

The step under review	Governance structures foreseen in the Just Transition Roadmap are operational and have approved the annual implementation plan for 2025
Baseline	Current gov structure on JTR (2024)
Deadline of the step	December 2024 (February 2025)
Actual results	<p>The activities related and directed toward drafting and finalization of the JTAIP 2025 were the following:</p> <p>I. Formulation of annual implementation plan for just transition for 2025 (JTAIP 2025), including detailed action items, timelines and resource allocation and list of projects/pipeline with input from all relevant stakeholders. The overall formulation of JT AIP 2025 was carried out in several areas:</p> <p>I.1. Development, drafting and finalization of JTAIP 2025</p> <p>The Ministry of Energy, Mining, and Mineral Resources coordinated the development, drafting and finalization of the JT AIP 2025, using as a baseline information data from the Just Transition Roadmap adopted by the Government of the Republic of North Macedonia on 13 June 2023, and the Investment Plan for Accelerated Coal Transition (ACT IP) for the coal affected regions (Pelagonija and Southwest region), adopted by the Government on 22 January 2024. During the development process, the working groups, the regional representatives and the Just Transition Council had their own contribution and engaged extensively in the finalization of the JTAIP 2025. The plan comprises relevant just transition projects and interventions for implementation during 2025 providing details on each action regarding reference document, responsible institutions, stakeholders involved, budget estimate, budget sources, baseline for monitoring and evaluation, a milestone (indicator) and source of verification to be used. A relevant timeline and schedule is also provided for each listed action. Please refer to JTAIP 2025 document No.1a_Reform 2.1.2.1. Step 1_2025 JTAIP North Macedonia for detailed overview of the plan. The plan is also translated to Macedonian (please refer to document No.1b_Reform 2.1.2.1_Step 1_2025 JTAIP North Macedonia_mk) for the purpose of</p>

government approval and is also published on the MoEMMR webpage. Links are provided below.

The JTAIP is structured around **the three main pillars**: (I) Renewable energy sources (RES), (II) Economic diversification and (III) People prequalification and training, and as such, the main key objectives of the Just Transition process for 2025 are: (a) Renewable energy sources expansion (RES investments) and grid infrastructure to support introduction and expansion of new technologies and capacities for electricity production; (b) Economic transition (economic diversification enabling just transition) and (c) Prequalification and trainings (labor market, workforce reskilling, skills, workforce demand-supply matching, job opportunities enhancement). Additionally, JTAIP covers infrastructure projects in the coal affected regions, as enablers and enhancers of the three key objectives.

The JT AIP 2025 defines several **specific objectives** to fulfil during 2025, based on which the Ministry of energy, mining and mineral resources will monitor and follow the overall implementation and impact:

(a) RES and grid infrastructure

- ESM to construct 30 MW of renewable energy in 2025 as part of the goal to reach 0.8 GW by 2027.
- Modernize energy infrastructure to integrate more renewable energy sources.
- Develop the competitive auctions system for solar and wind projects.
- Explore opportunities to introduce secondary legislation on energy storage systems in line with the national regulation to support grid reliability.

(b) Economic diversification

- Launch programs to foster innovation in green industries, targeting new startups.
- Identify investment opportunities in green industries, focusing on recycling, energy-efficient technologies, eco-tourism, climate smart technologies etc.
- Design a business plan to establish a Center for energy excellence to support SMEs and startups in green technology in coal affected regions.

(c) Prequalification and training

- Address the socioeconomic impacts of the transition, focusing on vulnerable communities, by conducting a skills gap assessment in coal related regions and based on the results propose programs for transitioning workers by Q2 2025.
- Start implementing training programs in renewable energy, energy

efficiency, energy audits, manufacturing and production, warehouse management, agri-sector and additional areas which are identified through the skills gap assessment. Training modules finalized by Q3 2025

- Partner with vocational schools and training providers to deliver tailored reskilling programs.

The detailed section which includes the list of all planned actions, projects and interventions during 2025 is structured in several fields as described below:

a) Capacity building/Regulatory framework –North Macedonia is advancing a robust series of initiatives aimed at facilitating a comprehensive and sustainable energy transition in its coal-dependent regions. These projects encompass the strategic updating of energy policies, the establishment of support structures for policy implementation, and enhanced public and administrative engagement. This multifaceted approach is designed to align with European Union standards and support the country's long-term environmental and economic goals. The main key initiatives and objectives are the finalization of the revision and update of the NECP 2025-2030, integrating advancements in energy technologies, efficiency targets, and public feedback into the planning process. In addition, the update of the national energy strategy to reflect new regulatory, technological, and market developments, ensuring it supports sustainable energy practices. In terms of the JT process, it is expected to create a TSU to streamline the implementation of the Just Energy Transition Investment Platform, facilitating project alignment with decarbonization and social equity goals. The plan includes a conducting of series of capacity-building workshops, conferences, and training programs for public administration and local governments to bolster their understanding and execution of just transition strategies. As far as awareness raising, increasing transparency and timely information, the Ministry of energy is planning to develop and implement a comprehensive communication strategy to enhance transparency and public involvement in the energy transition process. In addition to that, it is also planned to launch an online dashboard to track progress on just transition goals, providing a transparent and accessible platform for stakeholders and the public to view real-time data and updates. These initiatives are supported by a blend of national funding, European Union assistance, and contributions from international financial institutions. Key stakeholders include multiple

national ministries (Ministry of Energy, Mining and Mineral Resources, Ministry of Environment and Physical Planning, Ministry of Economy and Labour), local governments, energy generator public enterprise ESM, energy transmission public enterprise MEPSO, civil society organizations, all collaborating to ensure a coordinated and effective transition. The successful implementation of these initiatives is expected to significantly advance North Macedonia's energy policies, enhance its administrative capacities, and foster a sustainable economic environment. This strategic approach aims to not only meet immediate regulatory and environmental objectives but also to set a foundation for long-term sustainability and resilience in the face of global energy shifts.

b) Renewable energy/grid infrastructure – North Macedonia is accelerating its shift towards renewable energy through a series of key projects focused on solar and wind power development, complemented by efforts to modernize energy infrastructure and streamline regulatory frameworks. These initiatives are part of a broader strategy aimed at supporting energy security, boosting economic growth, and achieving environmental sustainability goals. The main key projects and strategic goals include solar and wind energy expansion, including several investment projects out of which it is expected to construct 30MW of new capacities and for the remaining to initiate construction or to finalize relevant project documents such as the new 50 MW solar plant near Bitola, the expansion of wind energy capacity in Bogdanci, enhancing the existing setup by up to 16 MW to capitalize on favorable wind conditions. It is also planned to complete a feasibility study for the introduction of advanced battery storage systems and exploration of green hydrogen solutions to provide necessary energy storage and grid balancing capabilities, facilitating the integration of intermittent renewable energy sources. In terms of regulatory and infrastructure development, during 2025 it is expected to develop the Contract-for-Difference (CfD) scheme to provide stable financial incentives for renewable energy projects. Finally, capacity building and stakeholder engagement during 2025 envisage conducting training programs and public awareness campaigns to build administrative capacity and enhance public understanding and support for the energy transition.

The projects are funded through a combination of national budgets, financial support from institutions like the EBRD and KfW, ensuring robust financial backing for these transformative initiatives. These

coordinated efforts are expected to significantly boost North Macedonia's renewable energy output, reduce greenhouse gas emissions, and lay the groundwork for a sustainable energy future. By enhancing both the regulatory environment and physical infrastructure, the country aims to meet its environmental targets while fostering economic resilience and energy independence.

c) Economic diversification - The main goal of these initiatives is to transition coal-dependent regions towards sustainable economic activities, by enhancing infrastructure, fostering innovation, and improving employment opportunities through strategic investments and legislative changes. The actions included foresee amendments to the Law for Financial Support of Investments aimed to attract higher-value industries through increased state aid and targeted support measures, particularly in regions like Bitola and Kichevo, initiatives to enhance the capabilities of local MSEs to become suppliers for multinational enterprises, including matchmaking events and supplier days, provision of grant-supported credit lines to SMEs and startups in transition regions, facilitating access to finance for affected businesses, development of a business plan for a center focusing on energy skills, innovation, and collaboration, harnessing local and international best practices, enhancing the infrastructure and promotional efforts in TIDZ Kichevo to attract new investments and accelerate local economic development, infrastructure development in Zhabeni to bolster investment opportunities, tackling land ownership issues in the industrial zone of Kicevo to facilitate the establishment of new companies, establishment of a training center using existing infrastructure for high-voltage equipment operations, enhancing skills and safety protocols. The projects engage a diverse set of stakeholders, including local and national government bodies, multinational and local businesses, educational institutions, financial institutions like EBRD, and local communities. These initiatives are expected to create a robust framework for economic sustainability in coal-dependent regions, promoting job creation, technological innovation, and infrastructural development, ultimately leading to diversified and resilient local economies.

d) Energy efficiency - The set of initiatives aims to strengthen energy efficiency and foster sustainable energy practices in regions traditionally dependent on coal. These projects are multi-faceted, encompassing the renovation of infrastructure, certification of energy performance, integration of electricity markets, support for vulnerable

energy consumers, and the promotion of renewable energy technologies. Each project is designed to align with broader national and EU regulatory frameworks to enhance environmental sustainability and economic resilience. Key initiatives include: targeting an annual 3% renovation rate for energy efficiency improvements in government buildings and street lighting, prioritized by energy inefficiency and renovation urgency, implementing a standardized system for assessing building energy efficiency to encourage transparency and investments in energy upgrades, in compliance with the EU's Energy Performance of Buildings Directive (EPBD), facilitating the integration of national electricity markets with the EU network to enhance energy distribution efficiency and compliance with Energy Community directives, developing and implementing a methodology to identify and support vulnerable populations affected by energy poverty, ensuring they receive necessary aid and protections, advocating for mandatory installation of photovoltaic systems and heat pumps in new public and residential buildings to increase renewable energy uptake and support decarbonization efforts. These projects engage a wide array of stakeholders, including multiple government ministries (Energy, Finance, Transport, Social Policy), local governments, regulatory bodies, international financial institutions, and directly affected communities and businesses. This broad collaboration ensures comprehensive planning, funding, and implementation strategies that are inclusive and effective. Funding strategies involve national budgets, targeted EU funds, and loans from international financial institutions, emphasizing sustainable financial planning over multiple phases. Implementation includes detailed planning, legislative amendments, stakeholder consultations, and setting up monitoring mechanisms to track progress and energy savings. These initiatives are expected to significantly reduce greenhouse gas emissions, enhance energy efficiency, and lay a foundation for sustainable economic growth in coal-dependent regions. By aligning with EU standards and fostering innovation in green technologies, these projects also aim to position the regions as leaders in energy transition and environmental stewardship.

- e) **Prequalification and training** - A series of strategic initiatives are underway to support the transition of North Macedonia's coal-dependent regions towards sustainable economic and energy practices. These projects focus on enhancing the capacity of key entities such as

ESM, improving workforce skills, updating energy policies, and fostering socio-economic resilience through comprehensive training programs and infrastructural enhancements. Key projects and objectives are to enhance ESM's role in regional economic development by formulating strategies and developing curricula for retraining the local workforce. Additional focus is given on human capital development in Bitola and Oslomej/Kicevo. Focused on retraining and reemploying workers affected by the coal phase-out, this project seeks to align workforce skills with the demands of new technologies and energy production methods. Aimed at upgrading the capabilities of state entities to deliver enhanced training and employment services, this initiative involves assessing and filling capacity gaps to better support the workforce in coal regions. By establishing new vocational education and training centers, and implementing work-based learning schemes, it supports formal and non-formal education that meets local labor market needs, particularly focusing on skills validation and adaptation. On this regard, support for SMEs is inevitable as well as job creation. This initiative provides financial support to small and medium-sized enterprises to cover salaries and social insurance costs for new employees, encouraging job creation and economic dynamism in the transitioning regions.

These projects involve a wide range of stakeholders including government ministries (Energy, Economy, Labour, Education), local and international development agencies, educational institutions, and local communities. Collaborative efforts are essential to ensure the effective implementation of these initiatives, with funding and support provided by various national and international bodies, including the European Bank for Reconstruction and Development (EBRD). Implementation strategies include the development of training curricula, capacity-building programs, and infrastructural improvements, with continuous monitoring and evaluation to measure progress and effectiveness. The comprehensive approach of these initiatives is expected to mitigate the economic impact of coal phase-out by enhancing workforce skills, improving energy efficiency, and promoting socio-economic development. By fostering a sustainable transition, these projects aim to ensure long-term economic stability and environmental sustainability in North Macedonia's coal-dependent regions.

f) Transport infrastructure - In response to the challenges faced by coal-dependent regions in North Macedonia, a strategic series of initiatives have been launched to transform these areas into modern,

sustainable, and economically resilient communities. These projects focus on upgrading critical infrastructure, enhancing transport systems, and fostering regulatory support for advanced, environmentally friendly technologies. Significant investments are planned to improve road and railway connectivity within the regions. This includes speeding up ongoing projects and planning new ones to better connect with major economic corridors and ports, facilitating access to domestic and European markets. To support the transition to sustainable transport, initiatives such as subsidizing electric vehicles, enhancing the charging infrastructure, and adjusting regulatory frameworks are underway. These efforts aim to reduce carbon emissions and promote green mobility.

These projects involve a broad coalition of stakeholders including local municipalities, ministries of transport, energy, and environment, academic institutions, civil society organizations, international development partners, and the private sector. Funding for these initiatives varies supported by national budgets and potential contributions from international funds. The successful implementation of these initiatives is expected to yield significant improvements in infrastructure quality, economic opportunities, and environmental sustainability. By fostering smart, sustainable development, these regions are set to become more attractive for residents and businesses alike, ensuring long-term growth and integration into wider economic and ecological systems.

g) Waste management - A series of ambitious projects aimed at advancing waste management systems and enhancing sustainability in North Macedonia's coal-dependent regions have been launched. These initiatives focus on strengthening regional administrative capacities, updating waste management plans and promoting reorganization within public communal enterprises. Further, they aim to integrate modern waste management practices to align with European Union standards, improve environmental health, and boost regional economic development. The key projects and strategic goals are the following: aimed at establishing robust administrative structures, enhancing the effectiveness and sustainability of waste management operations; updating Regional Waste Management Plans (RWMPs) which involves a comprehensive reassessment of current RWMPs to incorporate more advanced waste separation and recovery facilities, aligning with higher EU waste management standards; reorganization of public communal enterprises to improve waste collection and

management efficiency, addressing the needs of evolving waste handling dynamics. These projects involve a collaborative effort among local municipalities, regional administrative bodies, NGOs, and European Union funding instruments. They are designed to significantly improve waste and water management infrastructures, promoting environmental sustainability and compliance with EU directives. The successful implementation of these initiatives is expected to modernize waste management practices, close gaps in compliance with environmental standards, and foster sustainable community development. By enhancing administrative capacities and infrastructure, these regions are positioned to achieve improved environmental outcomes and healthier, more sustainable communities in the face of economic transitions away from coal dependency.

I.2. Consultations, meetings, feedback gathering

For the purpose of the preparation of the JTAIP 2025 as well as finalizing the governance structure of the JT process on a national and local level, numerous meetings were held with the governance structures of the just transition process as well as with different stakeholders.

The overall process was led through the JT governance system, in particular through consultations with the **three working groups**: Working Group Renewable energy sources and storage, Working Group Economy transition, and Working Group Prequalification and Training, focusing on specific action items like infrastructural upgrades, economic diversification and workforce retraining. Meetings with the Working groups were held on 21 November 2024, 12 December 2024 and 25 February 2025, whereby the agenda was mainly focused on the development, structure and input to the JT AIP 2025, where almost all participants were providing feedback and contributed to the content. The role of the three working groups was very important as relevant questions, concerns, actions were identified which are considered important from regulatory aspect, private sector development in the municipalities affected by the coal phase out and capacity building activities for public and private sector necessary during and for the JT process. In addition, their contributions included addressing the technical aspects of transitioning to renewable energy sources and phasing out coal, proposing measures to stimulate economic diversification and sustainable development in affected regions and proposing strategies to reskill and upskill the workforce, ensuring smooth transitions for affected workers. Consultative sessions were held with **local communities from Bitola and**

Kichevo, and relevant representatives also took part of the working group meetings providing local inputs but also providing them the opportunity for their involvement in decision-making processes. Municipalities of Bitola and Kichevo emphasized their contribution in identifying local challenges, opportunities, and priorities, ensuring the plan reflects the needs of communities directly impacted by the transition. Additionally, JT coordination from the Ministry of Energy, Mining and Mineral Resources were in regular contact with all stakeholders for detailed feedback, suggestions and discussions on the JTAIP and the overall JT process. Minutes of meetings held with the working groups are provided as supporting documents. **Please refer to documents no.4f to no. 4j as listed in the section “Evidence provided”.**

Energy generation and transmission enterprises – ESM and MEPSO had a proactive involvement in addressing technical and operational challenges related to the coal phase-out and the transition to clean energy, reviewing the investment plans and projects that are to be undertaken during 2025 at various phases and cycles. Separate meetings and several iterations were made with ESM and MEPSO to identify the infrastructure projects as one of the main cornerstones for successful energy transition.

Please refer to communication evidence in folder Email communication_meeting invitations: email communication and meeting schedules as listed in section “Evidence provided”.

I.3. Adoption of the 2025 JTAIP

As a national coordinator for the Just Transition process, the Minister of Energy, Mining, and Mineral Resources conducted a thorough review of the draft Just Transition Annual Implementation Plan (JTAIP) for 2025. The JTAIP 2025 was sent by the Ministry coordinator for Just transition on 28 November 2024. **Please refer to the evidence provided No.12_Reform 2.1.2.1. Step 1_Minister review of JTAIP 2025_28 November 2024.** This reviewed plan was then disseminated to all working group members for additional input and refinement based on feedback from municipalities, energy companies, and other ministries. This iterative process ensured the integration of diverse perspectives into the plan.

It is important to note that, on 30 July 2024, the government ratified an

amendment to the initial decision establishing the Council of Just Transition. This amendment was necessitated by significant organizational and structural changes within the new government framework. Together with this amendment, the roles and responsibilities of the Just Transition Council (JTC) were explicitly defined to include the authority to approve, revise, and address any critical documents, activities, or initiatives related to the Just transition process. This enhanced authority is intended to improve the management of the just transition process. For detailed reference, **please review document No.5_Reform 2.1.2.1. Step 1_Decision for the Council for Just transition 30 July 2024_MK** which contains the Decision on the JTC in both Macedonian and English.

Subsequently, the JTC convened on 17 December 2024 to deliberate on the final draft of the JTAIP 2025. During this meeting, the council thoroughly discussed, reviewed, and ultimately approved the plan. Details of this session, including minutes and communications circulated by the Minister of Energy, Mining, and Mineral Resources, **with reference to document No.6b_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_2 17.12.2024.** This document provides a record of the proceedings and the decisions taken to advance the just transition agenda.

During the period January-February 2025, additional actions were identified and based on discussion with members of the working groups have been listed in the JTAIP 2025. The Working group members were requested feedback over email as well as meeting was held on 25 February for final confirmation and finalization of the JTAIP 2025.

As of 25 February 2025, the Minister for energy, mining and mineral resources communicated the final version of the JTAIP 2025 with all ministers and directors, members of the Council for just transition, to confirm their approval based on the amendments made to JTAIP 2025 since 17 December 2024 and to confirm final acceptance and adoption of the document, including Monitoring and reporting framework and the Governance structure for the JT process, structured as separate documents. Please refer to Document No.10_Reform 2.1.2.1._Step 1_Request for approval of the annual implementation plan for just transition 25.02.2025. The members of JTC responded promptly (within 3 days) and confirmed the approval and adoption of the final version of the JTAIP 2025. **Please refer to Documents**

in folder JTAIP 2025 comments received from Council members for their acceptance and approval.

In addition, the plan was also submitted for Government approval on 28 February 2025. The evidence is provided in **document No.11a_Reform 2.1.2.1_Step 1_Government decision for approving the JTAIP 2025_mk** and **document No.11b_Reform 2.1.2.1_Step 1_Government decision for approving the JTAIP 2025_eng**.

The JTAIP 2025 is also published on the Ministry of energy, mining and mineral resources website. Please find the relevant information on the following [link](#).

II. Establish monitoring and reporting system to monitor progress against workplan milestones

The JTAIP 2025 defines a robust monitoring and evaluation framework to track progress, identify gaps, and adjust strategies as follows:

- a) Regular gathering of quantitative and qualitative data through a real-time dashboard, with monthly progress reports prepared by the Just Transition Working groups (JTWG).
- b) Includes field visits and on-site assessments to verify progress and tackle implementation challenges, with quarterly progress reports consolidated by MoEMMR.
- c) Through annual reviews and consultations, stakeholder input on the impact and outcomes of the transition plan is collected and integrated.
- d) Conducted audit reports and third-party verifications to assess the plan's effectiveness and financial management.

Reporting templates are structured for monthly and quarterly updates which facilitate clear communication of progress, challenges, and next steps:

- a) Monthly Reporting - Managed by JTWG and escalated to MoEMMR and JTC, includes detailed activity updates, KPI tracking, and stakeholder engagement summaries.
- b) Quarterly Reporting - Summarizes progress by action area (e.g., renewable energy, workforce development, economic diversification), with a detailed

analysis of performance against KPIs and financial overviews.

These templates and processes ensure that all stakeholders are well-informed and engaged in the Just Transition process, contributing to a managed and effective transition strategy. Early 2025 will see the development of standard templates for uniform reporting and dashboards for better visualization and tracking of progress and challenges. **Please refer to document No.2a_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025 for details on the monitoring and reporting framework.** The document is published on the MoEMMR webpage and is available on the following [link](#). The document is also translated in Macedonian (**please refer to document No.2b_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025_mk**).

III.Governance structure fully operational with defined roles, responsibilities, and decision-making processes. Coordination, meetings and approvals to be obtained by the Just Transition Council.

The governance structure of the just transition process comprises the following:

Just Transition Council (JTC) acts as the highest decision-making body in the governance structure, providing strategic oversight and policy guidance for the just transition process. The following are one of the main roles and responsibilities:

- Making decisions on funding allocations, project approvals, and partnerships with external entities like multinational development banks or private sector stakeholders.
- Approving the annual implementation plans and significant amendments to ensure alignment with national goals for energy and economic transformation.
- Reviewing progress reports from the Technical Support Unit (TSU) and Working Groups (WGs) to evaluate the effectiveness of the transition strategies and actions.

The **Technical Support Unit (TSU)** operates as the administrative and operational backbone of the Just Transition process, ensuring smooth coordination across various components of the plan.

The main responsibilities of the TSU are the following:

- Providing logistical and technical support to the JTC and WGs,

facilitating effective communication and resource management.

- Compiling and synthesizing data and reports from WGs into coherent updates for the JTC to aid in strategic decision-making.
- Handling the day-to-day management tasks that support the ongoing activities of the WGs, such as organizing meetings, managing databases, and ensuring compliance with timelines and deliverables.

Working groups (WGs) comprise members of relevant ministries and energy companies. Three working groups for (i) renewable energy sources and storage, (ii) economic diversification, and (iii) prequalification and training.

The main responsibilities are the following:

- Developing detailed project proposals and plans that align with the strategic objectives set by the JTC.
- Implementing specific projects and initiatives within their thematic area, monitoring progress, and adjusting plans as necessary based on practical considerations and feedback.
- Conducting analyses and studies to inform their work, ensuring that transition strategies are based on solid data and realistic assessments of technological, economic, and social factors.

The **regional forum** covering the two most affected coal phase out regions ensure that the transition process reflects regional and local priorities. It also acts as coordination bodies between the central government and local stakeholders, ensuring that local development needs and challenges are addressed. One of the main purposes is to organize consultations and dialogues with local businesses, civil society organizations, and residents to align local initiatives with national transition plans. It is also envisaged to report to the TSU, Working Groups and the JET Council on regional progress, challenges, and needs.

Each body is designed to work in a complementary fashion, with the TSU facilitating the flow of information and resources between the WGs and the JTC.

Regular coordination meetings are held to ensure that the activities of the WGs align with the broader strategic goals established by the JTC and that any issues are addressed promptly to keep the transition on track. This focused approach ensures that each component of the governance structure has a clear purpose and responsibilities, contributing effectively to the overall goal of a managed and equitable transition away from coal-dependent energy systems. This governance model emphasizes clear lines of responsibility and a structured approach to managing complex, multi-

faceted transition processes.

Please refer to document No.3a_Reform 2.1.2.1. Step 1_Governance structure_JTAIP 2025. The same document is being translated to Macedonian No.3b_Reform 2.1.2.1. Step 1_Governance structure_JTAIP 2025_mk and both documents are published on the MoEMMR [webpage](#).

The governance structure as defined in accordance with the Just transition roadmap and based on which, it should manage, coordinate and lead the Just Transition (JT) process, comprising **the Just Transition Council (JTC)**, the three working groups (WGs) and the regional forum in Bitola have been established and are actively working since November 2023. The first decision for the formation of the JTC dates 13 June 2023 whereas the decisions for the establishment of the three WGs have been officialized by the Ministry of economy as of 03 November 2023. The working groups for renewable energy sources and storage, economic transition, and prequalification and training are fully operational. The initial meetings took place on 21 November 2023 (Renewable Energy Sources and Storage) and 28 November 2023 (Economic Transition and Prequalification and Training). The second round of meetings was held on 12 January 2024 for the Economic Transition and Prequalification and Training working groups.

Following changes in the government in June 2024 and adjustments to the overall governance framework, the MoEMMR sought government approval to modify the JTC decision. This modification aimed to align with the recent governmental changes and to more precisely articulate and define the JTC's role within the broader just transition process. The Government held the first meeting of the Council for Just Transition on 26 August 2024. Subject to the new government and new ministries in place, all ministries became acquainted with the process and confirmed their commitment to the process and all necessary activities that need to be undertaken in the following period. The second meeting was held on 17 December 2025 on which JTC members discussed the JT annual implementation plan (JTAIP) for 2025, each providing relevant input and information for its finalization and approval. **Please refer to document No.6a_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_1 26.08.2024 and document No.6b_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_2 17.12.2024, for the minutes of meetings of the two**

JTC meetings held. Ministers also provided feedback on the amendments of the JTAIP 2025 communicated on 25 February 2025 which confirms that the JTAIP 2025 is approved and adopted. **Please refer to Folder_ Email communication_ meeting invitations.**

MoEMMR has also reassumed the work of the **three working groups** during November 2024, subject to new decisions on the Working groups structure and members – followed by the changes introduced in the JTC structure as well. **Please refer to documents No.7a_Reform 2.1.2.1. Step 1_Decision for WG RES and storage 22.10.2024-MK, No.7b_Reform 2.1.2.1. Step 1_Decision for WG prequalification and training 22.10.2024-MK and No.7c_Reform 2.1.2.1. Step 1_Decision for WG economy diversification 22.10.2024-MK for the Decisions of the WG formation.** The new government initiated the first meetings on 21 November 2024. Due to few new nominations and additional members included in the WGs, these meetings were in content more introductory meetings so that each member is informed on their roles and responsibilities and frequency of meetings. The next meeting was held on 13 December 2024. The main focus of this meeting was discussion and alignment on the structure, content and finalization of the JTAIP. The main actions and activities were based on the JT roadmap four pathways (1) Private investments and startup economy pathway, (2) Green and smart infrastructure pathway, (3) Clean energy pathway and (4) Skills development pathway. Based on the needs and objectives for each pathway, the relevant programmes/ projects identified as of key importance to the success of the transition, were structured in a way to correspond to the activities for each Working group and as such, were discussed, elaborated and agreed in terms of alignment with prevailing strategic and legal documents and if resources are available for implementation during 2025. The last meeting of the WGs held on 25 February 2025 was focused on the finalization of the JTAIP 2025 where final remarks were gathered and reflected in the document. Another important topic discussed was the Monitoring and reporting framework, as presented in the Document No.2_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025, based on which it was agreed and concluded that members of the WGs will develop the first monthly reports not later than 20 March 2025 for the activities undertaken and progress made during January and February 2025.

Please refer to documents No. 4a to No. 4jm for the minutes of meetings of

	<p>the WGs. Detailed list of documents is provided in section “Evidence provided”. Alongside in-person meetings, the MoEMMR is promoting the use of email and virtual meetings for enhanced communication. To this end, the MoEMMR has organized several meetings, both online and in-person, with ESM and MEPSO. These discussions focus on their 2025 investment plans concerning renewable energy investments and grid modernization, as well as identifying key challenges and risks where the MoEMMR can provide support to accelerate overall implementation. Additionally, to expedite the completion of the JTAIP 2025, the MoEMMR actively communicated with relevant Working Group members. The aim was to address specific questions and collect targeted feedback to accelerate the process and enhance efficiency and proactivity.</p> <p>Please find enclosed email communication (document no. with all relevant WG members and stakeholders relevant to JT process and consultations.</p> <p>Regional forum - The regional forum in Bitola was established on May 10, 2024, with participation from a wide range of stakeholders, including REK Bitola, local public institutions, national and local NGOs, universities, chambers of commerce, and private sector representatives. Subsequent forums were held on May 31, 2024, and June 14, 2024. Please refer to documents No.8a_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_1 10.05.2024, No.8b_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_2 31.05.2024 and No.8c_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_3 14.06.2024 which comprise minutes of meetings from the forum meetings.</p>
<p>Evidence provided</p>	<p>No.1a_Reform 2.1.2.1._Step 1_2025 JT AIP North Macedonia No.1b_Reform 2.1.2.1_Step 1_2025 JTAIP North Macedonia_mk No.2a_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025 No.2b_Reform 2.1.2.1. Step 1_Monitoring and reporting_JTAIP 2025_mk No.3_Reform 2.1.2.1. Step 1_Governance structure_JTAIP 2025 No.4a_Reform 2.1.2.1. Step 1_List of participants WG RES and storage_1 21.11.2023 No.4a_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_1 21.11.2023 No.4b_Reform 2.1.2.1. Step 1_List of participants WG economy transition_1 28.11.2023 No.4b_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_1 28.11.2023</p>

No.4c_Reform 2.1.2.1. Step 1_List of participants WG prequalification and training_1 28.11.2023

No.4c_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_1 28.11.2023

No.4d_Reform 2.1.2.1. Step 1_List of participants WG economy transition_2 12.01.2024

No.4d_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_2 12.01.2024

No.4e_Reform 2.1.2.1. Step 1_List of participants WG prequalification and training_2 12.01.2024

No.4e_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_2 12.01.2024

No.4f_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_2 21.11.2024

No.4g_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_3 21.11.2024

No.4h_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_3 21.11.2024

No.4i_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_3 13.12.2024

No.4j_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition and prequalification and training_4 13.12.2024

No.4k_Reform 2.1.2.1. Step 1_Minutes of meetings WG economy transition_5 25.02.2025

No.4l_Reform 2.1.2.1. Step 1_Minutes of meetings WG RES and storage_5 25.02.2025

No.4m_Reform 2.1.2.1. Step 1_Minutes of meetings WG prequalification and training_5 25.02.2025

No.5a_Reform 2.1.2.1. Step 1_Decision for the Council for Just transition 30 July 2024_MK

No.5b_Reform 2.1.2.1. Step 1_Decision for the Council for Just transition 30 July 2024_ENG

No.6a_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_1 26.08.2024

No.6b_Reform 2.1.2.1. Step 1_Minutes of meetings Just Transition Council_2 17.12.2024

No.7a_Reform 2.1.2.1. Step 1_Decision for WG RES and storage 22.10.2024-MK

	<p>No.7a_Reform 2.1.2.1. Step 1_Decision for WG RES and storage 22.10.2024-ENG</p> <p>No.7b_Reform 2.1.2.1. Step 1_Decision for WG prequalification and training 22.10.2024-MK</p> <p>No.7b_Reform 2.1.2.1. Step 1_Decision for WG prequalification and training 22.10.2024-ENG</p> <p>No.7c_Reform 2.1.2.1. Step 1_Decision for WG economy diversification 22.10.2024-MK</p> <p>No.7c_Reform 2.1.2.1. Step 1_Decision for WG economy diversification 22.10.2024-ENG</p> <p>No.8a_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_1 10.05.2024</p> <p>No.8b_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_2 31.05.2024</p> <p>No.8c_Reform 2.1.2.1. Step 1_Minutes of meetings Regional forum Bitola_3 14.06.2024</p> <p>No.9_Reform 2.1.2.1. Step 1_JTAIP_Governance system schedule of meetings and events verification process</p> <p>No.10_Reform 2.1.2.1. Step 1_Request for approval of the annual implementation plan for just transition 25.02.2025</p> <p>No.11a_Reform 2.1.2.1. Step 1_Government decision for approving the JTAIP 2025_mk</p> <p>No.11b_Reform 2.1.2.1. Step 1_Government decision for approving the JTAIP 2025_eng</p> <p>No.12_Reform 2.1.2.1. Step 1_Minister review of JTAIP 2025_28 November 2024</p> <p>Folder_ Email communication_meeting invitations</p> <p>Folder_JTAIP 2025 Comments received from WG members</p> <p>Folder_ JTAIP 2025 comments received from Council members</p>
<p>Checks performed in the verification of the step and related findings</p>	<p>The Ministry of Energy, mining and mineral resources, assigned a Just Transition (JT) coordinator of the process, who, based on the governance structure defined, is responsible for strategic monitoring of the JT implementation process, overseeing stakeholder engagement and inter-institutional coordination. This role is pivotal in ensuring the strategic monitoring of the process, facilitating effective stakeholder engagement, and coordinating actions across various institutions in line with the established governance structure.</p>

The JT coordinator performed verification of the process by performing the following:

1. Developed a checklist of all meetings held including participants and invitations sent. Please refer to the document **No.9_Reform 2.1.2.1_Step 1_JTAIP_Governance system schedule of meetings and events verification process.**
2. JT coordinator checked and verified all Minutes of Meetings and List of participants for meetings conducted prior to the JT coordinator taking this role to ensure continuity and consistency in the transition process. As of July 2024 onwards, the coordinator actively participates in all pivotal meetings, including those of the JT Council and various JT Working Groups. This ensures a continuous presence and oversight in key discussions and decision-making meetings.
3. The JT Coordinator oversaw the initial drafting of the JTAIP, coordinating with relevant stakeholders to ensure that the plan is comprehensive and addresses all key aspects of the transition. This includes organizing drafting sessions, consolidating inputs from various sources, and preparing preliminary drafts for review. JT coordinator conducted regular internal coordination meetings during the drafting of the JTAIP, to follow progress of drafting of the report. Once a draft of the JTAIP was prepared, it was submitted to the Minister of MoEMMR for her review on 28 November 2024. The JT Coordinator facilitated this process by presenting the draft, addressing queries, and collecting feedback. After MoEMMR Minister review and approval, the JT Coordinator submitted the JTAIP 2025 to the relevant JTC ministers and SOEs general managers for their review. The JT Coordinator was responsible to collect their feedback through the WG members and to ensure that all comments are reflected properly in the JTAIP 2025. This step ensures that the plan aligns with broader governmental policies and the specific objectives of the Ministry of Energy, Mining, and Mineral Resources. After ministerial revisions, the JT Coordinator scheduled the meeting with JTC on 10 December 2024. The updated draft was presented to the Just Transition Council for approval on 17 December 2024. The JT Coordinator prepared all necessary documentation and led the presentation to the JTC, addressing any further modifications suggested during the council meeting.
4. Before final government approval, the JT Coordinator performed a double-check of all minutes of meetings and based on the main conclusions, the JT coordinator verified that findings and/or comments have been integrated in the JTAIP 2025. JT coordinator performed a check of all comments received via email from the members of the working groups and ensured that those have been reflected upon in the

	<p>final version of the document. With the JTC’s endorsement, the final draft of the JTAIP is submitted for government approval on 28 February 2025. The JT Coordinator worked closely with government officials to facilitate the review process, providing explanations and justifications for the strategies proposed in the plan.</p> <p>5. Upon receiving government approval, the JT Coordinator was coordinating the official publication of the JTAIP on the MoEMMR webpage, including translations of the documents in Macedonian, obtaining the official government approvals and coordinating with legal and public relations teams to ensure the document is accessible and comprehensible to all stakeholders.</p>
<p>Clear conclusion on the achievement of the step</p>	<p><i>Fully Achieved</i></p>