

# JUST TRANSITION POLICY MAHARASHTRA

Submitted to the  
Department of Environment and Climate Change,  
Government of Maharashtra

Submitted by

**iFOREST**

INTERNATIONAL  
FORUM  
FOR ENVIRONMENT,  
SUSTAINABILITY  
& TECHNOLOGY



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## List of Abbreviations

ACM	Auto Component Manufacturer
BESS	Battery Energy Storage System
CEA	Central Electricity Authority
COP	Conference of Parties
CSO	Civil Society Organizations
DMF	District Mineral Foundation
EmplA	Employment Impact Assessment
EV	Electric Vehicle
GHG	Greenhouse Gas
Gol	Government of India
GoM	Government of Maharashtra
JT	Just Transition
JTO	Just Transition Office
LT-LEDS	Long Term Low Emission Development Strategy
MEDA	Maharashtra Energy Development Agency
MPCB	Maharashtra Pollution Control Board
MJTP	Maharashtra Just Transition Policy
MSME	Micro, Small, Medium Enterprises
MSME-DO	Micro, Small, Medium Enterprises Development Organisation
NAP	National Adaptation Plan
NDC	Nationally Determined Contributions
NOC	No Objection Certificate
RE	Renewable Energy
REJ-IP	Regional Just Transition Investment Plan
SJTP	Sectoral Just Transition Plan
TPP	Thermal Power Plant
UNFCCC	United Nations Framework Convention on Climate Change

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## Definitions

**Affected communities** refer to a population whose lives, livelihoods and income are/will be directly or indirectly impacted by the socio-economic shifts due to a transition away from a fossil fuel-based economy to a low-carbon economy.

**Disproportionately impacted communities** refer to a sub-set of population within the affected community who are at a higher risk of economic, social, and environmental impacts due to the transition away from a fossil fuel-based economy to a low-carbon economy. These particularly include informal workers, indigenous communities, low-income communities, women from low-income households, and marginalised groups. Their vulnerabilities arise from limited alternative livelihood opportunities, pre-existing socio-economic disadvantages, and unequal access to resources and support systems.

**Energy transition** refers to the process of shifting energy production and consumption from fossil fuels to renewable energy sources.

**Fossil fuel sectors** refer to the industries involved in the extraction and processing of carbon-based energy sources such as coal, oil, and natural gas. These industries are major contributors to greenhouse gas (GHG) emissions.

**Fossil fuel-based industries** refer to industries whose operations, products, or supply chains heavily rely on fossil fuels such as coal, oil, or natural gas, either as energy sources or raw materials. These industries are significant contributors to GHG emissions due to their reliance on fossil fuels. The fossil fuel-based industries covered under this policy include coal-based thermal power plants (TPPs), various industries associated with steel, cement, automobile, oil refinery, nitrogenous fertilizer, brick kilns, and industries using fossil-fuel based furnaces and boilers, specifically micro, small and medium enterprises (MSMEs). This also includes equipment and component manufacturers and other associated industries in the value chain of these sectors who will be directly impacted due to the energy transition in these sectors.

**Formal worker** refers to an individual employed in the formal sector, where employment is legally recognized, regulated, and protected under labour laws. Formal workers include both permanent and contractual workers who have an employment contract and have employer-provided benefits such as a pension, employee provident fund (EPF), healthcare, housing, etc., as the case may be.

**Fossil fuel-dependent regions** are geographic areas where the economy, employment, and public revenue of the government significantly rely on activities related to the operation of the fossil fuel sector and fossil fuel-based industries.

**Green growth** refers to a strategy for economic growth that is environmentally sustainable and socially inclusive.

**Green jobs** refer to decent and productive employment opportunities that actively contribute to environmental preservation and restoration, spanning both emerging sectors, such as renewable energy (RE), energy efficiency, sustainable transportation, etc., and traditional industries like manufacturing and construction. These jobs have a pivotal role in promoting green economic growth by enhancing energy and resource efficiency, reducing GHG emissions, minimising waste and pollution, and fostering resilience to climate change impacts.

**Green sectors** refer to industries, businesses, and activities that contribute to economic growth while promoting environmental stewardship and addressing challenges like environmental degradation, climate change, biodiversity loss, and resource depletion. Examples of green sectors include RE, energy efficiency, sustainable agriculture, waste management, sustainable transportation, green construction, water management, land management, biodiversity and ecosystem Services, etc.

**Informal worker** refers to an individual engaged in the formal or informal sector who do not have employment security or social security provided by the employer. They are generally outside of the traditional employer-employee relationship. The informal workers are typically contractual labour, daily wagers, and gig workers,

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**Just energy transition** refers to an equitable and inclusive process aimed at achieving the goals of net zero emissions while maintaining energy security and accessibility, prioritising the development of a green economy, safeguarding livelihoods, enhancing green job opportunities, alleviating poverty and inequality, and fostering the resilience of communities against climate-related challenges. This concept underscores the need for equitable outcomes in transitioning from fossil fuels to sustainable energy systems, ensuring that no one is left behind.

**Repurposing of land** refers to interventions that are necessary to prepare coal mining or industrial land, such as those available with coal-based thermal power plants, for social and economic use, such as the development of infrastructure (roads, electricity lines, water supply, etc.), renewable energy plants, industrial park, townships, tourism facility, horticulture, pisciculture, etc., following scientific closure of the mine or the industrial unit.

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# 1. Preamble

At the twenty-sixth (26th) Conference of Parties (COP) to the United Nations Framework Convention on Climate Change (UNFCCC) in November 2021, the Government of India (GoI) set a target to achieve net-zero emissions by 2070.<sup>1</sup> In the twenty-seventh (27th) COP in 2023, countries, including India, further committed to *Transitioning away from fossil fuels in energy systems, in a just, orderly and equitable manner, accelerating action in this critical decade, so as to achieve net zero by 2050.*<sup>2</sup> Aligning with international commitments, the GoI has reinforced the country's commitment to climate action through the updated Nationally Determined Contributions (NDC), the Long-Term Low Emission Development Strategy (LT-LEDS), the National Adaptation Plan (NAP), and the various missions.

As a major contributor to India's economic and industrial output, as well as its GHG emissions, Maharashtra has a pivotal role in meeting the country's net-zero emission target while building a green and prosperous economy.

The state government has enacted many policies such as the Maharashtra Renewable Energy (RE) Policy, 2020, Maharashtra Electric Vehicle (EV) Policy, 2022, Maharashtra Green Hydrogen Policy (2023), Maharashtra State Action Plan on Climate Change, Maharashtra Industrial Policy, 2019 and District Mineral Foundation (DMF) Trust Rules, 2016 to advance and support climate mitigation and adaptation.

The Maharashtra Just Transition Policy (MJTP) builds on the previous policies and provides a strategic roadmap for the energy transition of fossil fuel sectors, fossil fuel-based industries, and fossil fuel-dependent regions in a planned manner while fostering opportunities for green growth and jobs, and supporting Maharashtra's ambition of becoming a trillion-dollar economy by 2028.<sup>3</sup>

## 2. Vision

The MJTP envisions positioning the state as a leader in supporting India's net zero target by promoting a just energy transition. By adopting a people-centric approach, the policy seeks to support affected communities, industries, and regions affected/likely to be affected by the energy transition, while fostering green economic growth and creating green jobs and sustainable livelihoods.

## 3. Scope

The policy applies to all fossil fuel sectors, fossil fuel-based industries, and fossil fuel-dependent regions. It covers the following aspects to guide a people-centric transition:

- a) Economic diversification and development of fossil fuel-dependent regions;
- b) Repurposing of land and infrastructure;
- c) Employment and enhancing green job opportunities;
- d) Ensuring gender equality in the transition process;
- e) Financing a just and inclusive energy transition; and,
- f) Inclusive decision-making.

## 4. Policy Period

The policy shall be valid for ten (10) years from the date of notification. This policy will be reviewed on a regular basis to assess its impact, and to ensure the inclusion of any new guidelines of GoI /GoM that may evolve during the policy period. The GoM may amend/modify this Policy as and when deemed necessary.

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## 5. Guiding Principles

- i) Support the economic restructuring and economic diversification of fossil fuel-dependent regions, including the development of green energy and green industries, to maintain the economic continuity and social viability of these regions.
- ii) Promote the repurposing of land and infrastructure, including rehabilitation and reuse of coal mines, oil and gas facilities, and thermal power plants, for economic diversification in the fossil fuel-dependent regions.
- iii) Support the transition of all impacted workers, including formal and informal workers, engaged in the fossil fuel sector and fossil fuel-based industries, to ensure that no one is left behind.
- iv) Maximise formal employment opportunities to ensure decent wages and income security.
- v) Support gender-inclusive transition measures, including, maximising the opportunities of formal jobs for the women workforce, investments in foundational skills, and equal access to skill acquisition for emerging well-paid jobs in the green sectors.
- vi) Prepare the youth and increase their employability in the green sectors by investing in affordable education, research and innovation, and training and skill development.
- vii) Create alternative employment opportunities for the affected communities, with special attention to disproportionately impacted communities.
- viii) Invest in the physical and social infrastructure in the fossil fuel-dependent regions, including in climate change adaptation and disaster risk reduction, to strengthen community resilience and promote development.
- ix) Integrate principles of circular economy in economic and social investments to ensure co-benefits of green growth.
- x) Ensure participatory decision-making processes, including social dialogue, to build consensus among government agencies, employers, workers, and communities, on strategies and plans for a just transition.

## 6. Objectives

The MJTP aims to address immediate transition challenges while leveraging opportunities to foster innovation and investment for sustainable and long-term green growth outcomes. The specific objectives of this policy include the following:

- i) Guide the development of Regional Just Transition Investment Plans (RJT-IP), and ensure their implementation with utmost accountability.
- ii) Guide the development of Sectoral Just Transition Plans (SJTP) to ensure socially and environmentally responsible energy transition.
- iii) Develop guidelines and regulations for the repurposing of land and infrastructure available with fossil fuel sectors and fossil fuel-dependent industries, especially coal mines and TPPs.
- iv) Guide the development of comprehensive Workforce Transition Plan(s) for companies through tripartite engagement between the government, industry, and labour unions/worker's representatives to ensure consensual and time-bound action.
- v) Provide fiscal and non-fiscal incentives to enhance investments in green sectors in fossil fuel-dependent regions.

- vi) Provide fiscal and non-fiscal incentives to support investments in social and physical infrastructure in fossil fuel-dependent regions such as in education and skills, digital infrastructure, access to basic services, transport infrastructure etc.
- vii) Develop effective institutions and institutional mechanisms to ensure the representation and participation of stakeholders for developing plans and designing implementation measures for a just transition.
- viii) Promote mechanisms and platforms, including physical and digital, to ensure participation of all stakeholders in various stages of the planning and implementation and to aid in sharing information.
- viii) Facilitate mobilisation of public and private investments from domestic and international sources to support just transition measures.
- ix) Facilitate the integration of the just transition concept in other relevant state laws, policies, and plans to support well-coordinated transition measures across sectors. This will require introducing amendments to the following with amendments as noted in Annexure 1:
  - a. Maharashtra Renewable Energy (RE) Policy, 2020
  - b. Maharashtra Electric Vehicle (EV) Policy, 2022
  - c. Maharashtra Green Hydrogen Policy, 2023
  - d. Maharashtra Industrial Policy, 2019
  - e. Maharashtra Labour Welfare Fund (Amendment) Act, 2024
  - f. Maharashtra District Mineral Foundation Rules, 2016
  - g. Maharashtra State Action Plan on Climate Change, 2024

And any other laws, policies, and plans of the State Government as relevant to supporting a just transition.

## 7. Priority Regions and Targets

### 7.1 Priority regions

The following four regions shall be prioritized for developing targeted RJT-IP.

**Table 1: Priority regions for developing targeted investment plans**

Regions	Districts	Geographical regions	Key sectors located in these regions
Region 1	Chandrapur, Nagpur, Yavatmal	Vidarbha	Coal mine and coal-based TPP, steel
Region 2	Pune, Aurangabad, Nashik, Ahmednagar	Marathwada/ Khandesh	Coal-based TPP, Automobile industry, especially the auto component manufacturer (ACM) units, boiler-based MSMEs
Region 3	Mumbai (City+Suburban), Raigad, Thane, Palghar	Konkan	Furnace and boiler-based MSMEs, ACM, refinery
Region 4	Kolhapur, Sangli, Solapur	Desh	Furnace and boiler-based MSMEs

## 7.2 Targets

To support strategic and targeted action during the policy period, the following targets are specified and aligned with the vision and objective of the MJTP.

**Table 2: Targets supported by the policy**

Item	Year	Targets	Elaboration/remarks
Repurposing coal mining land to ensure economic continuity and environmental sustainability in coal regions	2025-2035	Repurpose about 50% of the coal mining land (total available 24,000 ha) available with closed and operational mines.	<p>a. Repurpose 10 closed mines with 5,066 ha land area (2,272 ha with OC) by 2030, which is an immediate opportunity.</p> <p>b. By 2030, start planning for the repurposing of an additional 18 OC mines that are likely to close by 2035 due to resource exhaustion and economic viability. This includes about 10,794 ha of land (5,544 ha in Chandrapur, 2080 ha in Nagpur, in 3,169 Yavatmal).</p>
Repurposing retired TPP units for augmenting green investments	2025-2035	Repurpose 16 TPP units with a combined capacity of 4,600 MW	<p>a. 13 units (3,600 MW) with Mahagenco and 3 units (1,000 MW) with private players (Adani &amp; Tata).</p> <p>b. Overall, about 5,651 ha of land area (5,021 ha with Mahagenco, 630 ha with private entities) can be potentially available for repurposing besides the repurposing opportunities of other assets.</p> <p>A repurposing feasibility report and plan should be developed in consultation with the State Government for the Mahagenco units, and other concerned stakeholders.<sup>4</sup></p>
Green energy development in fossil fuel-dependent regions	2025-2035	<p>Install 15 GW of RE and 45 GWh Battery Energy Storage System (BESS) to augment clean energy access.</p> <p>This is equivalent to the coal-based capacity to be phased down by 2035. The assumption is that 3.0 MW RE and 9 MWh BESS will be required for every 1 MW coal-based power capacity that is replaced.<sup>5</sup></p>	<p>As per India's NDC at least 50% cumulative electric power installed capacity from non-fossil fuel-based energy resources is to be achieved by 2030. So far, the state has achieved a cumulative RE installed capacity of 30.3% (14.5 GW) as of 2023-24.<sup>6</sup></p> <p>Besides, the state has huge potential of RE growth including in the coal regions. As per RE potential assessment for Maharashtra, the total cumulative RE potential for only ground mounted solar in Chandrapur, Nagpur and Yavatmal districts is 24.5 GW (Chandrapur: 6.4 GW; Nagpur: 7.3 GW, Yavatmal: 10.8 GW).<sup>7</sup></p>
Reskilling and upskilling of workforce	2025-2035	<p>a. Reskill and upskill at least 100,000 workers from the coal mining, thermal power and automobile sectors.</p> <p>b. Provide skilling to at least 10,00,000 young people and women in green sectors.</p>	<p>a. Coal mining workforce includes, about 6,196 formal workers (below 40 years) and 9,294 informal workers to be potentially affected by 26 mine closures by 2030.<sup>8</sup></p> <p>Additionally, 1,000 formal and 1,500 informal workers are to be affected by 4 coal mine closures between 2030-35.</p>

Table 2 continued

Item	Year	Targets	Elaboration/remarks
			<p>The workers can be reskilled for re-employment in RE industries and other green industrial sectors to support workforce transition and meet the workforce needs of these industries. The workforce transition and skilling plan can be developed through engagement between the industry, the State Government, and skilling agencies, among others.</p> <p>b. TPP workforce includes about 4,000 formal<sup>9</sup> and 9,625 informal workers to be affected by 16 TPP unit closures.</p> <p>c. In the automobile sector, about 31% of the jobs roles (out of over total 564 job role in the sector), will be impacted by the transition from internal combustion engine vehicles to electric vehicles (EVs). This will require massive skilling and reskilling, especially in the ACM segment.<sup>10,11</sup></p>
Automobile (Transportation)	2025-2035	Achieve 50% electrification of public transport (bus fleet/urban fleet/govt vehicle fleet) and set up public charging stations in the affected regions.	As aligned with Maharashtra EV Policy of 2021. <sup>12</sup>
MSME Transition Fund	2025-2035	Develop an MSME Transition Fund of ₹10,000 crores to support energy transition in the MSME sectors by promoting the adoption of greener technologies.	The priority sectors under MSME transition shall include ACMs and industries with fossil fuel-based furnaces and boilers.
Green Business Support Fund	2025-2035	Develop a Green Business Support Fund of ₹5,000 crores to support start-ups in green sectors in the affected regions.	These start-ups should be developed in the priority regions.
State Just Transition Fund		Develop a State Just Transition Fund with a ₹100 crore corpus to initiate the implementation of the policy.	Pool domestic and international finance for a just transition in the state.

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## 8. Institutional set-up

A two-tiered institutional framework is proposed to facilitate the implementation of the MJTP. This includes a High-level State Committee on Just Transition and an Empowered Committee. Further, the xx Department shall be designated as the nodal department for coordinating matters of just transition, with a dedicated Just Transition Office (JTO).

### 8.1. High-level State Committee on Just Transition

A High-level State Committee shall be constituted under the Chairmanship of the Hon'ble Chief Minister, Government of Maharashtra (GoM) with the power to maintain overall control and provide high-level oversight for all just transition initiatives under the MJTP.

#### a. Structure of the High-level State Committee:

**Chairperson:** Chief Minister of Maharashtra

**Members:** The following shall be the members of the High-level Committee

- Minister of Environment and Climate Change
- Minister of Finance
- Minister of Energy
- Minister of Mining
- Minister of Industry
- Minister of Skills, Employment, Entrepreneurship and Innovation
- Members of Parliament from each priority region (4)
- Chairperson Regional Development Boards (3) (The Vidarbha Development Board, The Marathwada Development Board, The Development Board for the Rest of Maharashtra)
- Academic/research institutions/NGOs specializing in just energy transition, economic development, and green jobs (maximum 3)
- CMD WCL
- CMD Mahagenco
- President Maratha Chamber of Commerce
- Industry associations (maximum 3, including automobile, MSME and other relevant industries)
- Civil society organizations (maximum 2)
- Labour Union (2)
- Member Secretary (Principal Secretary of Nodal Department)
- Any other as nominated by the chairperson

#### b. Roles and responsibilities

The roles and responsibilities of the High-level State Committee shall include but not limited to the following:

- a. Approve policy directions/guidelines/plans and define state-wide strategies for just transition.
- b. Provide high-level guidance for implementing the MJTP, addressing the major impediments to its implementation.
- c. Provide guidance to ensure alignment of just transition measures with Maharashtra's economic, environmental, and social goals.
- d. Create sub-committees under the associated departments of the key transition sectors to develop and monitor funds/schemes/programmes, as and when required for the effective implementation of the just transition measures. The role of each associated department in the implementation of the MJTP is defined in Annexure 3.

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- e. Convene high-level meetings to facilitate mobilisation of national and international investments/funds to support just transition measures.
  - f. Meet at least twice in the year to review the progress and implementation of the MJTP.
  - g. Conduct review of the policy and approve necessary revisions/amendments to the policy/plans recommended by the Empowered Committee as and when required.

## 8.2. Empowered Committee for Just Transition

The Empowered Committee shall be constituted under the Chairmanship of the Hon'ble Chief Secretary, GoM, to translate the strategic directions of the High-level State Committee into actionable programmes and ensure effective implementation of the MJTP.

### a. Structure of the Empowered Committee

**Chairperson:** Chief Secretary of Maharashtra

**Members:** The following shall be the members of the Empowered Committee

- i) Principal Secretary/Secretary, Department of Environment and Climate Change
- ii) Principal Secretary/Secretary, Industries Department
- iii) Principal Secretary/Secretary, Energy Department
- iv) Principal Secretary/Secretary, Mines Department
- v) Principal Secretary/Secretary, Finance Department
- vi) Principal Secretary/Secretary, Labour Department
- vii) Principal Secretary/Secretary, Skills, Employment, Entrepreneurship, and Innovation
- viii) Principal Secretary/Secretary, Social Justice and Special Assistance Department
- ix) Principal Secretary/Secretary, Planning Department
- x) Development Commissioner, Industries, and Chairperson, Maharashtra Industry, Trade and Investment Facilitation Cell (MAITRI)
- xi) Development Commissioner, Micro, Small & Medium Enterprises
- xii) Chairperson, Maharashtra Pollution Control Board
- xiii) Member Secretary: Director, Office of Just Transition
- xiv) Any other as nominated by the chairperson

### b. Roles and responsibilities

The roles and responsibilities of the Empowered Committee shall include but not be limited to the following:

- a. Issue necessary guidelines, directives, notifications/office orders, and provide necessary approval of other related documents to implement the MJTP or the plans under the policy.
- b. Monitor the overall implementation of the policy by conducting periodic reviews.
- c. Review the progress of the development and implementation of the REJ-IP and SJTP.
- d. Address the challenges or difficulties faced during the implementation of the policy and recommend necessary amendments/revisions to the policy as and when required.
- e. Facilitate the integration of just transition provisions in the sector-specific laws/policies and plans as recommended to support well-coordinated and inter-departmental action across all sectors.
- f. Create and earmark funds for the implementation of the policy/plans. The committee shall facilitate alignment of local, state, national and international financial resources and leverage additional resources for the effective implementation of the policy.

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- g. Finalize and approve the Regional Just Transition Investment Plans and Sectoral Just Transition Plans, subject to the final approval of the Chairperson of the High-level State Committee.

The committee shall also be empowered to appoint a State-level Just Transition Task Force or Sectoral Task Force(s) as considered necessary to advise on planning and designing just transition measures, which must be developed in consultation with workers, local communities, labour unions, local level institutions, civil society organisations (CSOs), and other concerned stakeholders at the state and regional/district levels.

### 8.3. Nodal Department and Just Transition Office

**Designated Nodal Department:** The xx Department will act as the central coordinating agency for this policy.

**Just Transition Office:**

A Just Transition Office (JTO) shall be set-up by the State Government and shall be housed within the nodal department, for purposes of coordination, planning, monitoring, accounting and public disclosure of information.

**a. Structure of the JTO**

The JTO should include the following staff/office bearers:

- i) Director, the Head of the Just Transition Office
- ii) Professionals with expertise and experience in planning for socio-economic development and environmental protection.
- iii) Professionals with expertise and experience in fossil fuel sectors and fossil fuel-based industries.
- iv) Officials/accountants/finance managers to maintain accounts and records.
- v) Liaison officers/Engagement managers for public-private partnerships.
- vi) Community engagement officers to engage with the vulnerable/impacted communities in the transition regions.
- vii) Dedicated personnel/officials for addressing grievances related to just transition investment measures. A web-based complaint registration system can be developed for this purpose.
- viii) Any other staff as required for providing techno-managerial support.

**b. Roles and responsibilities:**

The JTO shall have the following key roles:

- a) Act as the secretariat for both the High-Level State Committee and the Empowered Committee.
- b) Function in coordination with district and regional authorities to align local plans with state-level objectives.
- c) Facilitate community engagement and consultation processes to ensure inclusivity in decision-making.
- d) Manage the disbursement of the funds earmarked under the policy, track expenditures, and ensure efficient resource allocation for just transition projects after necessary approvals from the Empowered Committee as and when required for the implementation of the MJTP.
- e) Facilitate the availability of land, water, and other resources required for the just transition projects in coordination with the respective departments, to support ease of doing business and start green investments in the fossil fuel-dependent regions, especially in the priority regions.
- f) Facilitate the development and implementation of the RJT-IP and SJTP in coordination with the respective associated departments, agencies, and stakeholders. The JTO may engage expert/expert organizations for the same.
- g) Facilitate stakeholder engagement and capacity building for planning and implementation. The office shall also facilitate training, workshops, and seminars related to the policy.
- h) Monitor and oversee the implementation of projects and programmes as specified in RJT-Ips and SJTP.

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- i) Develop annual progress reports and five-yearly review reports on the implementation of the RJT-IPs and SJTP.
  - j) Facilitate policy promotion activities and also assist/guide the project developers/investors in obtaining the necessary benefits/incentives from the State Government defined under this policy.

## 9. Regional Just Transition Investment Plans

To provide planned structural support and ensure strategic investments in the priority regions, well-developed investment plans will be required. The JTO under the guidance of the Empowered Committee, should develop RJT-IPs focusing on the following aspects:

- i) The RJT-IPs shall be developed for the priority regions.
- ii) The plans will be developed for 10 years, with a review period every 5 years to modify the plan as per the existing status in the region.
- iii) The plan should include a critical assessment of livelihood impacts, potential impact on state revenue, and social impacts along with an evaluation of the regional opportunities that can be harnessed to support the transition.
- iv) The plans should outline a roadmap for sustainable and inclusive economic transformation of the region to support green growth and green jobs
- v) The process of developing the plan should be participatory, engaging various stakeholders such as industry associations/representatives, members of the affected/local communities, civil society members, labour unions, women organizations, and other concerned stakeholders to ensure the plan reflects the needs and aspirations of affected regions.
- vi) The plan should identify the financial resources required, including potential sources, to implement the plan.
- vii) The designated nodal agency shall be responsible for monitoring and implementing the plan in close coordination with other concerned state agencies, divisional authorities, and the district administration of the districts falling in the priority regions.

The RJT-IPs must overall align with the objectives of NDC, the LT-LEDS, the NAP, and the various missions including the target to achieve climate neutrality by 2070.

## 10. Development of Sector Just Transition Plans

The SJTPs are comprehensive strategic plans for the energy transition of fossil fuel sectors and fossil fuel-based industries.

The JTO will facilitate the preparation of the SJTP, in coordination with the relevant departments and agencies of the state government and the key industry players (sector-specific) operating in the state.

The SJTP shall overall focus on the following aspects:

- a) Evaluate the financial viability of the sector in a time series manner.
- b) Evaluate risks such as stranded assets and resource constraints.
- c) Evaluate the transition opportunities of the sector considering technological alternatives, economic viability of adopting such technologies including at scale, and scope of business diversification for the industry to support green growth and green jobs.
- d) Specify decarbonization/net zero targets for the sector(s), which will change processes and operations due to the adoption of clean fuels and technologies.

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- e) Outline a phase-down or energy transition timeframe for the sector, as the case may be.
  - f) Outline investments across the value chain to reduce both scope 1 and scope 2 emissions.
  - g) Identify plant-wise employment dependencies, including permanent and contractual workers, and potential informal and indirect dependence to quantify the potential transition risks.
  - h) Identify and outline compensation mechanisms for Plant Operators in case of early closures.
  - i) Identify and outline any financial support that may be required to implement the SJTP(s), including possible mechanisms of financing the transition.

## 11. Development of Workforce Transition Plans

To protect the impacted workers, the fossil fuel companies, and fossil fuel-dependent industries operating in the priority regions of the state, who are employing/were employing three hundred (300) or more than three hundred workers on any day of the preceding twelve months, will be required to develop a WTP.<sup>13</sup>

The WTP prepared by the company shall be submitted to the JTO for further submission to the Empowered Committee. For Central Government Undertakings, the plan can be submitted to the concerned ministry alongside the JTO.

The plan should include (but not be limited to) the following components:

- i. The transition timeline of the plant/facility and plan of closure if a particular facility will be closed.
- ii. An Employment Impact Assessment report<sup>14</sup> outlining:
  - The number of permanent workers to be impacted by the transition at various levels, including their job roles.
  - The number of contractual workers (engaged directly by the company and through contractors as per records) to be impacted by the transition, including their job roles,
  - Any business restructuring plan of the company where the present workers can be engaged to minimise layoffs and retrenchments,
  - The number of potential jobs that will be created, in case of business restructuring, including direct and indirect jobs to be created during the construction, operation, and maintenance period.
  - Assessment of transition support, including reskilling/skilling, temporary assistance, mobility assistance, etc., required by the workers who will be impacted by the facility closure or change in operations.
- iii. A plan for providing transition support, including support for reskilling and skilling, to enterprise employees and workers.
- iv. The scope of engagement with governments, institutions, or other skilling agencies to support workers where they will not be directly supported by the parent company.
- v. A monitoring and evaluation strategy with key performance indicators to measure the transition plan's success and monitor implementation progress and success.

## 12. Incentives to provide structural support to transition regions

Fiscal and non-fiscal incentives are essential for catalysing green investments and enabling economic diversification, workforce development, and social infrastructure improvements in the transition regions.<sup>15</sup> The State Government shall create targeted incentives under this policy to support investments in green sectors in fossil fuel-dependent regions with a specific focus on priority regions.

The following is a list of industries/companies that are eligible for receiving incentives for investments in the priority regions.

- i. RE
- ii. Battery manufacturing
- iii. EV manufacturing and EV ACM
- iv. Green hydrogen
- v. Green steel
- vi. Electric/hydrogen boilers and furnaces
- vii. Mining land reclamation and repurposing
- viii. Repurposing of TPPs
- ix. Green industrial parks
- x. Other green industries and activities, the list of which shall be published in the official gazette by the state government.

The incentives to industries/companies are conditional on the company undertaking environmentally desirable activities, producing low-carbon products, and/or acquiring physical capital embodying clean(er) technologies.

**Table 3: Types of incentives**

Category	Type	Specifications	Remarks
Ease of Doing Business/ Market-development Incentives	Non-fiscal	A single window portal shall be developed under the supervision of the Nodal Department for securing all project-related clearances/approvals/licenses/ NOC	Assistance with permits/licenses, paperwork and regulatory compliance to streamline and expedite the process.
	Non-fiscal	Facilitating the use of Plug-and-play facilities by developing green industrial parks, especially MSMEs	Ready-to-use infrastructures with utilities, workspaces, and essential amenities shall be established under this policy to enable seamless installation/set up of units in the priority regions.
	Non-fiscal	Public consultations and engagement	Facilitate social dialogue to explore and discuss issues of common interest and negotiate solutions Programmes to create awareness of just transition among government officials, local community, and workers, and increase their meaningful engagement in planning and implementation processes.

Table 3 continued

Category	Type	Specifications	Remarks
Capital and tax incentives	Fiscal	Capital incentives for large industries in green sectors for setting up facilities in the priority regions	Capital incentive of xx % for investments in the priority regions. This special incentive will be above and beyond the incentives provided under Maharashtra Industrial Policy, Green Hydrogen Policy, RE Policy, and EV Policy.
	Fiscal	Viability gap funding for private developers for repurposing of coal mines and TPP land.	Repurposing of coal mine and TPP land available with closed and likely to be closed coal mines and TPPs in the next 10 years for RE projects. green hydrogen production, green manufacturing.
	Fiscal	Tax exemption for green projects on repurposed land for a defined period	These can include exemptions of sales tax, property/land tax, stamp duty and registration fee, excise duty, electricity duty, etc., as amounts stipulated by the government.
	Fiscal	Facilitate concessional loans (interest subsidy) to industries particularly MSMEs and start-ups adopting green technologies.	Corpus generated under MSME Transition Fund shall be utilized to provide concessional loans to the MSMEs/start-ups for energy conservation/ technology upgradation/circular economy
	Fiscal	Grants to establish skill development centers in transition regions in partnership with industry stakeholders. <sup>16</sup> Financial incentives to employers for apprenticeships. Interest-free loans for up to two years, and concessional loans for up to 5 years, to local individuals from transition regions seeking vocational training in recognized institutes, making skill development more accessible.	
R&D incentives	Fiscal	Grants to promote R&D in priority regions	Promote R&D in new technologies related to RE development, green hydrogen, EV, etc.

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## 13. Funds to Support Just Transition

To facilitate a just transition, mobilising targeted funds from public and private, domestic and international sources is essential. The state will focus on leveraging existing schemes and establishing specialised funds to ensure financial flows to priority regions and sectors. To achieve this, the State Government will issue necessary notifications and guidelines.

### 13.1 State Just Transition Fund

The State Government, by notification, may set up a State Just Transition Fund to invest in just energy transition outside the planned investments.

The fund shall be especially used to:

- i) Develop and implement RJT-IP and SJTP.
- ii) Capacity building on Just Transition
- iii) Provide direct income support and livelihood support to the formal and informal workers who have lost jobs due to the closure of the industries/ mines in fossil fuel sectors and fossil fuel-based industries.
- iv) Up to 5% of the fund may be used to support administrative expenses of the JTO.

### 13.2 MSME Transition Fund

The State Government, by notification, may set up a specific MSME Transition Fund under the Micro, Small and Medium Enterprises- Development Organisation (MSME-DO), to provide support to MSMEs in transition regions and to retain local jobs.

The fund shall be used to:

- i) Provide grants, low-interest loans, or subsidies to MSMEs to upgrade their manufacturing processes, adopt new technologies, and support the reorientation of enterprises.
- ii) Support for accessing new markets to diversify their customer base.
- iii) Support skilling/upskilling programmes for workers.
- iv) Establish business incubators in coal regions for innovation and entrepreneurship in sustainable MSME sectors.
- v) Support the development of MSME clusters in alternative industries, reducing reliance on coal.

### 13.3 Green Start-up Fund

The State Government may establish a dedicated Green Start-up Fund to foster innovation and entrepreneurship in sectors aligned with a sustainable and low-carbon economy. This fund will focus on enabling the growth of green start-ups, particularly in transition regions, to create new economic opportunities and jobs. The Green Start-up Fund shall be managed by the Maharashtra State Innovation Society, under the Department of Skills, Employment, Entrepreneurship and Innovation, GoM.

The fund shall be used to:

- i) Provide seed funding and financial support to start-ups working on innovative solutions in green sectors. The support can be provided in the form of grants, equity investments, low-interest loans, etc. Offer specific incentives for start-ups originating from coal transition regions to encourage local entrepreneurship.
- ii) Fund R&D initiatives for developing cutting-edge green technologies, processes, and sustainable products.

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- iii) Provide capacity building support through training programmes, workshops, and mentorship schemes to build entrepreneurial and technical skills among youth and professionals.
  - iv) Support start-ups in accessing domestic and international markets for their products and services.
  - v) Establish partnerships with business accelerators and incubators to provide comprehensive support to start-ups.
  - vi) Offer targeted financial and technical support to women entrepreneurs to foster gender inclusivity in green innovation.
  - vii) Support the establishment of green start-up hubs and incubators in transition regions to encourage local innovation.

### **13.4 Repurpose District Mineral Foundation Trust (DMFT) Fund**

The State Government may amend the State District Mineral Foundation (DMF) Trust Rules, 2016, to repurpose DMF funds to support just transition activities in the coal districts.<sup>17</sup>

The Rules may be revised to include the following:

- i) At least 50% of the DMF funds should be allocated to regions where mines are closed or will be closing by 2030 to support livelihood development, skilling, and social welfare activities.
- ii) Establish an endowment fund with the DMF Trust in coal districts with 20% of the annual DMF accruals. The fund shall be kept for future use in regions where mines will close down to ensure the economic continuity and social vitality of such regions.
- iii) Skilling measures should particularly target informal workers, including women, to prepare them for employment in RE, sustainable industries, and other green sectors.
- iv) Augment education infrastructure and resources, including vocational training.

## **14. Establishment of a Just Transition Portal**

An online Just Transition Portal shall be developed to serve as a comprehensive, interactive, and transparent digital platform to facilitate continuous stakeholder engagement, effective policy implementation, and real-time feedback.

The portal will be the central hub for information dissemination, grievance redressal, and collaboration between government authorities, industry players, civil society organizations, and the public.

The portal will have the following features:

- i) Policy and plan documentation: The portal will host all relevant policy and planning documents, including the MJTP (and any amendments therein issued), various plans (RJT-IPs, SJTPs, WTPs, and any other), notifications related to the implementation of the policy and plans, relevant guidelines, office orders, and any related government document.
- ii) Financial documentation: The portal will maintain a record of just transition-related funds and allocations, including sources of contribution to the state Just Transition Fund, fund allocation, annual expenditures associated with projects and plans implementation, and financial reports, including audit reports,
- iii) Monitoring and review reports: The portal will maintain various monitoring and review reports related to the implementation of the MJTP and the plans.
- iv) Knowledge repository: The portal will maintain a repository of research papers, case studies, best practices, and success stories from Maharashtra and other regions on just transition initiatives, to incentivise best practices and enhance the scope of peer learning.

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- v) Project tracker: A real-time tracker (MIS) for ongoing just transition projects, their status, budgets, and outcomes will be available for public monitoring.
  - vi) Public feedback forms: Easy-to-use forms will allow stakeholders such as workers, MSMEs, and community members to share their inputs, grievances, or suggestions.
  - vii) Dedicated complaint registration and resolution system: The portal will host a Complaint Assistance and Resolution System (CARES), where the workers, community members, and other stakeholders can register grievances related to policy implementation, fund utilization, or project impacts. All grievances will be registered with unique IDs. For complaint assistance and resolution purposes, the registered grievances will be tracked with unique IDs, and the resolution status will be updated on the portal for transparency.
  - viii) Redress Impact metrics: The portal will show environmental, social, and economic indicators measuring the outcomes of just transition initiatives to build stakeholder confidence and engagement in the process.

## 15. Review and revisions

To ensure the effective implementation of the Just Transition Policy over the next decade, the State Government will adopt a dynamic approach that incorporates periodic reviews, stakeholder inputs, and necessary amendments to align with evolving circumstances and priorities.

In this regard, the following aspects shall be considered:

- i) The policy shall undergo a comprehensive review every three years to evaluate its implementation, effectiveness, and relevance.
- ii) A detailed mid-term review will be conducted in the fifth year of implementation to analyse progress toward stated goals and recalibrate strategies if necessary.
- iii) Sector-specific targets may be recalibrated based on review findings to ensure practical and achievable outcomes.
- iv) Third-party evaluations shall be commissioned every five years to provide an objective assessment of progress, identify challenges, and recommend corrective actions.
- v) Reviews will involve consultations with affected communities, workers, industry representatives, local governments, civil society organizations, and academic experts to ensure the policy reflects on-ground realities.

The Empowered Committee will oversee the review process, commission evaluations, and propose necessary amendments to the policy.

Revisions to the policy will require approval from the High-level State Committee.

# Annexure 1

## Proposed amendments in existing state policies and laws

The following are some of the amendments to existing laws to align with the MJTP.

Name of the policy	Proposed Just Transition provision in the policy	Objective of the amendment
Maharashtra Renewable Energy (RE) Policy, 2020	Introduce amendments in the 'Land Availability Policy' clause under the RE Policy to utilize repurposed coal mining and TPP land for RE development.	To augment clean energy development and access for local communities in the transition regions, alongside boosting green jobs.
Maharashtra Electric Vehicle (EV) Policy, 2022	Introduce amendments in Section 2.5 (Upskilling, training, and job creation) of the EV Policy integrate the following: a) Support skill development programmes of ACM and service center workers for EV sector jobs. ii) Provide incentives to OEMs for local job creation in transition regions for EV manufacturing. Amendments to Section 2.3 (Targets) to support electrification of public transport in transition districts to achieve 25% of electrification of all public transport by 2030.	To support the workforce in the clean mobility sectors and augment clean mobility access in transition regions.
Maharashtra Green Hydrogen Policy (2023)	Incentives to create green hydrogen projects on repurposed land. The incentives provided in such cases shall be equivalent to the incentives/benefits stipulated in Sections 10, 11 and 12 of the Green Hydrogen Policy of the State Government. Prioritize skill development of local workers, including the youth, in green hydrogen technologies in the transition regions. The Green Hydrogen Policy, Section 17, outlines an allocation of ₹4 crores per year for 10 years (starting 2022), for green hydrogen workshops, skill development, etc., for the availability of skilled manpower required for Green Hydrogen and Derivatives projects. Section 17 can be further amended to provide targeted skilling support to the youth and workers in the transition regions, and increase the financial commitment of capacity building by at least 50% per year.	To incentivize green hydrogen manufacturing in the transition regions and create green jobs in the sector.
Maharashtra Industrial Policy, 2019	Introduce amendments in Sections 9.7, 10.1, and 10.2 of the Industrial Policy to incentivize green industry development in the transition districts, with a specific focus on coal mining and other economically backward districts.	To support green industry development and green jobs in transition regions.

Name of the policy	Proposed Just Transition provision in the policy	Objective of the amendment
Maharashtra Labour Welfare Fund (Amendment) Act, 2024	This Act provides for the constitution of a Fund for the financing of activities to promote the welfare of labour in the state. The Act may be appropriately aligned with the Just Transition Policy to provide welfare support to vulnerable workers, including informal workers and women in the transition regions.	Strengthen welfare support for informal workers, including women in the transition regions.
District Mineral Foundation (DMF) Trust Rules, 2016	Introduce amendments in Section 13 of the Rules to“ a) Allocate at least 50% of the DMF funds to regions where mines are closed or will be closing by 2030 to support livelihood development, skilling, and social welfare activities. ii) To create an endowment fund in DMF Trusts of coal districts with 20% of the annual DMF accruals for future use in regions where mines will close down to ensure the economic continuity and social vitality of such regions.	To ensure economic continuity and social vitality in the mining districts after mines are closed.
State Action Plan on Climate Change (SAPCC)	Suitably integrate provisions in the SAPCC, to integrate just transition considerations across measures of climate change mitigation, adaptation, and resilience-building measures.	Make just transition an integral part of state climate action agenda.

## Annexure 2

### Policy guidelines

#### I. General guidelines

##### a) Permitting

- i. The XX Department shall be appointed as the nodal department for this policy. The nodal department shall have a portal for receipt of applications for proposed projects in by developers in the priority regions for which RJT-IPs have been prepared. The department shall so the initial screening of the proposals. The final applications will be approved under the recommendation of the Empowered Committee.
- ii. A single window web system shall be developed under the supervision of nodal department for clearances/ approvals/NOC. Clearances/approvals/NOCs shall be issued within a prescribed timeframe (xx months) from the submission of the proposal/application.
- iii. The final approval of proposals/applications, however, will be contingent on compliance of terms and conditions as prescribed under the concerned laws applicable for the development of the concerned projects.
- iv. The project proponent will be required to complete the required prescribed documentation and upload the documents on this web portal, and assume full responsibility for the accuracy and statutory fulfillment of the documents by self-declaration.

##### b) Operations/Implementation

- i. While screening projects for approvals, priority will be given to the projects that can increase opportunities for green growth and create localised green jobs, especially in the priority regions transitioning away from conventional energy sources. This will include projects integrating RE, energy storage systems, battery manufacturing, green hydrogen, manufacturing and R&D facilities related to EVs including charging infrastructure, green industrialization projects (as defined in Maharashtra Industrial Policy 2019).

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- ii. All development projects must be set up and become operational within a stipulated timeframe. In cases of exceptional delays, the Empowered Committee may grant an extension of up to two years, provided an application is submitted at least 90 days before the original deadline, explaining the reasons for the delay. Timely execution is essential to prevent undue hardship to workers and communities dependent on these projects. In all cases delays must be avoided to ensure that workers and communities depending on these projects do not face any undue hardship.
  - iii. The Nodal Department, under the guidance of the Empowered Committee, will be responsible for providing authoritative clarifications on the interpretation and implementation of the MJTP. These clarifications should take into account the interests of all stakeholders, including affected workers and communities.
  - iv. The clarification and decisions of the Empowered Committee will be final and binding. , providing clear direction to stakeholders and avoiding delays or disputes in project implementation. This process will be guided by principles of transparency, fairness, and responsiveness to ensure trust and cooperation among all involved parties.
  - v. The nodal department under the guidance of Empowered Committee will issue separate guidelines detailing the necessary procedures for setting up, implementing, and ensuring effective execution of projects under this policy, incorporating just transition elements to support the social and economic well-being of impacted communities.

### **c) Fund disbursement**

- i. The State Just Transition Fund and the MSME Transition Fund shall be created under the guidance of the Empowered Committee.
- ii. Respective associated departments/the principal department shall be responsible for the disbursement of respective funds/incentives of the policy earmarked under the State Just Transition Fund in coordination with the JTO under the direction of the Empowered Committee. (as given in Annexure 3)
- iii. The Industry Department shall be responsible for the disbursement and effective utilization of the MSME Transition Fund under the direction of the Empowered Committee. (Annexure 3)

### **d) Monitoring**

- i. Under the supervision of the Empowered Committee, the JTO shall be responsible for implementation, monitoring the progress of the policy and preparing annual reports.
- ii. Meetings of all registered project holders/applicants will be held at least once in three months or more times as required by the nodal department/JTO to resolve and assist in the implementation of projects.
- iii. A mid-term review of the policy will be conducted by the Empowered Committee. and a report on the same shall be prepared by the JTO and presented to the High-level State Committee on Just Transition.
- iv. The High-level State Committee, along with the Empowered Committee shall suggest necessary changes in this policy as necessary considering the status of implementation of the policy, technological opportunities/ breakthroughs in accelerating the transition and the economic and social context of such changes.

## **II. Guidelines for economic restructuring and diversification**

Economic restructuring and diversification of economic and employment opportunities are some of the most vital aspects to ensure a just transition of fossil fuel-dependent regions and communities. The policy emphasizes the following components to promote sustainable economic growth and retention, diversification, and expansion of employment opportunities in the transition regions.

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### **a) Repurposing of coal mining land**

The following policy guidelines will be followed for repurposing of land available with closed or likely to be closed coal mines by 2035.

- i. The repurposing plans of coal mining land to support just transition investments on such shall be developed in line with the Ministry of Coal Guidelines, April 2022, and the proposed Coal Mine Closure Guidelines of June 2024, safeguarding the interests of the local community, as well as the local and state government.
- ii. The repurposing plans shall be developed through a consultative process between Western Coalfields Limited (WCL), the State Mining Department, and other concerned stakeholders, including representatives of the local community.
- iii. The developers will enter into agreements with the coal mining companies or the concerned state or central government agencies who has the jurisdiction over the land parcel for setting up projects. In concluding such an agreement, the premises may be made available on lease, lease agreement or on the basis of revenue sharing on the option agreed upon by both the parties.<sup>13</sup>

### **b) Repurposing of TPP land and energy assets**

The following policy guidelines will be followed for repurposing of retired TPP units or those that are likely to be closed by 2035.

- i. All projects aimed at repurposing of coal-based TPPs for green energy development shall be developed in line with the guidelines of the Union Ministry of Power, Ministry of New and Renewable Energy, and relevant agencies under it and safeguarding the interests of the State.
- ii. This policy will provide guidelines for the development of the repurposing plan of the retired TPP units, including decommissioning and utilising the existing land and infrastructure for the development of green energy. The concerned TPP owners are required to submit a decommissioning cum repurposing plan 5 years before plant retirement and obtain necessary approvals.
- iii. Government-accredited “professional TPP dismantling companies” will enter into agreements or contracts with the concerned plant owner to undertake demolition and dismantling, following environmental compliance requirements and safety standards of the prescribed laws. <sup>15</sup>
- iv. The decommissioning process is required to abide by the necessary technical guidelines of CPCB/MPCB for disposal of hazardous and C&D wastes, clean up of contaminated areas
- v. The companies are required to submit a site inspection and assessment report before and after completion of the necessary activities.<sup>14</sup>
- vi. The repurposing plans of the TPP units shall be developed in a consultative manner between the owner of the plant, the Energy Department /the Industry Department (as the case may be), Maharashtra Energy Development Agency (MEDA), and other concerned stakeholders.
- vii. The Empowered Committee would review and approve the repurposing plan submitted by the TPP owner and will invite private developers through open tender to implement the plan.
- viii. For Mahagenco TPPs, the policy allows only leasing of the land for the specified purposes s. The developers will enter into agreements with the Mahagenco or the State government under whose jurisdiction the land is for setting up projects.

### **c) Green manufacturing**

- i. The benefits of this policy for green manufacturing shall be applicable as per the guidelines or assistance provided by the MJTP over and beyond the benefits provided by other state policies in green sector including Maharashtra Industrial Policy 2019, the Electric Vehicle Policy 2022, the Green Hydrogen Policy 2023 and Renewable Energy Policy 2020.

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- ii. This includes but not limited to manufacturing units of pollution control systems/ devices, health and safety systems/ devices, water conservation/ harvesting systems/ devices and captive renewable power generation, electrolysers and other equipment related to Green Hydrogen, EV auto components, batteries, charging infrastructure, solar PV panels and other related components.

Local entrepreneurs and MSMEs would be eligible to establish green manufacturing units in the priority regions (as mentioned in Section 12)

#### **d) Harnessing local resources, including natural resources**

- i. In order to support sustainable livelihood opportunities in the state and also to encourage the value addition/ use of natural resources in industries, particularly in the priority regions, agro and forest-based industries will be promoted.
- ii. This policy shall supplement the benefits of other policies such as the State Industrial Policy 2019, for promoting local manufacturing activities and green trade, based on the identification of natural GI products (Geographical Indicators) originating from a definite geographical territory. eg. Nagpur Oranges, Chandrapur Bamboo, Yavatmal cotton, etc. specifically in the priority regions most vulnerable to fossil fuel transition.<sup>16</sup>
- iii. Under this policy the state government shall also support sustainable mining activities of critical mineral deposits in various districts of Maharashtra such as Manganese in Nagpur; Copper in Chandrapur and Nagpur etc., to support green growth<sup>17</sup>

### **III. Guidelines for reskilling, upskilling, and human resource development**

Facilitating a just transition for workers in fossil fuel sectors and fossil fuel-dependent industries will require equipping them with new skills suited to low-carbon/green industries and green jobs. This includes developing human capital to meet the workforce demands of emerging sectors.

The Policy emphasizes the following components to enhance the employability of workers impacted by the transition and support human resource development of the priority regions.

- i. The State Government (Skills, Employment, Entrepreneurship and Innovation Department), in collaboration with industry partners, shall establish reskilling and upskilling programmes tailored to emerging sectors such as RE, energy efficiency, EV, and green construction, among others.
- ii. The State Government will collaborate with the entrepreneurship development institutes of Maharashtra such as the Maharashtra Centre for Entrepreneurship Development (MCED), YASHADA to develop training and skilling programmes for green jobs.
- iii. In alignment with other policies of the State Government in green sectors, this policy shall aim to amend existing courses and/or create new courses (syllabus development) for RE, green hydrogen, the EV ecosystem, etc., to be offered by the state Industrial Training Institutes. The Skills, Employment, Entrepreneurship and Innovation Department will support collaboration between the training institutes and educational institutions to design credit-based continuous learning-oriented courses.
- iv. The State Government, in partnership with relevant/interested green manufacturing and service providers, shall develop skill enhancement centres for delivering vocational courses on RE, green hydrogen, EV sectors, and other relevant green energy and industrial sectors. The Skills, Employment, Entrepreneurship and Innovation Department in partnership with industry bodies/industry associations, shall develop a 'Green Jobs Apprenticeship Programme' to create a network of hubs throughout the state that will recruit, pre-screen, and provide pre-apprenticeship skills training. To attend this programme, participants may receive a fee waiver or stipend.
- v. To support on-the-job training and minimise wage loss of contractual and informal workers, the State Government shall engage technology partners to design on-demand 'phygital' learning courses for up-skilling the existing workforce and promote on-the-job quick capsule training.

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- vi. Women should be a key focus of workforce transition. Adopting measures to improve their access to foundational skills and skilling programmes and increase their employability should ensure equal employment opportunities for women.

#### IV. Guidelines for social and physical infrastructure development to build community resilience

This policy emphasizes the following components for the development of social infrastructure in the transition regions to ensure a just and inclusive transition of the most vulnerable communities

- i. Formation of a social development cell under the Urban Development Department, Maharashtra (like the Social Development Department of the Pune Municipal Corporation and the Social Development Cell of the MMRDA) to facilitate the establishment of climate-resilient social infrastructures in the priority regions.
- ii. The policy will support the development of physical infrastructure in the priority regions that are necessary to attract investments. These may include reliable transportation networks such as all-weather roads, digital infrastructure, etc., The policy will also align with the state scheme for Rehabilitation and Resettlement of Project Affected Persons (PAPs) to ensure comprehensive support for affected communities.
- iii. The policy will support the development of social amenities, with a particular focus on vulnerable groups and low-income households that will be affected by the transition. This includes support for initiatives in areas such as healthcare, education, cooperative housing societies, and other essential community services. The social development cell will also facilitate funds from the State Just Transition Fund to promote social infrastructure projects for the development of the priority regions.

## Annexure 3

### Specific roles and responsibilities of departments

The role of each department for disbursement of various incentives/funds and implementation of the policy shall be as follows

Associated departments	Key roles
State Mining Department: Directorate of Geology and Mining. GoM (in association with the Ministry of Coal, Gol and the industry)	<ul style="list-style-type: none"> <li>• The Department shall facilitate the development of repurposing plans of coal mining land following the scientific closure of the mines to support just transition investments in accordance with guidelines/directions of the Ministry of Coal The Department may appoint a nodal for such purposes.</li> <li>• Introduce amendments to the State DMF Rules, and/or issue necessary directions to allow the utilisation of DMF funds for just transition measures, aligned with the objectives of DMF. These may include investments in sustainable livelihood generation, skilling, education (especially higher education, and vocational education), climate-resilient infrastructure, distributed renewable energy (DRE), and others as per the developmental needs of the region.</li> </ul>

Associated departments	Key roles
Maharashtra State Power Generation Co. Ltd. (Mahagenco)	<ul style="list-style-type: none"> <li>• Shall recommend and scrutinize the applications submitted for decommissioning and repurposing of TPPs.</li> <li>• Shall prepare the decommissioning cum repurposing plan for all the Mahagenco-owned TPP units in coordination with the JTO.</li> <li>• Shall be responsible for the identification/ recommendation of professional TPP dismantling companies.</li> <li>• Shall be responsible for facilitating the land available for repurposing under the retired/closed TPPs.</li> </ul>
Energy Department/MEDA, GoM	<ul style="list-style-type: none"> <li>• The Department shall make necessary amendments to the Maharashtra Renewable Energy (RE) Policy, 2020, the Green Hydrogen Policy 2023, and other related policies and guidelines to align with the MJTP.</li> <li>• Recommendation of applications/projects involving RE/green hydrogen development shall be provided by the Secretary/Principal Secretary Energy Department or Director General of MEDA.</li> <li>• The Energy Department shall facilitate/recommend the availability of suitable land in the priority regions for developing of RE/green hydrogen projects.</li> <li>• MEDA shall also give recommendations on incentives that can be provided for the development of RE/green hydrogen projects in the priority regions.</li> </ul>
Industry Department	<ul style="list-style-type: none"> <li>• The Department shall make necessary amendments to the Maharashtra Industry Policy, 2019, and to align with the MJTP.</li> <li>• Shall be responsible for recommendation of applications and necessary approvals/ clearances/disbursement of necessary incentives to the manufacturing units for investments in infrastructure and equipment for transition to low-carbon production processes and green manufacturing.</li> <li>• Shall facilitate/recommend the availability of suitable industrial land in the priority regions for setting up green manufacturing units.</li> <li>• The MSME-DO under the aegis of the Development Commissioner, shall be the nodal authority for the operation of the MSME Transition Fund, including fund disbursement and monitoring of its effective utilisation as per the purposes specified in this policy.</li> <li>• Shall be responsible for the recommendation of MSME applications for setting up projects in the priority regions.</li> <li>• Shall oversee the implementation of MSME projects, especially from the perspective of local job creation and livelihood generation.</li> </ul>
Department of Environment and Climate Change/ Maharashtra Pollution Control Board (MPCB)	<ul style="list-style-type: none"> <li>• The Department shall evaluate proposals related to natural resource-based projects for development in the priority regions.</li> <li>• The MPCB in coordination with the Department shall provide the necessary environmental approvals/permits related to the decommissioning of TPPs.</li> <li>• The Department shall be involved in the review of the proposals in the priority regions from the perspective of environmental responsiveness and climate resilience.</li> <li>• Shall introduce necessary amendments in the Maharashtra EV Policy 2022, to align with the MJTP.</li> </ul>

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Associated departments	Key roles
Skills, Employment, Entrepreneurship and Innovation Department	<ul style="list-style-type: none"> <li>• The Department, in collaboration with industry partners, shall establish reskilling and upskilling programmes tailored to emerging sectors such as RE, energy efficiency, EV, and green construction, among others.</li> <li>• Shall work in coordination with the JTO to implement the necessary skilling programmes under this policy.</li> <li>• Develop a 'Green Jobs Apprenticeship Programme' to create a network of hubs throughout the state that will recruit, pre-screen, and provide pre-apprenticeship skills training.</li> <li>• Shall be responsible for the effective utilization/disbursement of the Just Transition Fund for skilling incentives and funds in coordination with the JTO.</li> </ul>
Maharashtra State Innovation Society	<ul style="list-style-type: none"> <li>• The agency shall be responsible for the management of the Green Start-up Fund.</li> <li>• Shall oversee the implementation of projects/investments supported by the fund, especially from the perspective of local job creation and livelihood generation.</li> </ul>

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2. UNFCCC, 2023. Decision -/CMA.5 Outcome of the first global stocktake. <https://unfccc.int/documents/636584>
3. <https://maitri.maharashtra.gov.in/wp-content/uploads/pdf/2023-24.pdf>
4. As TPP land area per unit is not available, so for TPP plants with  $\geq 50\%$  closed units the entire plant area is considered and for TPPs with less than 50% closed units 1.3 acre land per MW is considered. TPPs to be retired by 2035: Block wise data: Jalgaon-Bhusawal: 210 MW, 100 ha; Chandrapur-Chandrapur: 1920 MW, 3544 ha; Nagpur: (Mauda: 630 MW, 854 ha Kamthi: 210 MW, 100 ha); Nashik-Sinnar: 630MW, 423 ha; Gondia-Tiroda: 500 MW, 240 ha (Adani Power Ltd); Mumbai-Chembur: 500 MW, 390 ha (Tata Power Ltd)
5. Just Transition and Just Finance Report 2024
6. As per data of total RE installed capacity in Maharashtra (this is excluding the MSKVY installed capacity which accounts for an additional 16 GW in 2024 as per MEDA consultation) <https://iced.niti.gov.in/analytics/state-wise-deep-dive>
7. Among this, potential of ground-mounted solar in the mining and industrial wasteland is 890 MW. However, this estimation seems to be much lower than what is a potential estimation taking in 1MW per 5 acre of mining land (where only land available under OB and undisturbed area is considered), which comes to about 3 GW.
8. Angul Report 2022 (Informal workers calculated considering a factor of 1.5 times of formal workers)
9. For TPPs, as per stakeholder feedback it is assumed that about 60% of the formal workers are below 40 years age
10. <https://iforest.global/wp-content/uploads/2024/04/Report-7-Automobile-Jobs-Report.pdf>
11. Just Transition Roadmap for Maharashtra's Automobile Sector Report 2024
12. As per consultation with Mr. Ghorpode, Director SCAC and Maharashtra EV Policy 2021
13. Section 77 of Industrial Relations Code, 2020 states that establishments with 300 or more workers are eligible to seek prior permission from the appropriate government before undertaking actions such as lay offs, retrenchment, closure of establishment. This threshold was revised from the earlier limit of 100 workers under the Industrial Disputes Act, 1947.
14. [https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed\\_emp/documents/publication/wcms\\_774061.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed_emp/documents/publication/wcms_774061.pdf). Incentives and strategies for financing the renewable energy transition: A review. Energy Reports
15. Volume 7, November 2021, Pages 3590-3606. <https://www.sciencedirect.com/science/article/pii/S2352484721004066>
16. For example: In partnership with a) OEMs and service providers to deliver training and courses on EV ecosystem to train the ICE mechanics/workforce in repairing and servicing of EVs and charging stations, EV component manufacturing (Maharashtra EV policy 2022); b) Green hydrogen project installers
17. <https://mahakhanij.maharashtra.gov.in/GR/MaharashtraDMFRules.pdf>



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