

UNEP FI Just Transition Community of Practice

Terms of Reference

1. Background and Context

The shift to low-carbon, nature-positive economies reshapes sectors, regions, and livelihoods. A just transition is concerned with how that shift happens: distributing its costs and benefits fairly, supporting the workers, communities, and consumers it affects, and giving them a voice in the process. This is not a parallel agenda, but rather a condition of a transition that is fast, durable, and broadly supported. Financial institutions shape these outcomes through their financing, underwriting, investment, and client relationships.

The Just Transition Community of Practice (CoP) is UNEP FI's standing forum for banks and insurers working on these questions. It is a member community for comparing approaches and building shared practice, and the hub of UNEP FI's wider just transition workstream: the relationships built, questions raised, and lessons learned in the Community will shape UNEP FI's broader work in just transition. It works alongside UNEP FI's Human Rights and Financial Health and Inclusion Communities of Practice, and with UNEP FI's climate work.

This Community builds on several years of groundwork. In 2023, UNEP FI and the International Labour Organization published [Just Transition Finance: Pathways for Banking and Insurance](#), a global roadmap for banks and insurers as enablers of a just transition. The Just Transition Pilot Programme then tested that framework in practice, producing [Just Transition Finance: Case Studies from Banking and Insurance](#) (April 2026). UNEP FI also developed dedicated [regional guidance](#) for Latin America and the Caribbean, which was launched at COP30.

2. Purpose and Objectives

The overall objective of the CoP is to advance financial sector practice related to just transition through peer exchange, expert engagement, and practical learning.

The Community takes a practical, problem-solving approach, offering a space where practitioners can speak candidly about what is proving difficult, compare approaches, and exchange knowledge on solutions. Members can bring work at any stage of development, and lessons from what has not worked are as welcome as successes. External experts are brought in where they add value, which may include perspectives from beyond finance, such as from policymakers, social partners, and real-economy actors. What is learned within the group is periodically synthesized so that it also benefits the wider membership and market.

3. Structure and Activities

Quarterly Plenary Meetings

The central pillar of the CoP is a quarterly cycle of plenary meetings, beginning September 2026. These meetings are where the Community can take stock and set direction on high-level, global issues, while also surfacing topics for deeper work. Plenaries are normally held in two sittings to accommodate members across time zones, and dates are circulated well in advance.

Deep Dive Labs

Alongside the quarterly cycle, the Community runs 'labs': focused deep dives of 1-3 sessions on a specific issue or practice. Deep Dive Labs run in parallel to the plenary cycle. Two to three labs run each year, with topics selected on the basis of member input and strategic priority. Each lab produces a written output that members can use, and labs may be opened to participants beyond the membership where relevant.

4. Composition and Responsibilities

All UNEP FI members are invited to join the Just Transition CoP, which is expected to represent a cross-section of UNEP FI's membership in terms of industry and geography. Members are the first audience for the Community's work and for new opportunities arising from UNEP FI's wider just transition workstream.

Members are asked to nominate one main organizational representative, and any colleagues who will be directly involved should also register through the [UNEP FI Portal](#).

Key responsibilities and expectations of CoP Members:

- Members will attend the quarterly plenary meetings consistently, with participation in labs and other activities according to interest and relevance.
- Members will be given the opportunity to share their institution's progress and challenges in integrating just transition considerations, and to contribute to discussions with a view to supporting each other's progress as part of the Community's commitment to peer-led learning and capacity building.
- Members will shape the direction of the Community: thematic priorities, lab topics, and the working calendar are set primarily on the basis of member input.
- Members are asked to contribute at least one entry to the Community's practice library over time.
- Members are also encouraged to contribute cases and other evidence to the Community's outputs.

5. Working Practices

Agendas and meeting materials will be shared with all members ahead of each meeting. Notes will be taken by UNEP FI staff when relevant and shared with all CoP members. Meetings will not be recorded and will be conducted under the Chatham House Rule; with the consent of members, some external parties' presentations may be recorded. Where a plenary is held in two sittings, a short readout is shared across both. The working language is English.

Members are responsible for complying with applicable antitrust and competition laws, and will avoid exchanging information that could raise competition concerns, even inadvertently. Meeting papers and draft documents should not be shared outside the Community before they are finalized.

These Terms of Reference will be reviewed annually with members.

6. Contact Information

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