



**EMPLOYERS'
FEDERATION
OF PAKISTAN**
The Apex Body of Employers

**Pakistan Tripartite
Alliance for
Just Transition**



**International
Labour
Organization**

socioux+
EU Expertise on Social Protection,
Labour and Employment

Strengthening Social Dialogue on Just Transition and Climate Action

Pakistan Peer-to-Peer
Cooperation Experience

Founding Partners

Employers' Federation of Pakistan

International Labour Organization

SOCIEUX+

UNITING VOICES TO SHAPE PAKISTAN'S JUST TRANSITION

The Pakistan Tripartite Alliance for Just Transition (PTA-JT) represents Pakistan's first institutionalized national platform bringing together government, employers, workers, civil society and international partners to advance a fair, inclusive and implementation-oriented Just Transition framework.

A Steering Committee was constituted to provide strategic direction, ensure effective governance, and guide the implementation of PTA-JT objectives.

The first Steering Committee meeting, convened in Karachi on 27 January 2026, marked a significant milestone in operationalizing this platform. The Committee endorsed a sectoral implementation approach and agreed to prioritize two high-impact sectors — Textiles (including agriculture and cotton supply chains) and Construction — as entry points for early action.

This briefing summarizes the structured process led by the Employers' Federation of Pakistan, including key preparatory activities and implementation progress, the formal establishment of the Pakistan Tripartite Alliance for Just Transition, and the strategic discussions and decisions adopted by the Steering Committee.

Laying the Foundation

The Employers' Federation of Pakistan (EFP), in partnership with the International Labour Organization (ILO) and SOCIEUX+, initiated a structured national process to institutionalize social dialogue on Just Transition and support enterprise and workforce readiness for climate transition.

This process was designed to move beyond awareness raising, towards building practical implementation mechanisms, strengthening stakeholder coordination, and establishing a sustainable governance framework for Just Transition in Pakistan.

Prior to formal Alliance creation, multiple preparatory activities were undertaken to ensure institutional readiness and stakeholder ownership.

24%

Tripartite
Partners

44%

Private Sector
& Associations

20%

CSO's and
Acadmeia

12%

Development
Partners

PTA-JT MISSION

1. Gender-responsive enterprise surveys and stakeholder interviews to assess transition readiness and capacity needs.
2. Consultations to validate previous mission findings and co-create Just Transition priorities and national action plans.
3. Strategic Guidance for EFP to support focused action planning, policy alignment, and CS3D/due diligence readiness.

Key Milestones

Over the past year, the following major milestones were achieved

Awareness and Capacity Building

More than 50 enterprises, including SMEs, across textile, energy, and automobile sectors engaged through awareness sessions focusing on national climate commitments, due diligence requirements, and transition readiness.

1

Development of Assessment Tool

Just Transition Assessment Tool for SMEs help enterprises assess transition readiness, strengthen internal planning, and initiate Scope 1 and Scope 2 carbon measurement processes.

2

Establishment of Helpdesk

Helpdesk, a onestop advisory platform, to support enterprises on compliance, sustainability, and just transition planning and formalization processes.

3

National Stakeholder Consultation Process

A multi-stakeholder consultation process, bringing together employers, workers, youth organizations, civil society and technical experts. The consultation identified six core priority areas that now form the basis of the Alliance workplan.

4

Peer-to-peer Missions with SOCIEUX+

EFP and SOCIEUX+ initiated a peer-to-peer cooperation and knowledge exchange process through three technical missions to Pakistan, designed to progressively strengthen social dialogue capacity and Just Transition implementation readiness.

5

Formal Establishment of the Alliance and Steering Committee

Pakistan's first Tripartite Alliance on Just Transition and its Steering Committee formally constituted, institutionalizing social dialogue on climate transition at the national level.

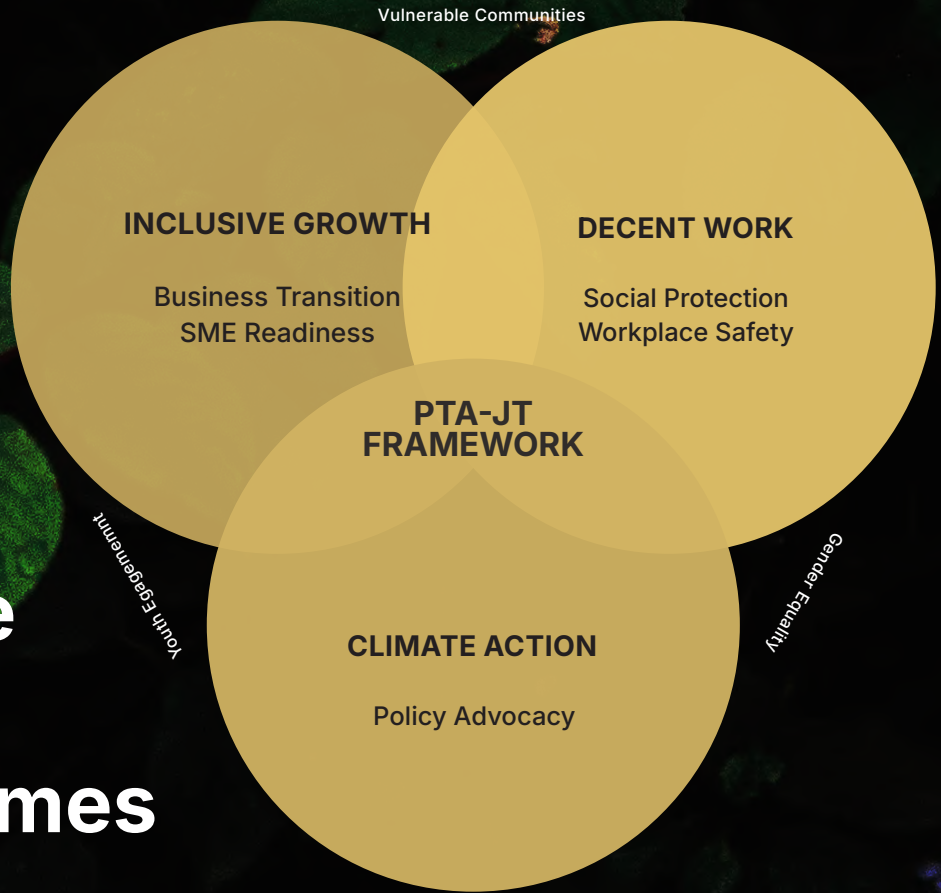
6

PILOTING
OF JUST
TRANSITION
TOOL

13
SMEs in
KARACHI

12
SMEs in
LAHORE

Steering Committee Meeting Key Outcomes



The first Steering Committee meeting of the Pakistan Tripartite Alliance on Just Transition (PTA-JT) marked a critical milestone in institutionalizing social dialogue on climate transition and decent work in Pakistan. Convened in Karachi on 27 January 2026, the meeting brought together federal and provincial government representatives, employers' organizations, workers' representatives, international partners, civil society, youth organizations, and academia to guide the Alliance's strategic direction and early implementation priorities.

Pakistan faces intersecting challenges of climate vulnerability, economic transition pressures, informality, and rising global sustainability compliance requirements. Recognizing these challenges, the PTA-JT Steering Committee reaffirmed that Just Transition in Pakistan must simultaneously address:

- **Climate adaptation and mitigation**
- **Enterprise competitiveness and value chain resilience**
- **Decent work and labour protection, and**
- **Inclusion of vulnerable groups, including SMEs, women and youth.**

The Steering Committee emphasized that the Alliance must serve as an action-oriented social dialogue platform, translating policy commitments into actionable pathways rather than remaining solely a consultative forum.

Key Discussion Themes



1. Institutionalizing Social Dialogue for Climate Transition

The Committee emphasized that PTA-JT's comparative strength lies in its tripartite and multi-stakeholder composition. The Alliance was positioned as a coordination mechanism to:

- Facilitate policy dialogue and stakeholder consultation
- Review emerging green economy reforms and climate policies
- Develop collective advocacy positions, and
- Support alignment between national commitments and enterprise-level implementation.

The Steering Committee emphasized the importance of maintaining strong federal-provincial coordination and evidence-based policy inputs.



2. SME Transition Readiness and Supply Chain Inclusion

The Committee recognized that SMEs and informal enterprises form the backbone of Pakistan's economy and global supply chains. Without targeted support mechanisms, climate transition risks will exclude large segments of the workforce and production ecosystem.

Key discussion points included:

- Integrating SME formalization pathways into Just Transition efforts
- Strengthening institutional helpdesk and advisory mechanisms
- Linking productivity improvement, resource efficiency and regulatory compliance, and
- Supporting supplier readiness within large enterprise value chains.



3. Labour Protection, Youth, and Gender Inclusion

Steering Committee members reaffirmed that Just Transition must remain people-centred.

Priority was placed on:

- Climate-responsive social protection frameworks
- Green job creation and skills development
- Youth participation in transition planning, and
- Women's economic inclusion across value chains

These dimensions were agreed to be mainstreamed across all Alliance activities rather than treated as isolated workstreams.

Strategic Decision Adoption of a Sectoral Approach

To ensure focus, impact and measurable outcomes, the Steering Committee unanimously agreed to adopt a sectoral implementation approach for the initial phase of PTA-JT operations.

Members recommended prioritizing the following high-impact, high-risk and high-employment sectors.

Priority Sectors Identified

1. Textile Sector (including allied sectors such as agriculture and cotton supply chains)
2. Construction Sector

This decision was driven by several strategic considerations:

- Both sectors employ large numbers of workers, including informal and vulnerable groups,
- They have significant environmental footprints and transition pressures,
- They are directly affected by international sustainability and due diligence requirements, and
- They offer strong entry points for piloting scalable Just Transition interventions

The Steering Committee agreed that lessons learned from these two sectors would later inform expansion into additional priority industries.

Governance and Next Steps

The Steering Committee agreed to establish smaller thematic and sector-focused working groups to:


- Refine sector-specific targets,
- Develop implementation roadmaps,
- Monitor progress against agreed priorities, and
- Provide structured inputs for Steering Committee review.

The Secretariat, hosted by the Employers' Federation of Pakistan, will serve as the coordination hub for communication, documentation, partner engagement and technical facilitation.


Members emphasized that this phased and collaborative approach will allow PTA-JT to demonstrate early results, strengthen institutional credibility, and build momentum for scaled implementation with national and international partners.

Pakistan Tripartite Alliance for Just Transition

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