

Toolkit for assessing effective Territorial Just Transition Plans: ANNEX

Indicators for assessment

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How the indicators work

For each indicator, one of 3 responses can be selected. These responses are listed under the 'result' column and in turn these each correspond to a traffic light rating. A red rating for an indicator equates to a score of 0, while amber is 1 and green is 2. The higher the overall score for a plan, the better the potential of the plan to deliver a just transition.

For each principle, the overall traffic light rating can be identified. No principle can be rated green if any of its indicators are red. If no indicator for a principle is red, it will receive an amber rating if less than 50% of indicators are green. 50% or more green indicators and no reds for a principle will therefore mean the principle is rated green. On the other hand, if there are red-rated indicators for a principle, it is rated amber if the majority of indicators are amber. However, if 50% or more indicators are red, the overall rating for that principle is red.

In turn, the overall plan can be assessed. The plan cannot be rated green if any principle is red. If no principle is rated red and 50% or more principles are green, then the plan is rated green, otherwise it is rated amber. On the other hand, if there are red-rated principles red but the majority of principles are amber the plan is rated amber. If a 50% or more principles are rated red, the overall pan is rated red.

A red rated plan should be rejected by the Commission until serious changes are made. An amber rated plan should be revised to move as many indicators as possible to green and to remove any red indicators. A green-rated plan is in a good state and can be approved, but measures should be taken to address issues raised by amber-rated indicators.

Table of indicators

Indicators	Rating	Result ²
		The TJTP

Principle 1 Makes a strong and decisive commitment to the Paris Agreement and EU climate objectives

Alignment with the commitment to cut GHG emissions quickly		Indicates a commitment to reduce GHG emissions but by < 55% emissions reduction versus 1990 levels by 2030 OR
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Find me: Section 1.1 Outline of the expected transition process		it does not indicate a need to reduce emissions at all
		Indicates a commitment to at least a 55% GHG emissions reduction versus 1990 level by 2030 at regional or national level
	R	Indicates a commitment to at least a 65% GHG emissions reduction in the region by 2030 at regional or national level
	Additional green account the update	flag: the plan will be revised to take into ed EU 2030 target
	_	flag: greenhouse gas emissions reduction of selection criteria or specific results indicators
1.2 Proposals to increase renewable energy in the region		Does not recognise the opportunities to increase renewable energy use in the region or nationally
		Recognises the opportunities to increase renewable energy in the region or nationally, but no specific actions, projects or targets are proposed
		Recognises the opportunities to increase renewable energy in the region and specific actions, projects or targets are proposed
1.3 Proposals to increase energy efficiency in the region		Does not recognise the opportunities to increase energy efficiency or reduce energy use in the region

	Recognises the opportunities to increase energy efficiency or reduce energy use in the region, but no specific actions, projects or targets are proposed
(ck)	Recognises the opportunities to increase energy efficiency or reduce energy use in the region and specific actions, projects or targets are proposed
_	flag: Energy efficiency indicators are c project/programme results indicators
_	flag: 'energy efficiency first' is outlined as elevant project selection criteria

Principle 2
Does not lead to prolonged fossil fuel use or promote false solutions to the transition to climate neutrality. As a guide, coal should be phased out by 2030.

2.1 Fossil fuel subsidy cessation		Does not propose to phase out fossil fuel subsidies, nor commit to review their existence, or even proposes to introduce new or increase existing ones
		Proposes to phase out fossil fuel subsidies but over an undefined time, or after 2025
	(R	Identifies all existing fossil fuel subsidies, or proposes to review them, and sets out how it will phase them out by or before 2025
	Amber flag: fossil	fuel subsidies are not discussed

2.2 Phase-out of coal, peat and oil shale Find me: Section 1.1 Outline of the expected transition process (and also section 2.4)		Includes no phase-out plan
		Includes a phase-out plan or phase out is implied (the fossil fuel is recognised as in terminal decline), but the end date is after 2030 or is undefined
	(R)	Includes a full phase-out plan or phase out is implied in the territory by 2030
2.3 Phase-out of fossil gas infrastructure Find me: Section 1.1 Outline of the expected transition process (and also section 2.4)		Includes no fossil gas infrastructure phase-out plan, or it even plans an increase in gas infrastructure. N.B. Caution should be given to claims that new fossil gas infrastructure can be Hydrogen-compatible. Such infrastructure should as minimum not serve residential (low grade) heating or power applications due to the limited availability of renewable Hydrogen. Otherwise it should be considered fossil gas infrastructure only.
		Includes a fossil gas infrastructure phase-out plan or implies a phase out, but the date is after 2035 or is undefined N.B. Caution should be given to claims new fossil gas infrastructure can be Hydrogen-compatible. Such infrastructure should as minimum not serve residential (low grade) heating or power applications due to the limited availability of renewable Hydrogen. Otherwise it should be considered fossil gas infrastructure only



Includes a complete phase-out of fossil gas infrastructure plan, or fossil gas phase out is implied by 2035

Principle 3 Aims for sustainable economic diversification

3.1 Encouragement of sustainable economic diversification on the basis of objective analysis of the strengths, potential and opportunities of each region concerned		Does not promote economic diversification, or promotes the ongoing support of incumbent, dominant industries only, including through a dominance of coal to biomass or waste burning conversions
		Promotes economic diversification, but there is no consideration of the need for new industries to be sustainable
	CIR	Promotes economic diversification, and explicitly recognises (e.g. in the assessment of the transition challenges) that all sectors of the economy must become sustainable.
		Measures to ensure that all new sectors are - and all existing sectors will become - sustainable would, in an ideal plan, be practically executed: for example, by requiring sustainability tests for businesses who receive support for productive investments
3.2 Support for investment in SMEs and start-ups Find me: likely to be located in the Programme-specific output or result		Fails to recognise the importance of SMEs or start-ups and foresees little to no support for them. Focuses on attracting big new industries to directly replace declining fossil fuel industries

indicators (2.5), support to large companies (2.4), Development needs and objectives by 2030 in view of reaching climate neutrality (2.2) or in the Assessment of the economic, social and territorial impact of the transition to a climate-neutral economy (2.1)		Recognises the value of SMEs and start- ups for economic diversification, but does not set out clearly how it will provide support to develop and incentivise them
		Recognises the value of SMEs and start- ups and sets out a clear plan for their support and incentivisation e.g. through dedicated incubators
	(programme specif success in support Additional red flat unjustified support	flag: includes indicators in section 2.5 ic indicators) to measure support to, or ing, SMEs and start-ups. g: TJTP plans to provide excessive or to large enterprises, particularly from the
	Just Transition Fur	nd
3.3 Investment planning consistency with NECP Find me: likely to be located in the		Provides no link to - or indication of need for consistency with - the NECP
project selection criteria (2.4) or in (1.1)		Indicates a link to and a need for consistency with the NECP, but does not clearly link investments for sustainable economic diversification and decent job creation to it
		Indicates a link to and a need for consistency with the NECP. Provides a clear prioritisation of funding and investment needs into different sectors, labour market adjustments and for relevant reskilling and upskilling in line with - or going further than - the most up to date NECP for sustainable economic diversification and to create decent, sustainable and resilient jobs

Principle 4 Addresses social inequalities and improves interregional solidarity

4.1 Equality of opportunity and employment support Find me: likely to be located in the		Does not foresee or prioritise any measures to address, or indicators to measure, equality of opportunity effects
types of operation envisaged (2.4) or programme-specific output or result indicators		Prioritises employment support and job search assistance, but only for workers directly losing their jobs as a result of the transition N.B this is likely to be expressed, if included, as part of the project selection criteria (section 2.4)
	(dk)	Prioritises employment support and job search assistance for workers directly losing their jobs as a result of the transition, but also any other worker groups who may be indirectly affected, including those who may be indirectly affected.
		An ideal plan should place particular emphasis on addressing opportunity and employment support access issues for vulnerable or at risk groups, including but not limited to those who have already lost their jobs, workers in associated industries and women.
		N.B this is likely to be expressed, if included, as part of the project selection criteria (section 2.4)

4.2 Identification of upskilling, reskilling and education gaps at regional level Find me: likely to be in section 2.1 assessment of the economic, social and territorial impact of the transition to a climate-neutral economy or 2.2 development needs and objectives by 2030 in view of reaching climate neutrality		Does not identify skills, training and education gaps at regional level or does so in an incomplete or unjustified way. It may also focus only on gaps at the national level.
		Identifies some of the existing and future skills, training and education gaps at regional level on the basis of objective and quality skills forecasts, or sets out a process to identify them - but focuses on a limited range of sectors or only on workers directly affected by the transition or who have already lost their jobs
	(R)	Identifies the existing and future skills, training and education gaps for all workers and sectors, including future generations, at regional level on the basis of objective and quality skills forecasts or clearly sets out a process to identify them
4.3 Measures to address upskilling, reskilling and education gaps at regional level		Does not identify any actions or funnel investments for relevant reskilling and upskilling of workers
Find me: likely to be located in the types of operation envisaged (2.4) or assessment of the economic, social and territorial impact of the transition to a climate-neutral economy (2.1)		Foresees only insignificant or non- specific actions and investments to address these gaps and ensure sufficient and decent, sustainable and resilient jobs, or focuses only on reskilling workers directly affected by the transition

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		Foresees targeted investments sufficient to remedy these gaps and create decent, sustainable and resilient jobs for all current (and future) workers in the region
	_	flag: Includes indicators to measure the urses or training (section 2.5)
4.4 Inclusion of measures and indicators to ensure the quality of new jobs <u>Find me:</u> likely to be located in programme-specific output or result		does not consider the quality of new jobs or include measures to address the issue
indicators (2.5) or types of operations envisaged (2.4)		recognises the risk that new jobs created don't offer the same quality or wages as jobs in declining industries, but doesn't consider all factors of decent work, such as access to collective bargaining, or safe, healthy working conditions and reasonable working hours
	CR	Recognises that new jobs created by the transition should represent decent work, meaning they provide an equivalent or higher wage than existing jobs, provide access to collective bargaining and ensure safe, healthy working conditions and reasonable working hours. It foresees measures to address these issues
		flag: the plan includes indicators on the created (section 2.5)
4.5 Measures to address existing and potential inequalities		Does not consider social protection and inclusion measures or indicators, even if inequalities are recognised

Find me: likely to be located in types of operations envisaged (2.4) or programme-specific output or result indicators (2.5)		recognises some inequalities and identifies some measures to address those arising from the transition, such as a minimum income support, energy poverty reduction or early pensions. But the TJTP does not consider all existing inequalities or address all inequalities identified that may arise with planned measures
		Identifies measures to address inequality arising from the transition, such as introducing a minimum income, energy poverty reduction or early pensions. It also considers existing inequalities and measures to address them
	assess the impacts	flag: the plan includes indicators to s of the TJTP on inequality, such as GINI pay gaps and energy poverty measures
4.6 Quality of life		Does not consider the impact of the transition on quality of life or makes only passive mention to some issues, such as air quality improvements
		Identifies the potential changes to quality of life arising from the transition and includes some targeted measures to address residual negative factors, such as air and water quality issues.
	(class)	Identifies the potential changes to quality of life arising from the transition and includes measures to address both residual negative factors, such as air and water quality issues and identifies proactive measures to improve quality of

		life, such as creation of recreation spaces and addressing corruption.
	_	flag: includes indicators to assess change project selection criteria to prioritise quality ts
4.7 Justification for target regions (particularly beyond those outlined in Annex D of the Country Reports) receiving support		Does not justify why certain regions, should receive support, or does so only with superficial or subjective data
Find me: likely to be found in "identifying the territories expected to be the most negatively affected" (1.2), but also cross-check against "types of operations envisaged" (2.4)		Justifies why certain regions should receive support with reference to the underlying economic and employment impacts arising from the transition but does not justify why on the basis of objective criteria or comparative data.
	de la constant de la	Justifies why certain regions should receive support with reference to the underlying economic and employment impacts arising from the transition and uses objective criteria or comparative data. This may be included via the creation of an index.
4.8 Gender equality and women's rights		Fails to recognise the importance of supporting gender equality in the just transition plan
		Makes reference to the importance of supporting gender equality but does not propose any dedicated activities or priorities to achieve this
	(k)	Includes provisions to actively support gender equality, including equality of

opportunity for women and the inclusion of women in the labour market

Principle 5a Implements the 'do no harm' principle across all EU objectives and values

5.1 Exclusion of investment in measures which would harm EU climate and biodiversity objectives

<u>Find me:</u> likely to be in section 2.4 types of activities envisaged (possibly in the project selection criteria)



Includes activities which would negatively impact environmental and biodiversity indicators relating to:

- Biodiversity
- Air pollution
- Accessible greenspace (landtake)
- Water quality

And/Or

Includes significantly harmful activities as defined by the EU Taxonomy or as evaluated against an equivalent measurable sustainability principle such as the emission performance limit set by the EIB energy lending policy criteria



Includes no investments which would negatively impact environmental and biodiversity indicators relating to:

- Biodiversity
- Air pollution
- Accessible greenspace (landtake)
- Water quality

Nor does it include significantly harmful activities as defined by the EU Taxonomy or which would lead to unsustainable use of natural resources or which would lead to ecosystem harm

	However, no exclusion list is defined by the plan.
	Includes no activities which would negatively impact environmental and biodiversity indicators relating to: - Biodiversity - Air pollution - Accessible greenspace (landtake) - Water quality And does not include significantly harmful activities as defined by the EU Taxonomy or which would lead to unsustainable use of natural resources or which would lead to ecosystem harm And includes a comprehensive exclusion list to prevent harmful activities, or defines a measurable sustainability principle or makes provision for the EU Taxonomy to apply to all investments
5.2 Exclusion of new fossil fuel infrastructure investment	Foresees investment in new fossil fuel infrastructure, including for example for power generation, heating, fossil fuel-based chemicals manufacture or aviation capacity. A red rating should also be given in cases where the TJTP foresees investments which would prolong the life of existing fossil-based infrastructure, for example retrofits in existing EU ETS installations
	Foresees investments in infrastructure which could indirectly lead to greater greenhouse gas emissions and fossil fuel-based activities, such as motorways (especially if alternatives such as rail travel have not been explored) and

	internal combustion engine manufacturing facilities
dk	Foresees no new investments in fossil fuel-based infrastructure or linked infrastructure
_	igh information, but no explicit exclusion of ents (should also skip the question)

Principle 5b Strives to improve biodiversity, environment and social indicators

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5.3 Environmental quality and biodiversity of the regions concerned		Does not foresee actions or possible activities which would improve any biodiversity or environmental indicators relating to: - Biodiversity - Air pollution - Accessible greenspace (landtake) - Water quality
		Identifies actions or possible activities to improve some biodiversity and environmental indicators. These activities and actions cover at least one of the following categories: - Biodiversity - Air pollution - Accessible greenspace (landtake) - Water quality
		Identifies actions or activities to improve a wide range of environment and biodiversity indicators in the regions concerned. It includes, as a minimum,

		actions or activities relating to at least 3 of the following categories: - Biodiversity - Air pollution - Accessible greenspace (landtake) - Water quality In some plans, activities or actions promoting improvements to environment and biodiversity indicators may be encouraged or supported by project selection criteria, rather than specific proposed activities.
	Additional green biodiversity or envi	flag: includes indicators to measure ronmental quality
5.4 Circular economy, waste reduction and greenhouse gas emissions reduction		Includes investment in waste incineration or new landfill capacity
		Foresees no new investment in waste incineration or landfill capacity However, neither does it include measures for increasing economy circularity or to reduce waste,
		No new investment in waste incineration or landfill capacity is foreseen. And Includes new activities which would favour a circular, rather than a linear economy and which will not increase greenhouse gas emissions. No new

	investment in waste incineration or
	landfill capacity is foreseen.

Principle 6 Respects the Polluter Pays Principle

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6.1 Respect for the Polluter Pays Principle Find me: section 2.4 and section 2.1 or 2.2		The TJTP does not identify the entities responsible for existing environmental damage which could impede future investment and achievement of environmental objectives. And/Or The TJTP recommends to use JTF resources to pay for land restoration without an analysis - or commitment to an analysis - of the possibility and applicability of the Polluter Pays Principle.
		The TJTP identifies - or commits to identify - the entities responsible for existing environmental damage which could impede future investment and achievement of environmental objectives, but does not establish how the Polluter Pays Principle will be respected when making investment decisions.
	(R)	The TJTP identifies - or commits to identify - the entities responsible for existing environmental damage which could impede future investment and achievement of environmental objectives, and sets out clearly how the Polluter Pays Principle will be respected when making investment decisions.

Additional red flag: the TJTP contravenes the Principle by prioritising energy transition investments in companies with grants from the just transition fund, without clear justification of why the companies cannot cover these costs by alternate means

Principle 7 Identifies complementarities and coordinates with various other sources of funding

7.1 The TJTP identifies other public funding sources to help finance the activities necessary for the Just Transition	Relies on the just transition mechanism only to deliver the just transition: The Just Transition Fund and the Pillar III of the Just Transition Mechanism are the sole sources of public finance identified for the activities and the investments outlined in the TJTP
	Relies on EU funds only to deliver the just transition: only EU sources of public funding other than the Just Transition Fund and the Pillar III of the Just Transition Mechanism are identified AND/OR there is no clear targeting of funds for the most appropriate activities or to address funding gaps
	Identifies EU funds and national public funds to support the just transition: other sources of public funding than the Just Transition Fund and the Pillar III of the Just Transition Mechanism are identified, including national sources. Funding sources are targeted to the most appropriate activities or to address funding gaps
7.2 The TJTP identifies other private funding sources to help finance the	Private funding sources are not identified and public funding appears to be the sole source of funding identified for the

activities necessary for the Just transition		activities and the investments outlined in the TJTP
		Private funding sources are identified alongside public funding sources, with an indication of how private funds may be leveraged, mainly or exclusively relying on Pillar II of the Just Transition Mechanism
	dk	Private funding sources are identified alongside public funding sources, with an indication of how private funds may be leveraged using a variety of mechanisms.

Principle 8

Is developed through a process which generates meaningful partnerships to engage all stakeholders in an open, inclusive and ongoing process, especially at local level. Social dialogue and collective bargaining should be central pillars of the transition when it comes to the labour market and enterprises.

8.1 Transparency in processes of development, implementation, monitoring and evaluation	Lacks detail on the coordination body is lacking, as is detail on membership requirements and composition is unclear. And
	No commitment to transparency is made and no mention of how, when and where relevant documents and information on process should be published
	Establishes a coordination body but membership of the coordination body requirements and composition may be unclear. And

	Details on procedures are vague without transparency on timing and schedules for such meetings, or on how, when or where information on process and relevant documents will be published in an accessible place. Alternatively the majority of information must be directly requested from the institution responsible rather than openly available
	Establishes a coordination body. Requirements for membership of the coordination body and composition of the membership body are clearly presented.
	Detailed information on meeting timing and regularity are provided, as well as detailed information on how, when and where relevant documents and information on process will be published in an accessible place, ideally including online tools.
8.2 Identification of stakeholders and defining their roles	Does not identify stakeholders, their roles and status in the process Or
	It includes an incomplete identification of stakeholders, missing key groups and which is inconsistent with the comprehensive list identified in Article 3 of the European Code of Conduct on Partnership, even if roles and status of the stakeholders identified in the process are indicated
	Includes a comprehensive identification of stakeholders, including key groups, but no indication of or justification for their roles and status in the process

	T	,
	(R)	Clearly identifies stakeholders to be involved in the process, consistent with the groups identified in Article 3 of the European Code of Conduct on Partnership and clearly justifies and defines their roles and status in the process
8.3 Provisions to enable and ensure effective public participation in the design, monitoring and implementation of plans		No detail on stakeholder engagement plans and no detail on how stakeholder views and consultation inputs were - or will be - integrated into the final plan
		Limited detail on how stakeholder views and consultation inputs were integrated into the final plan, or how they will be (beyond a commitment to a consultation, for example). Detail on stakeholder engagement plans for the preparation, implementation, monitoring and evaluation of the TJTP is also limited.
	Ck	Concrete detail on stakeholder engagement plans (e.g. meeting and consultation schedules and arrangements), as well as provisions to address stakeholder capacity-building needs And
		The TJTP includes sufficient details on how stakeholders have or will be involved in the preparation, implementation, monitoring and evaluation of the TJTP and how their views and inputs were integrated into the final plan
		flag: the plan recognises the need to uilding of some stakeholders to enhance

8.4 Sufficiency of time and resources provided at each stage to ensure meaningful participation is carried out	The TJTP is prepared without consultation Or Consultation and engagement of all stakeholders only occurs when options have been limited or a near-final TJTP is prepared
	Consultation and engagement of all stakeholders while all options are open is provided for, but the period of consultation and engagement is launched with less than 4 weeks prior notice
	And/Or The period for consultation and engagement lasts for less than 12 weeks And/Or There is less than 4 weeks to comment on the final draft And/Or
	Not all relevant stakeholders have been given the opportunity to participate in a public consultation.
	Consultation and engagement of all relevant stakeholders while all options are open is provided for, the period of consultation and engagement is launched with at least 4 weeks prior notice, the period for consultation and engagement lasts for at least 12 weeks and there are at least 4 weeks to comment on the final draft

	Amber flag: too early to say/ don't know (automatic orange rating)	
8.5 The transition of the regional labour market is supported by the explicit inclusion of frameworks for social dialogue and collective bargaining in the development and implementation of the plan		Social dialogue is not a part of the planning process, or is mentioned only passively. Labour unions and social partners have not been engaged in social dialogue during the development of the TJTP.
		Tripartite social dialogue is part of the planning process. At least some labour unions and social partners have been engaged in social dialogue during the development of the TJTP. Social dialogue is conducted to address the impacts of the transition on sectors which are phasing out and transforming, but not necessarily for emerging sectors.
		Tripartite social dialogue is an integral part of the planning process. All labour unions and social partners have been engaged in social dialogue during the development of the TJTP and there is commitment and a defined framework to continue these processes during implementation of the plan. Social dialogue is conducted to address the impacts of the transition on sectors which are phasing out and transforming, as well as emerging sectors.
	_	flag: The importance of collective as rights and protections at work, is sectors.

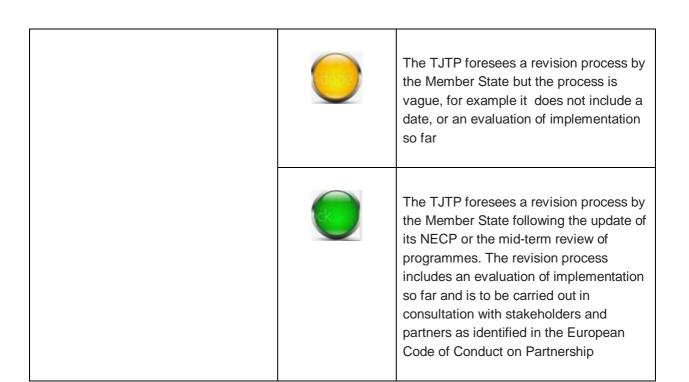
Principle 9
Takes a place-based approach to each region within the wider national and European context

9.1 Identification and an inclusion of NUTS 3 level region specific addresses measures		Does not identify NUTS 3 regions which will require target action and focuses only on general indicators and measures, or focuses only on the national level
		Identifies NUTS 3 regions which will require targeted action, but fails to identify measures for the specific NUTS 3 level regions concerned, focusing only on general or national-level measures
	(I)	Identifies NUTS 3 regions which will require targeted action and prioritises measures for the specific NUTS 3 regions concerned
9.2 Community engagement		Does not mention or take into account the need to engage and inform the local community about the TJTPs
		Notes the need for community engagement and acknowledges existing or planned community initiatives, but does not indicate how these will be integrated into the TJTP or how the community will be engaged and informed
		Takes into account the need for community engagement, indicates how existing and planned community initiatives may be integrated into the TJTP and makes clear provision to engage and inform the local community

Principle 10

Uses high-quality, independent and objective analysis of the challenges and opportunities

10.1 Quality, objectivity and appropriateness of indicators to monitor and evaluate plans N.B. This is likely to be a subjective assessment for the reviewer	The indicators included in the TJTP are focus on national-level goals such as economic growth only And/or The indicators are inappropriate to, or contradict the goals of the fund to address the socioeconomic challenges arising from the transition to climate neutrality
	The indicators included in the TJTP are focused at the regional level and are appropriate to the goals of the fund to address the socioeconomic challenges arising from the transition to climate neutrality, but do not cover all aspects of the just transition, focusing for example on the energy transition only
	The indicators included in the TJTP are focused at the regional level and are appropriate to the goals of the fund to address the socioeconomic challenges arising from the transition to climate neutrality and they are comprehensive, encompassing both quantitative and qualitative measures
10.2 Opportunity to revise the TJTP during the implementation phase based on a review process	The TJTP does not foresee a revision process even to remedy poor performances or ensure consistency with a revised NECP



For more information

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Working to sustain the natural world for the benefit of people and wildlife.