

# LAMARTRA

## Bridging decarbonization and labour market in sustainability transitions

Contract - B2/202/P3/LAMARTRA

### SUMMARY

#### **Context**

Achieving sustainability within planetary boundaries requires substantial changes in how we produce and consume, and this transformation will affect labour relations. Over the past decade, Belgian federal and regional authorities have developed targets, scenarios, and plans to transition towards a low-carbon economy, aligned with European strategies and international agreements. Simultaneously, a core aim has been to increase employment rates and foster labour market opportunities. Integrating climate goals with work, employment, and broader social objectives is a key aspect of the concept of a just transition.

#### **Objectives**

In this context, LAMARTRA aimed to develop an integrative understanding of the “twin transition” and to elaborate governance strategies suited to the Belgian context. The research team explored the potential futures that could emerge from the low-carbon and labour transitions. It also sought to understand how these transitions can be governed to achieve both climate objectives and just work and employment opportunities. By combining quantitative and qualitative approaches across salient economic sectors, it seeks to generate insights that support federal decision-making.

#### **Conclusions**

The project demonstrates that managing the dual transition requires coherent policy mixes that balance innovation and exnovation, while safeguarding social justice. A successful transition will have to navigate the redistribution of risks and opportunities in the labour market arising from labour shortages, working conditions, and labour market transitions among different economic sectors and socio-demographic groups. Policy responses must include proactive labour transition measures, renewed social dialogue institutions, and workers participation at company level. Deepening the practice of democracy at the various levels (firm, industry, societal...) appears to be a critical avenue toward a better future. Importantly, governance must move beyond sectoral silos, linking climate, employment, and social protection policies. In doing so, Belgium can align its climate targets with the creation of decent, inclusive, and sustainable work.

#### **Keywords**

Twin transition; Decarbonisation; Labour market; Just transition; Policy mixes; Belgium; Sustainability transitions; Governance; Employment.