiscal responsibility law and modern financial management systems.

Trinidad and Tobago commits prioritizing incentives for the private sector to lead the Just Transition. At the same time, existing disincentives are to be removed. This will redirect investments away from fossil fuels and towards energy efficiency, renewable energy sources, clean transport, sustainable manufacturing, energy storage, innovative technologies, and other sectors of the economy that can support our transition towards a cleaner future. Specific policy directives and strategies include:

28. Creation, with the assistance of international financial institutions, of a de-risking facility for investments in i) clean energy generation projects and ii) new industries promoting Trinidad and Tobago as a sustainable industrial center for clean energy equipment manufacturing.
29. Reform, to ensure it is fully operational, existing energy efficiency and renewable energy tax incentives schemes.
30. Establish a new tax incentive for the reconversion of existing industrial zones to establish sustainability-focused industrial and services businesses.

Redirecting investments and eliminating fossil fuel subsidies is necessary to meet the targets of the Paris Agreement and ensure existing subsidies money is better used towards the diversification of the economy and the support to the vulnerable ones. A comprehensive fossil fuel subsidy reform should be revenue-neutral for the Government, which means that any collected money has to be put in other programs direct compensating low-income sectors such as focused tax reduction, among others, and have to be planned to occur in a phased approach allowing companies that take action now would be benefited in the future.

31. Create a multi ministerial working group for approving a roadmap for the elimination of electricity generation and demand subsidies, continuing the process we have imitated for

eliminating transport fuels subsidies. This roadmap should include an assessment of how to eliminate fossil fuel subsidies fairly and, at the same time, a national plan to mitigate the costs this would impose on the most vulnerable households

Promoting low carbon innovative industries

Aside from the energy sector, Trinidad and Tobago also supplies manufactured goods, mainly food and beverages, and cement to the Caribbean region and has a growing services industry.^{xxxvii} Therefore, an organized, cross-sectoral approach would see co-benefits of mitigation action and integrate adaptation into national planning so that new sectoral opportunities emerge, diversifying from the gas industry and increasing the investment and development of resilient infrastructure and communities.

Trinidad and Tobago will promote low carbon innovative industries by

32. Designing innovation and entrepreneurs support programs, including training, mentoring, and seed investment options, to implement low carbon emissions new activities. Special attention will be paid to initiatives by retrenched workers, women, and young professionals.
33. Promoting industrial initiatives towards a low carbon development, including green hydrogen, and a particular focus on industries manufacturing sustainable products to be exported.
34. Anticipate the reconversion of underused industrial areas for the implementation of sustainability-related industries and service corporations.

Accountability

The above Policy Directives and Strategies articulate the roadmap for the transformation of the Trinidad and Tobago economy towards a low emissions economy that is inclusive and is based on the Trinidad and Tobago Ten Guiding Principles for a Just Transition. As mentioned above. It is envisaged that the implementation would be through the development of relevant strategies and action plans implementable over defined time periods.

The proposed coordinating arrangements between the Ministry of Planning and Development and the Ministry of Labour will coordinate implementation, self-evaluation, and reporting. Integration of the views of all relevant tripartite councils and boards and participatory platforms across the society is critical to ensure progress is monitored.

The Just Transition Policy serves as a comprehensive framework that articulates Trinidad and Tobago's Ten Guiding Principles for a Just Transition and a roadmap of specific Policies Directives and Strategies. This framework will be revised every five (5) years with public review to determine its overall effectiveness in achieving its vision, goal, and objectives and update the policy based on findings of the review while simultaneously incorporating new scientific data.

The following indicators are proposed as inputs to monitor progress:

Dimension	Proposed Indicator	Notes
Participation and governance	Ministry of Planning and Development and the Ministry of Labour coordinating arrangement formed and operational	The coordinating arrangement has an active role in coordinating implementation, self-evaluation, and reporting.
	Tripartite boards, stakeholders' groups, and society participatory platforms are continuously invited to provide inputs to the planning and operationalization of the Policy.	
	Climate, energy, and industry policies incorporate an analysis of the Just Transition impact.	
	Society awareness on the need of transforming our economy to ensure we build a pathway to a Net Zero emissions society.	Results of polls and society participation platform inputs.
Climate	Rating on the level of NDC ambition by third parties.	As provided by i) CAT – Climate Action Tracker, (ii) Climate Change Performance Index of Germanwatch & CAN Europe, and/or (iii) CCPI Climate Performance Ranking of Climate Transparency.
	Evolution of per capita GHG emissions both total and consumption-based.	Annual consumption-based emissions are domestic emissions adjusted for trade.
Social	Number of Government and sectoral institutions led programs for reskilling fossil fuels workers	
	Evolution of graduates in sustainability-related studies	
	Trinidad and Tobago's ranking in the Human Development Index	The reference value from UNDP 2019 Human Development Report is 0.799
	ITUC Global Rights Index	Indicates the general status of labour rights and its proportion of precarious jobs.

	GINI Index	The family income distribution is used as a measure of social equity.
	Gender Inequality Index	Reference values: 2018 Gender Development Index 1.002 2018 Gender Inequality Index was 0.323
Economic	Evolution of annual budget for energy subsidies.	
	Evolution of percentage of GDP that is non-fossil fuel sector	share of the non-fossil fuel sector in overall GDP reference value for 2019 65.1
	Evolution of exports not related to fossil fuel industries	
	Job gains and losses related to the energy transition	International Energy Agency (IEA) and/or IRENA and/or OLADE calculations
	The trend of investment in non-fossil fuel related industries	
	The number of sustainability-focused local entrepreneurship initiatives supported by venture capital and seed investments with revenues above 100 million USD. Trend in revenues	

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