



International
Labour
Organization

► GENDER, EQUALITY AND INCLUSION FOR A JUST TRANSITION IN CLIMATE ACTION

A POLICY GUIDE

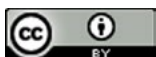


▶ **GENDER, EQUALITY
AND INCLUSION FOR A
JUST TRANSITION IN
CLIMATE ACTION**

A POLICY GUIDE

© International Labour Organization 2024

First published 2024



Attribution 4.0 International (CC BY 4.0)

This work is licensed under the Creative Commons Attribution 4.0 International. To view a copy of this licence, please visit <https://creativecommons.org/licenses/by/4.0/>. The user is allowed to reuse, share (copy and redistribute), adapt (remix, transform and build upon the original work) as detailed in the licence. The user must clearly credit the ILO as the source of the material and indicate if changes were made to the original content. Use of the emblem, name and logo of the ILO is not permitted in connection with translations, adaptations or other derivative works.

Attribution – The user must indicate if changes were made and must cite the work as follows:

Gender, equality and inclusion for a just transition in climate action: A policy guide

Geneva: International Labour Office, 2024. © ILO.

Translations – In case of a translation of this work, the following disclaimer must be added along with the attribution:

This is a translation of a copyrighted work of the International Labour Organization (ILO). This translation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO translation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the translation.

Adaptations – In case of an adaptation of this work, the following disclaimer must be added along with the attribution:

This is an adaptation of a copyrighted work of the International Labour Organization (ILO). This adaptation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO adaptation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the adaptation.

Third-party materials – This Creative Commons licence does not apply to non-ILO copyright materials included in this publication. If the material is attributed to a third party, the user of such material is solely responsible for clearing the rights with the rights holder and for any claims of infringement.

Any dispute arising under this licence that cannot be settled amicably shall be referred to arbitration in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL). The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of such a dispute.

Queries on rights and licensing should be addressed to the ILO Publishing Unit (Rights and Licensing) at rights@ilo.org. Information on ILO publications and digital products can be found at: www.ilo.org/publns.

ISBN 9789220408025 (web PDF)

Also available in French: Genre, égalité et inclusion pour une transition juste dans l'action climatique – Guide pratique, 9789220408032 (pdf Web); Spanish: Género, igualdad e inclusión para una transición justa en la acción climática - Una guía de políticas, 9789220408049 (pdf web).

The designations employed in ILO publications and databases, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers or boundaries.

The opinions and views expressed in this publication are those of the author(s) and do not necessarily reflect the opinions, views or policies of the ILO.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

► Acknowledgments

This guide is the result of a collaboration between the Gender, Equality, Diversity and Inclusion Branch and the Priority Action Programme on Just Transition towards Environmentally Sustainable Economies and Societies at the ILO. In alphabetical order, the policy guide was coordinated by Emanuela Pozzan and Camilla Roman, who are also the main authors. The guide builds on background research produced by Alyson Brody, Claudia Mora del Valle, Janet Robinson, and María Elena Valenzuela Ponce de León. The guide was also enhanced by valuable input, review and support from Ira Postolachi and Dirkje Schaaf. Our special thanks go to Chidi King and Moustapha Kamal Gueye for their overall support.

The guide benefitted from substantive contributions and revisions from colleagues representing a wide range of Departments in ILO Headquarters and from ILO Regional and Country Offices:

Laura Addati, Sara Andersson, Paz Arancibia Roman, Christina Behrendt, Ozge Berber Agtas, Celine Peyron Bista, Jana Bischler, Jae-Hee Chang, Ekaterina Chubarova, Jens Dyring Christensen, Hae Kyeong Chun, Matilda Dahlquist, Seynabou Diouf, Sun Doi, Simel Esim, Elisenda Estruch-Puertas, Valeria Esquivel, Halshka Graczyk, Jenni Jostock, Yasuhiko Kamakura, Moipone Duduetsang Kgate, Takaaki Kizu, Sofie Lambert, Eva Majurin, Onneetse Kym Makhumalo, Aya Matsuura, Lisa Morgan, Lene Olsen, Ian Orton, Karuna Pal, Camila Pereira Rego Meireles, Victor Hugo Ricco, Baye Sambou, Valentina Stoevska, Valentina Verze, Amanda Claribel Villatoro, José Luis Viveros Añorve, Alice Voza and Kieran Walsh.

We would also like to acknowledge the work of John Maloy who edited the document and Christian Tasso for the layout and design.

Finally, this policy guide would have not been possible without the financial support of the Swedish International Development Cooperation Agency (Sida) and the GIZ on behalf of the Government of the Federal Republic of Germany.

► Foreword

As we stand at the intersection of climate change, environmental shifts and global socio-economic dynamics, it is imperative to acknowledge the profound and far-reaching effects that these complex and borderless phenomena are having on the world of work.

Climate impacts could exacerbate existing inequalities and decent work deficits, and become an additional driver of growing societal and economic injustice.

Taking urgent and ambitious action on climate change is necessary from a social and economic standpoint. The transition to low-carbon and climate-resilient economies can be an accelerator of economic growth and decent work. However, job gains and losses will affect women and men and other groups differently, and risk reproducing and reinforcing patterns of inequality rather than reducing them. Women in the labour market already face persistent gaps in employment, social protection, pay, working conditions and decision-making spaces, as well as an overload of unpaid care work.

Transitioning towards a greener economy does not automatically bridge current gender inequalities. Greening economies should be engendering economies as well. Climate and just transition policies must be intentionally designed to be gender-responsive and inclusive. Governments, employers and workers must seize this opportunity.

This policy guide is intended to fill a knowledge gap by addressing the gender and equality dimensions in just transition policies and programmes, so as to minimize social, economic and environmental risks while supporting decent work, greater inclusion and equity. The guide is based on international labour standards and embeds a people-centred and rights- and needs-based approach to a just transition. It elaborates on the ILO's nine just transition policy areas and provides concrete examples of entry points for action. Overall, it calls for an integrated approach and for policy coherence, with women's full participation in decision-making processes and implementation.

Chidi King,
Chief,
Gender, Equality, Diversity and
Inclusion Branch, ILO.

Moustapha Kamal Gueye,
Director,
Priority Action Programme
on Just Transitions towards
Environmentally Sustainable
Economies and Societies, ILO.

► Contents

Acknowledgments	iii
Foreword	iv
Abbreviations	vi
Executive summary	vii
Introduction	xiv
1. Climate action, decent work and gender equality	1
A global commitment to a gender-responsive and inclusive just transition	5
Leveraging NDCs for a more gender-responsive and inclusive just transition	5
Leveraging integrated strategies and frameworks for a gender-responsive and inclusive just transition	10
Addressing structural inequality for a gender-responsive and inclusive just transition	12
Care work at the intersection of equality and just transition	14
The 5R Framework to centre care in climate change and just transition	16
2. Addressing gender equality in just transition policy areas	19
Policy area 1. Macroeconomic and growth policies	21
Policy area 2. Industrial and sectoral policies	22
Policy area 3. Enterprise policies	24
Policy area 4. Skills development	31
Policy area 5. Occupational safety and health	38
Policy area 6. Social protection	42
Policy area 7. Active labour market policies	50
Policy area 8. Rights	54
Policy area 9. Social dialogue and tripartism	57
3. Selected sectoral perspectives on a gender-responsive and inclusive just transition	63
Agriculture and forestry sector	64
Care sectors	70
Energy sector	74
Transport sector	79
Waste management sector and the circular economy	84
4. Institutional arrangements: An integrated approach and policy coherence for a gender-responsive and inclusive just transition	89
5. Gender and just transition financing	97
6. Conclusions	103
References	106

► Abbreviations

ALMP	active labour market policies
EIIP	Employment-Intensive Investment Programme
EV	electric vehicle
GCF	Green Climate Fund
GHG	greenhouse gas
ICT	information and communication technology
IOE	International Organisation of Employers
ITUC	International Trade Union Confederation
MSMEs	micro-, small- and medium-sized enterprises
NDC	Nationally Determined Contribution
OSH	occupational safety and health
PES	public employment services
SSE	Social and Solidarity Economy
STEM	science, technology, engineering and mathematics
TVET	technical and vocational education and training
UNFCCC	United Nations Framework Convention on Climate Change

► Executive summary

Climate change has far-reaching repercussions for the world of work in terms of loss of jobs and incomes, increased safety and health risks, and declines in productivity. Women and men will be impacted differently, and groups in situations of vulnerability or exclusion and disadvantage are likely to be hit the hardest. Taking action on climate change is integral to sustainable development and key to efforts to promote decent work and poverty reduction. Shifting to resilient low-carbon economies presents opportunities for employment generation and social inclusion, but challenges are also involved. Equitable social and employment outcomes are possible, but these need to be secured through explicit policy efforts. A just transition means promoting environmentally sustainable economies in a way that is inclusive and gender-responsive, by creating decent work, by reducing inequalities and by leaving no one behind. A just transition should be based on effective social dialogue and respect for fundamental principles and rights at work, and be in accordance with international labour standards and human rights. The ILO [Resolution and conclusions concerning a just transition towards environmentally sustainable economies and societies for all](#), adopted in 2023, affirms the need to take urgent action to advance a just transition and reaffirms the [ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All](#) (ILO Just Transition Guidelines) as the central reference for policymaking. Gender equality and inclusion are guiding principles for advancing a just transition and need to cut across all actions and measures.

1. Climate action, decent work and gender equality

The ILO estimates that with supporting social and economic measures, a combined shift to low-carbon and circular economies may result in the creation of some 100 million jobs by 2030, including nearly 25 million jobs in the sustainable energy scenario and around 78 million jobs in the circular economy scenario, but there will also be declines in employment in certain sectors, particularly emission-intensive ones. Without deliberate gender-responsive and inclusive measures, women may not be in a position to access and benefit from jobs and income gains associated with the transition in the same way as men, and this can reinforce gender inequalities and exclusion.

[Nationally Determined Contributions \(NDCs\) to the Paris Agreement](#) represent countries' commitments to address climate change. They are a critical entry point upon which gender-responsive just transition targets and measures can be anchored.

However, most NDCs still struggle to bridge decent work considerations and gender and equality goals, as these are often referenced in isolation from one another. Making NDCs conducive to a gender-responsive just transition requires:

- a sound understanding of the differentiated gender impacts that climate change and climate action can have on labour markets;
- an explicit commitment to a just transition and recognition of its gender and other equality dimensions; and
- commitment to follow-up action in terms of implementation, social dialogue and stakeholder engagement processes where women have a seat at the table.

National Gender Action Plans and just transition frameworks and strategies are often important means to implement NDCs and give effect to just transition commitments. In this respect, they are a valuable vehicle to ensure gender responsiveness, as they can further articulate the gender dimensions of a just transition across different policy areas and ensure accountability.

Sitting at the crossroads of climate action, decent work and gender equality is the often-neglected relevance of care work – both paid and unpaid. This neglect includes a lack of consideration of how care work is affected by climate impacts, as well as how care jobs can be an engine of job creation for both women and men that is capable of supporting the transition towards greener and more gender-equal economies and societies. A just transition to a low-carbon economy is an opportunity to recognize the value of care work and to invest in public care infrastructure and services as part of just transition processes, thereby advancing gender equality in the world of work. The ILO 5R Framework for Decent Care Work can provide guidance on delivering gender-responsive and inclusive just transition policies, frameworks and strategies that have the potential to *recognize, reduce* and *redistribute* unpaid care work; *reward* care workers fairly; and guarantee care workers' *representation* – all key to generating sufficient – and decent – care jobs to meet increasing care demands.

2. Addressing gender equality in just transition policy areas

This guide examines the nine policy areas outlined in the ILO Just Transition Guidelines and provides ways to address gender equality and inclusion through practical entry points for action and learning experiences.

Macroeconomic and growth policies can promote sustainable growth and full and productive employment. They can foster the development of renewable energy and green technology, support climate resilient infrastructure, and boost investments into human capital and the skills needed for the transition. Gender-responsive macroeconomic policies are fiscal and monetary policies that explicitly promote gender equality outcomes. They comprise specific measures to support women and girls in critical policy areas, such as livelihoods, social protection, health, food security, and public infrastructure and housing. While fostering a shift towards lower emission economies, these tools can also be used to promote better access to economic opportunities and more inclusive labour markets.

Industrial and sectoral policies and strategies can be leveraged to stimulate demand, investment and the development of industries and sectors relevant for the greening of economies, as well as to foster resilience. Such policies can enable innovation and contribute to growth, economic diversification and job creation in regions and communities where workers' livelihoods might experience the heaviest impacts from climate change and the transition. Industrial and sectoral policies can foster gender-equitable and productivity-enhancing paths of green structural change and decent job generation, thereby providing decent work for women and men.

By giving attention to the sectoral composition of the workforce, these policies have the potential to expand women's job opportunities in key areas of the economy by addressing the gender-segregated characteristics of the labour market that often relegate women to low-paid work. In environment-related sectors with a high degree of informality, such as waste management, targeted measures will be needed to address decent work deficits in substandard informal jobs that tend to be dominated by women and marginalized groups. Engaging in inclusive social dialogue at the sectoral level presents opportunities for making sectoral policies gender-responsive and equitable.



Enterprises are vital engines of growth in green sectors: they generate employment; they foster innovation and productivity increases; and they can contribute to climate change mitigation and adaptation by adopting cleaner and more resilient production processes and business models. Women entrepreneurs tend to be concentrated in smaller micro-, small- and medium-sized enterprises (MSMEs), and are engaged in highly climatically exposed sectors, such as agriculture, livestock and fishing. Enterprise policies need to address the needs of women entrepreneurs by eliminating the barriers they often face in accessing resources such as finance, information and technology, and skills. In addition, it is necessary to foster an enabling environment that addresses care needs and prevents violence and harassment. The Social and Solidarity Economy (SSE) has the potential to contribute to reducing inequalities and advancing social inclusion. The SSE can support women's employment in the move towards a greener economy, while also ensuring the quality of women's employment by facilitating the transition from the informal to the formal economy.

Skills development is a crucial factor for economic growth and productivity enhancement. It is an enabler of mitigation and adaptation measures; serves as a central means for new entrants to access the labour market; can enable workers negatively impacted by the climate transition to access new jobs generated in the shift to resilient low-carbon economies; and can serve as a vehicle for social inclusion. Skills in STEM¹ fields are considered particularly relevant for the transition, as shortages of STEM skills have been found to act as a barrier to green growth. Women's underrepresentation in STEM is an important aspect of the gender gap in skills. Skills can be a driver of gender inequalities in the labour market, but they can also act as powerful levers to reverse the situation so that more women benefit more equitably from the jobs and opportunities presented by the climate transition. For this to happen, lifelong learning, including in STEM fields, can be instrumental in helping to prevent people – in particular women and groups in vulnerable situations – from being left behind during the transition.

Climate change exacerbates and poses new risks in workplaces. Increasing global temperatures lead to a rise in heat stress, and changing climatic conditions are expected to be linked to growing occupational exposure to a range of diseases. Gender differences should be considered in the development of climate-responsive **occupational safety and health** (OSH) policies and prevention strategies. Such an approach acknowledges and makes visible the differences that exist between men and women workers in order to identify OSH risks and implement effective solutions. Furthermore, discrimination, cultural and language differences, and other vulnerabilities usually interact and intersect with psychosocial risks, and thus have an impact on violence and harassment in the world of work. The [ILO Violence and Harassment Convention \(No. 190\)](#) and [Recommendation \(No. 206\)](#), 2019, call for workplace risk assessment and risk management to consider all of the factors that may increase the likelihood of violence and harassment in the world of work.

¹ STEM refers to science, technology, engineering and mathematics.

Social protection shields people from life-cycle risks and shocks, including those associated with climate change and environmental changes more broadly, and offers a cushion against adverse impacts that may be associated with the transition to a greener economy. Women, particularly in low- and middle-income countries, often experience lower social protection coverage rates and benefit levels, since they are more likely to be in vulnerable and informal forms of employment. Ensuring that women are not left behind in the climate transition means stepping up efforts towards universal, comprehensive, adequate and sustainable social protection systems, including social protection floors that guarantee at least maternity and child healthcare and a basic level of income security for all women around maternity.

Active labour market policies (ALMPs), operating in tandem with social protection, play a crucial part in supporting people as they navigate the transitions they face during their lives, but also in facilitating economy-wide transitions, such as the climate transition. A variety of ALMP instruments, if well designed can generate positive outcomes for women in the labour market. These include, for example, employment-retention measures to prevent women from losing their jobs, wage subsidies with specific gender balance requirements that support women's re-entry into employment, and policies that support women's employability and job-readiness.

Respecting, promoting and realizing **labour rights and other human rights** is crucial to delivering a just transition. Rights provide a key basis to address the impacts of climate change on the workplace and to make the transition equitable and inclusive. A gender-responsive, rights-based approach for climate action is the basis for a transformative agenda for gender equality and inclusion. Eliminating gender discrimination (and all other intersecting forms of discrimination) and addressing existing legal impediments preventing women from participating on equal footing in the world of work are fundamental requirements to achieving a just transition.

The transition towards sustainable economies requires strong social consensus. **Social dialogue** involving employers' and workers' organizations, including collective bargaining, needs to be an integral part of institutional frameworks for the negotiation, formulation and implementation of policies at all levels. It is essential to build a common understanding of gender equality and the practical and strategic needs of women and other groups. Tripartite social dialogue can provide governments and social partners an opportunity to discuss strategies to incorporate gender equality into climate change responses and relevant policy instruments. A major challenge in the effective exercise of social dialogue is the underrepresentation of women in employers' and workers' organizations and in national social dialogue institutions. Women are also underrepresented in climate discussion and negotiation spheres, as well as in policy design, project implementation and budget allocation decisions. A gender-balanced leadership – with a critical mass of women in positions of power – is needed for climate change policies to reflect women's needs and perspectives, be transformative, and empower women and other underrepresented groups.

3. Selected sectoral perspectives on a gender-responsive and inclusive just transition

Given the sector-specific impacts of climate change and the sectoral dynamics of the transition in terms of gender and decent work, sectoral approaches are an integral part of just transition policies. This section of the guide discusses the challenges for gender equality and inclusion and the way forward for a gender-responsive just transition in a selection of sectors, including agriculture and forestry, care work, energy, transport, and waste management.

4. Institutional arrangements: An integrated approach and policy coherence for a gender-responsive and inclusive just transition

Addressing the gender–environment–employment relationship requires an integrated, whole-of government approach to policymaking and implementation. This section of the guide outlines the importance of institutional mechanisms for intersectoral cross-ministry coordination that challenge “siloed” approaches to governance. It also reflects on the key importance of capacity-development among government, social partners and key stakeholders in regard to translating gender and just transition commitments into policy design and implementation.

Addressing gender in just transition policies starts with the evidence base, which must be predicated on sound statistical information grounded in international statistical standards. Therefore, this section of the guide also discusses how data gaps related to sex and other personal characteristics, such as disability and ethnicity, need to be addressed, and emphasizes the relevance of analysing the employment outcomes of climate policies that consider gender impacts.

5. Gender and just transition financing

A just transition requires adequate financing. The scale and diversity of financing needs for a just transition and the fiscal space constraints and increasing debt vulnerabilities of many developing countries call for a combination of financing sources: public and private, domestic and international. A range of actors in the finance ecosystem are crucial to ensuring financing for a just transition that is gender-responsive and inclusive.

For governments, this means integrating just transition principles into their financing and investment strategies and in their budgetary processes, while ensuring that this is done in a gender-sensitive manner. For the private sector, this means progressively incorporating a just transition logic into their strategies, operations and products. Strengthening the sustainable finance architecture by enhancing the elements related to social sustainability, including gender equality and inclusion, and their relationship with the environment can increase dedicated financing efforts. International public finance and climate and environmental funds can play a pivotal role in just transition financing and in strengthening gender equality dimensions by integrating a gender perspective into funding structures and by facilitating women’s access to climate finance processes and/or funds.

To conclude, the ambition and scale of the climate action that the world needs can only be reached if the transition is a just one for all women and men. This requires maximizing positive employment and social outcomes while minimizing and addressing potential negative impacts. It requires a just transition that delivers decent work and leaves no one behind by systematically promoting gender equality and inclusion in all of its aspects. This guide highlights several key entry points to advance a gender-responsive just transition that is grounded on robust policies based on sex-disaggregated and intersectional data, social dialogue and stakeholder engagement, and policy coherence with gender and equality at its heart.

Climate policies should consider employment and social impacts from a gender equality and non-discrimination perspective and be accompanied by complementary measures across policy areas that ensure equal opportunities and treatment across all just transition processes. This includes providing adequate social and labour protection, and fostering a supportive, enabling environment for social and economic empowerment and rights. These need to be underpinned by an enabling environment for gender equality and inclusion – including through the formulation, implementation and financing of care policies and services.

It is hoped that this guide equips and supports governments, employers' organizations, workers' organizations and other stakeholders with the knowledge and practices needed to contribute to a just transition that has social justice for all at its core. The ILO is ready to step up its efforts to promote the realization of a gender-responsive and inclusive just transition that leaves no one behind.



► Introduction

Climate change has far-reaching repercussions for the world of work. For instance, increasing global temperatures are posing threats to the safety and health of workers and causing productivity losses (ILO 2019e). These impacts will particularly affect groups and populations that are already in socially and geographically vulnerable situations and regions. The observed and projected impacts of unmitigated climate and environmental change are threatening achievements in poverty reduction, decent work, gender equality, inclusion and social justice (IPCC 2022). **If left unmitigated, climate change could plunge up to 132 million people into extreme poverty by 2030** (Jafino et al. 2020). **Women and men are affected differently by climate change** (UN, Human Rights Council 2019; IDB and ILO 2020; Omer and Capaldo 2023). This is due to women's historical disadvantaged position in societies and economies, often having limited access to and control over decision-making processes, environmental and economic resources, and restricted individual rights (Ghana, MESTI and MoGCSP 2021). With 1.2 billion jobs globally being dependent on ecosystem services and a stable climate (ILO 2018d), acting on climate change is essential to the Decent Work Agenda and to achieving sustainable development and gender equality.

As countries across world regions start to put in place measures to reduce greenhouse gas (GHG) emissions and strengthen climate resilience, **job losses, especially in fossil fuel sectors, will occur** and new jobs will not necessarily be generated in the same places and at the same time. Workers transitioning from old to new jobs will require considerable changes in skill sets. Micro-, small- and medium-sized enterprises (MSMEs) may face constraints in being able to take advantage of the opportunities present in the shift to greener economies. Nevertheless, the transition to low-carbon, climate-resilient economies also presents vast opportunities. It is expected that **25 million jobs will be created by 2030** through energy-related measures alone (ILO 2018d). Measures on energy and resource efficiency can support productivity gains and cost savings (IFC 2017).

However, there is the risk that not all groups will gain equally from the transition, and that some will be left behind. Without targeted and well-coordinated interventions, women may not be in the position to access and benefit from jobs and income gains associated with the transition in the same way as men, and this can reinforce gender inequalities and exclusion (ILO 2023b). Without gender-responsive and inclusive climate action, there is the risk of widening disparities, reduced productivity and social injustice.

Reaping the benefits of the transition to low-carbon and climate-resilient economies will not happen by default for many women and men unless **deliberate strategies and actions are developed and implemented to produce positive social and economic outcomes.**

Recognizing that these strategies and actions have to be gender-responsive and inclusive lies at the heart of the notion of **a just transition**. A just transition means promoting environmentally sustainable economies in a way that is inclusive, by creating decent work opportunities, by reducing inequalities and by leaving no one behind (ILO 2023e). A just transition involves maximizing the social and economic opportunities of climate and environmental action, including creating an enabling environment for sustainable enterprises, while minimizing and carefully managing challenges. **A just transition should be based on effective social dialogue and respect for fundamental principles and rights at work, and be in accordance with international labour standards and human rights**. Delivering a just transition is a key vehicle for sustainable development, and brings together its economic, social and environmental dimensions in an integrated manner. A just transition is also a crucial enabler for ambitious climate action because it is a condition for securing broad-based support for the far-reaching and rapid transformations that are needed to stabilize the climate and adapt to its impacts.

The 2015 Paris Agreement outlines key international goals and commitments on climate change.² In its Preamble, the Agreement recognizes “the imperatives of a just transition of the workforce and the creation of **decent work and quality jobs** in accordance with nationally defined development priorities”. The Agreement also highlights the **human rights and the gender and equality dimensions of climate action** when it refers to the need for Parties “to consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity”.

The 2023 ILO [Resolution and conclusions concerning a just transition towards environmentally sustainable economies and societies for all](#), adopted by the 187 Member States of the ILO, affirms the need to take **urgent action to advance a just transition**. The Resolution endorses the [ILO Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All](#) (henceforth the “ILO Just Transition Guidelines”) as a central reference for policymaking. The Guidelines outline guiding principles and offer potential policy entry points that serve as a basis to promote a just transition, highlighting the need to address gender and equality in policies and programmes.

While there is growing momentum around the notion of a just transition and the fact that gender equality and inclusion are integral aspects of a just transition, their systematic articulation in policy responses is still uneven. The far-reaching changes climate action can prompt in the structures of economies and labour markets present a remarkable opportunity to transform **entrenched gender and other intersecting social inequalities**, but this can only happen if gender equality and inclusion are deliberately addressed across decision-making, policy design and implementation.

² The full text of the Paris Agreement is available at: https://unfccc.int/files/essential_background/convention/application/pdf/english_paris_agreement.pdf.

This policy guide aims to contribute to understanding and acting at the connection between **climate change, gender, equality and inclusion, and decent work.**

It is designed to support governments, employers’ and workers’ organizations, women’s groups, and other stakeholders with policy insights derived from practices that are contributing towards a gender-responsive and inclusive just transition.

It seeks to support policy formulation and implementation aimed at achieving gender equality at work through a transformative agenda, as explained in the ILO Centenary Declaration (2019) and further supported in the [Comprehensive and Integrated ILO Strategy to Reduce and Prevent Inequalities in the World of Work](#) (2021).

Risks of climate change and opportunities and actions for a just transition

		<p>Increase in gender inequalities and exclusion</p>	<p>up to 132 million people could fall into extreme poverty by 2030</p>
<p>Risks of climate change:</p>			

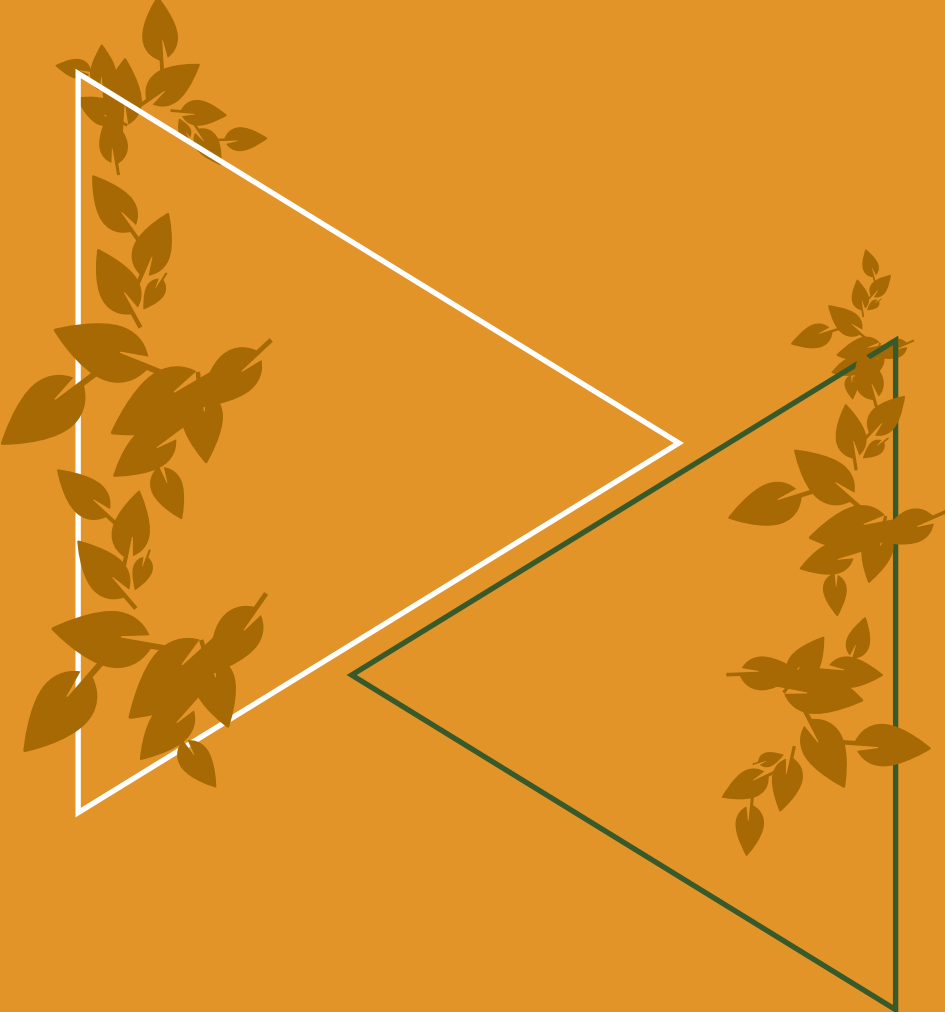
<p>It is expected that 25 million jobs will be created by 2030</p>	<p>Opportunities of the transition to low-carbon economies:</p>		
		<p>Vast opportunities for climate-resilient economies</p>	

	<p>A just transition based on social dialogue and fundamental principles and rights at work</p>		<p>Development and implementation of policies, strategies and actions that are gender-responsive and inclusive, and produce positive social and economic outcomes</p>	
<p>Actions needed:</p>				

This guide is founded on the [ILO Just Transition Guidelines](#) (ILO 2015a), which emphasize the need to take into account the strong gender dimension of many environmental challenges and opportunities, as well as the [ILO Resolution and conclusions concerning a just transition towards environmentally sustainable economies and societies for all](#) (ILO 2023i), which calls for a gender-responsive and inclusive just transition. The approach used in the analysis and in the solutions proposed in this guide is based on the fundamental need to address root causes of gender and other dimensions of inequality within societies through transforming harmful gender roles and norms, patterns of exclusion, and unequal power relations to achieve the realization of the many dimensions of equality. It is worth noting that while a just transition pertains to climate action as well as responses to other environmental challenges, such as biodiversity loss and pollution, this guide mainly focuses on just transition in relation to measures addressing climate change. Some of the general considerations and recommendations emerging from this guide will also be valid in relation to other environment-related policies; however, **each specific environmental challenge has its own specific equality dynamics** – and these specific dynamics must be taken into account when tackling any environmental challenge.

In Chapter 1, the guide highlights some key impacts that climate change has on societies and economies. It elaborates on the connection between climate action, decent work, and gender equality and inclusion, and makes a case for the need for intentional interventions to address inequalities in the process of moving towards greener economies. Chapter 1 also highlights the roles of Nationally Determined Contributions (NDCs), just transition frameworks and strategies, and equality approaches in ensuring that the transition is actually a just one for all. Chapter 2 outlines a set of policy areas included in the ILO Just Transition Guidelines, presenting entry points and illustrations for engendering policy instruments in these areas.

Chapter 3 provides insights on economic sectors that are critical in the process of just transition. It suggests care sectors as an important economic segment for just transition, with potential to create alternative job opportunities in the transition. Chapters 4 and 5 focus on the need for a coherent and integrated approach for a gender-responsive and inclusive just transition, with the need to prioritize investments in such a transition. Finally, Chapter 6 briefly presents overall conclusions.



1. Climate action, decent work and gender equality



Climate change – understood as long-term shifts in temperatures and weather patterns with consequences on the planet’s ecosystems, economies, and people’s health and well-being – has impacts across regions and economies (UN, n.d.). In response to climate change, a range of measures are being put in place. Climate action – understood as any policy, measure or programme taken to combat climate change and its impacts – generally consists of mitigation and adaptation measures, or a combination of the two (UNDP 2023b).

Climate change mitigation refers to interventions to reduce the sources of or enhance the sinks of GHGs³ (IPCC 2001). Put differently, mitigation means avoiding and reducing the emission into the atmosphere of the heat-trapping GHGs that are responsible for climate change. Mitigation includes measures to:

- decouple economic activity from emissions, for example, by improving energy efficiency;
- shift away from fossil fuels and towards renewable energy;
- change agricultural practices to reduce their carbon footprint; and
- halt deforestation and increase afforestation.

Climate change adaptation refers to making adjustments in natural or human systems in response to actual or expected climatic stimuli or their effects, which moderates harm or allows for the exploitation of beneficial opportunities (IPCC 2001). This includes, among others:

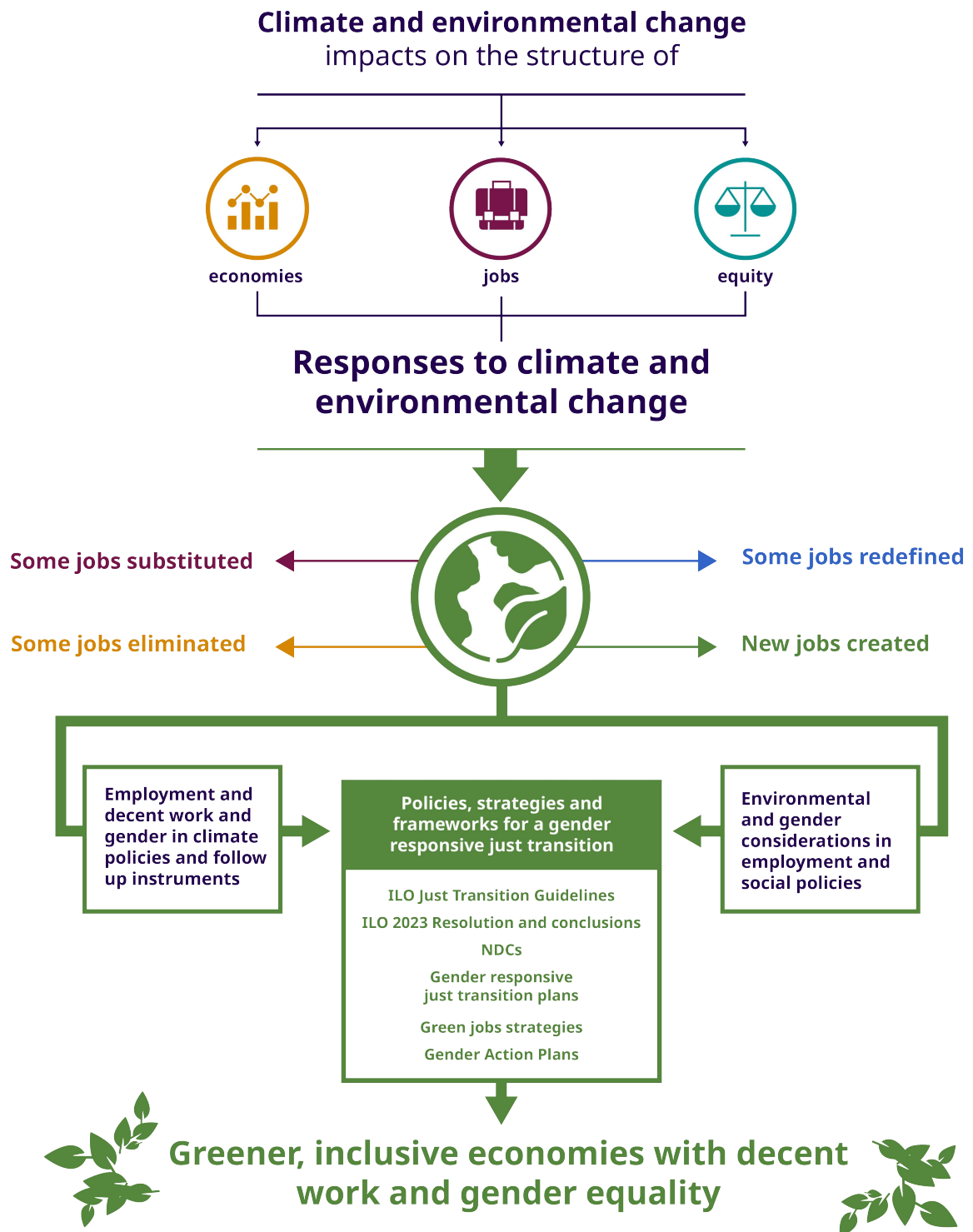
- the building of infrastructure such as sea walls or flood protection systems;
- economic diversification that is responsive to changed climatic conditions;
- water conservation measures to deal with water scarcity; and
- changes in agricultural inputs and farming practices to respond to changing weather patterns.

Mitigation and adaptation measures require extensive changes in the way our economies and societies produce and consume. They entail shifts in the structure of economies, as some sectors will grow and some will contract. These measures will involve changes in materials and production processes, including the technologies used, and consequently will lead to transformations in regard to skills development. The jobs that will be generated or changed in the transition to low-carbon, resilient economies may present **decent work deficits**, including in relation to social and labour protections and respect for fundamental principles and rights at work.

The way women and men – in all their diversity – are affected by mitigation and adaptation actions and their ability to contribute to and benefit from climate solutions are shaped by their social position – for example, by their level of education, their occupational status, and by the gendered division of paid and unpaid work.

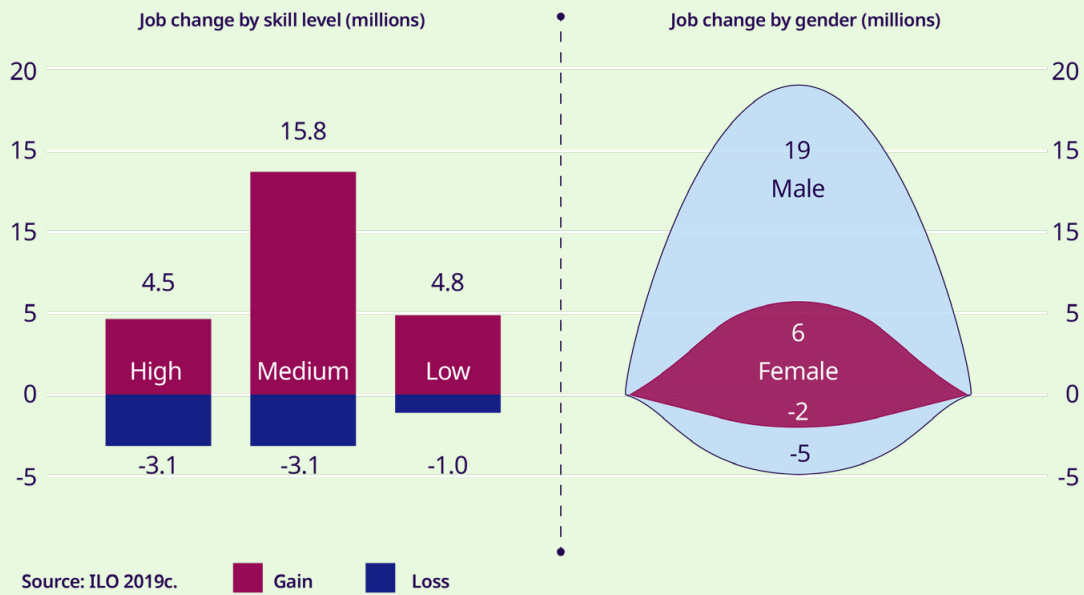
³ Greenhouse gases are gases in the earth’s atmosphere that trap heat from the sun keeping our planet warm. Since the industrial era began, human activities have led to the release of dangerous levels of greenhouse gases, causing global warming and climate change” (UNDP 2023b). Greenhouse gas emissions that “result from the extraction and burning of fossil fuels are major contributors to both climate change and air pollution” (WHO, n.d.).

Climate change impacts and gender responsive and inclusive just transition frameworks and strategies



For instance, the ILO (2019c) estimates that with supporting social and economic measures, a combined shift to low-carbon and circular economies may result in the creation of some 100 million jobs by 2030, including nearly 25 million jobs in the sustainable energy scenario and around 78 million jobs in the circular economy scenario, but there will also be declines in employment in certain sectors. Such job gains and losses will affect women and men differently and risk reproducing patterns of inequality unless tailored measures are put in place. Figure 1 suggests that most of the jobs created in the transition to energy sustainability will be concentrated in medium-skilled and male-dominated occupations, potentially leaving women and other groups behind unless gender-responsive and inclusive skills development and other sets of development policies are taken into account.

► Figure 1. Job gains and losses in energy sustainability scenario to 2030, by skill level and gender (millions of persons)



In order for this transition to deliver decent work and social justice and to serve as a vehicle for poverty reduction for men and women in all their diversity, climate mitigation and adaption policies need to reflect concern for impacts in terms of decent work, gender equality and inclusion – and their interplay – and be complemented by appropriate policies in the employment, labour, and gender and equality fields, all acting in synergy.

In other words, **mitigation and adaptation policies need to be part of an integrated effort to deliver a gender-responsive and inclusive just transition for all.** For this to happen, there is a need for bold commitments that centre gender and all equality dimensions within a context of climate action. National strategies and frameworks, including those on just transition, need to align with and provide space and relevance for gender equality and inclusion. Even though progress has been uneven, there are some promising developments.

A global commitment to a gender-responsive and inclusive just transition

The ILO 2023 [Resolution and conclusions concerning a just transition towards environmentally sustainable economies and societies for all](#), affirms the need to take urgent action to advance the transition to a greener economy. It acknowledges that failure to tackle environmental and climate change will exacerbate gender and other forms of inequality and exclusion. The Resolution endorses the ILO Just Transition Guidelines as a central reference for policymaking.

In its guiding principles for a just transition, the Resolution recognizes that “[g]ender equality, social inclusion and equity should be promoted, paying particular attention to indigenous and tribal peoples and groups in vulnerable situations” (para. 17). The Resolution also stresses the importance of ensuring that persons belonging to one or more vulnerable groups or groups in situations of vulnerability, including indigenous and tribal peoples and rural communities, can participate in the development of and benefit from gender-responsive, inclusive just transition measures, and that **governments and employers’ and workers’ organizations have a role to play in formulating, implementing, monitoring and evaluating gender-responsive, inclusive, integrated and coherent just transition frameworks** that are coordinated with relevant economic, social and environmental policies (ILO 2023e).

Leveraging NDCs for a more gender-responsive and inclusive just transition

NDCs are climate action plans pledged by signatory countries to the 2015 Paris Agreement committing them to nationally defined targets in the areas of mitigation and adaptation (UNDP 2023b). NDCs are non-binding instruments aimed at the reduction of national emissions and adaptation to the impacts of climate change. They typically include nationwide targets and measures, as well as specific actions in key sectors of the economy. Since the first round of NDCs, more than 100 countries have updated their NDCs, new NDCs have been developed, and an increasing number of net-zero pledges, long-term strategies and laws have been adopted.

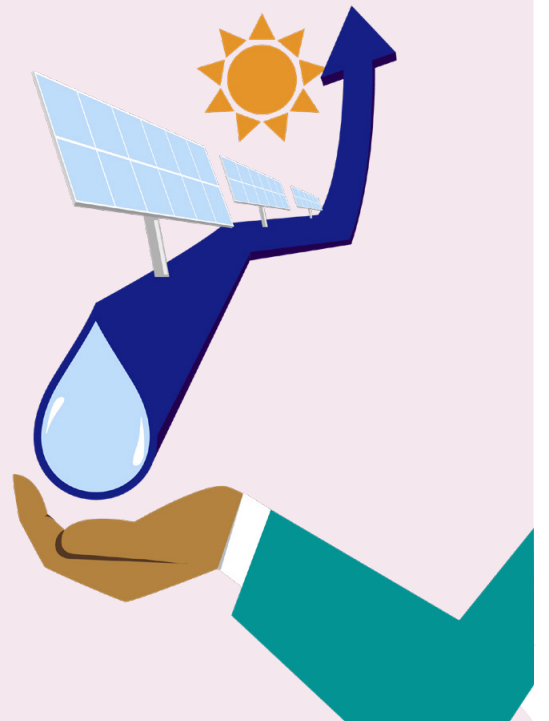
In the first generation of NDCs submitted in 2015, most countries faced challenges integrating issues of gender equality. Lack of sex-disaggregated data, limited understanding of how climate change impacts women and men differently, and lack of engagement by environmental ministries and national climate change units with gender institutions were partly responsible for this situation.

A second generation of NDCs shows greater attention to gender equality, with higher aspirations for action in addition to commitments to develop Gender Action Plans. An increasing number of countries have demonstrated a higher level of commitment to integrating gender concerns into key policy areas and sectors, including climate change adaptation and mitigation, environmental sustainability, employment, energy, transport, and agriculture. For instance, 40 out of the 41 African countries that submitted updated NDCs in 2023 included gender considerations, with 34 including gender considerations in relation to adaptation and 27 referring to gender in relation to mitigation (UNDP 2023a).

Jordan: Technology transfer for gender-responsive solutions

Jordan's NDC recognizes that transformative change relies on translating commitments into practical actions that tackle the root causes of inequalities and discrimination, as well as imbalanced transformative distribution of resources, unequal power relations, and marginalization. The NDC acknowledges the different impact that climate change has on women, men, girls and boys, and the need for adopting gender-responsive solutions to improve gender resilience to climate change. The NDC also mentions the need to create new green skilled labour opportunities for people with disabilities through learning, awareness, education and management of career paths and opportunities created by virtual working environments. Adaptation and mitigation measures that are disability-friendly should be considered as social priorities, in addition to their climate-friendly nature. Jordan seeks to mainstream gender within eco-tourism, solar energy and water management, and presents concrete gender-responsive measures to deliver climate-resilient services.

Source: Jordan, Ministry of Environment 2021.



Addressing gender equality in the NDCs: Current global status

Extract from United Nations Framework Convention on Climate Change (UNFCCC), *Nationally Determined Contributions under the Paris Agreement: Synthesis Report by the Secretariat, 2023*.

“Of the 79 per cent of Parties that referred to formal arrangements in place for domestic stakeholder consultation, 93 per cent indicated that they conducted consultations and engagement in an inclusive and participatory manner and 81 per cent of those specifically referenced gender-sensitive consultations.

“Parties are increasingly recognizing gender integration as a means to enhance the ambition and effectiveness of their climate action: 79 per cent of Parties provided information related to gender in their NDCs and 33 per cent affirmed that they will take gender into account in implementing them. ...

“A total of 79 per cent of Parties referred to formal arrangements in place for consulting stakeholders, including the general public, local communities, Indigenous Peoples, private entities, business and trade associations, civil society organizations, youth associations, women’s associations, regional development partners, academia and research communities: 93 per cent of those Parties indicated that they conducted such consultation and engagement processes in an inclusive and participatory manner; and 59 per cent specifically referenced gender-sensitive consultations, referring to specific guidelines for ensuring gender sensitivity, such as during public consultations, and highlighting the inclusion of national gender machineries, gender and women’s groups, or non-governmental organizations in the process. ...

“While 60 per cent of Parties referred to relevant policies and legislation, 37 per cent affirmed a general commitment to gender equality. Others also included information on how gender had been or was planned to be mainstreamed in NDC implementation; for instance, 40 per cent on specific tools and methods, such as gender analyses or assessments, gender indicators, gender-disaggregated data, and gender-responsive budgeting, and 5 per cent included gender as a criterion for prioritizing activities.

“Of the Parties that referred to gender in their NDCs, 54 per cent treated it as a crosscutting issue to be addressed across adaptation and mitigation, with 12 per cent focusing on adaptation and 10 per cent considering gender exclusively in the context of adaptation.

“Of the Parties, 33 per cent referred to their planned gender-responsive and 19 per cent to gender-sensitive climate action or generally elaborated on gender aspects in the context of specific sectors, including agriculture, energy, health, water, disaster risk reduction, and land use, land-use change and forestry, livestock, waste, fisheries and education.

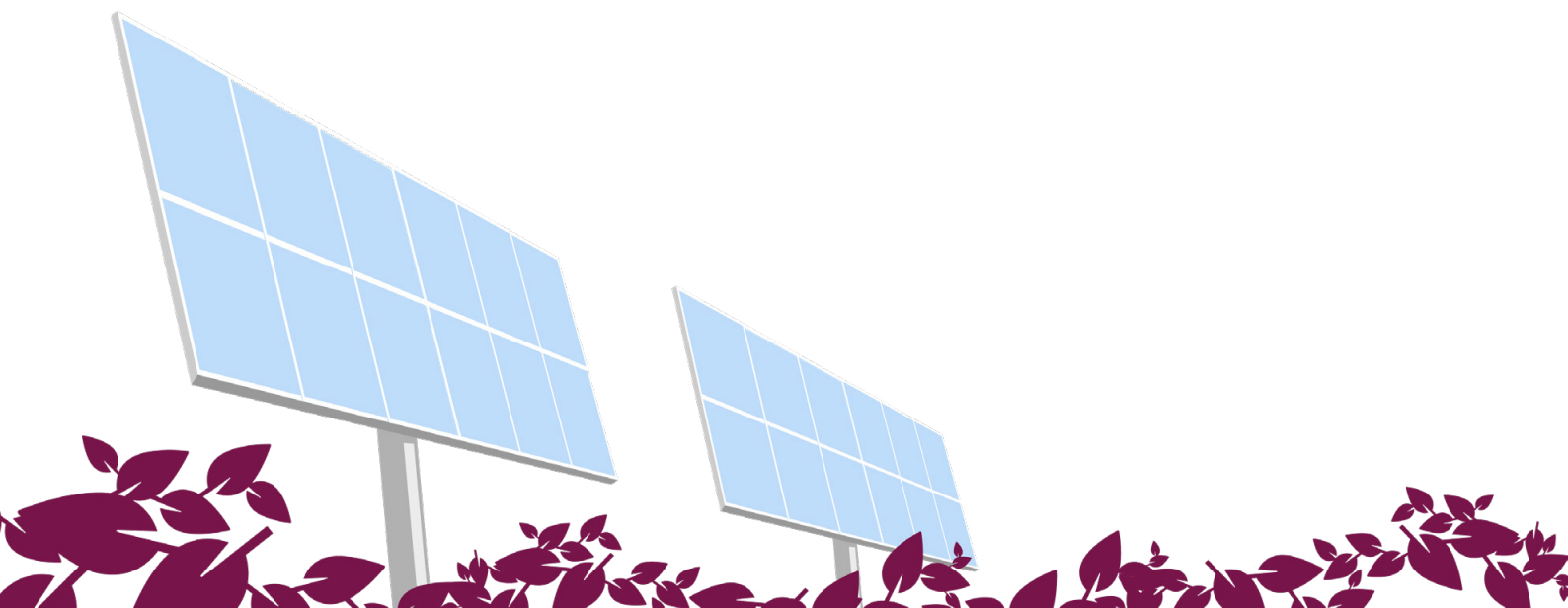
“Meanwhile, 34 per cent of Parties highlighted the importance of providing capacity-building, finance and technology for gender-specific action and of these means of implementation being gender-responsive.

“In addition, 10 per cent of Parties implicitly or explicitly considered gender as it intersects with other social factors; 37 per cent explicitly considered specific gender differentiated needs and perspectives and gender-differentiated impacts of and contributions to climate change and climate action; 26 per cent framed women as being vulnerable; 19 per cent framed women as stakeholders or agents of change; and 7 per cent explicitly considered people of other genders.”

Source: UNFCCC 2023c.

While the **initial NDCs largely ignored employment and labour considerations, updated or new NDCs are increasingly including references to decent work and a just transition**, thereby providing a key pathway to address the social implications of climate action and allowing for greater policy coherence. However, a **persistent challenge that remains in most NDCs is the bridging of decent work/just transition considerations and gender and equality goals**, as they are often referenced in isolation from each other. Climate change and climate policies have a gendered impact on labour markets, and employment and labour are of significant importance in relation to gender measures. It is therefore crucial to establish these linkages between climate, employment/labour, and gender in the NDCs themselves and in their implementation strategies and instruments.

Climate and just transition actions can become gender-responsive and inclusive when they systematically take into account differences between the conditions, situations and needs of women and men in every step of their implementation. This systematic process is known as **gender mainstreaming**, and should include: baseline generation; participatory design processes; the identification of objectives, activities and indicators; and monitoring and evaluation systems (NDC Partnership 2021). Mainstreaming gender considerations into all climate-related work can be delineated by countries' NDCs, tying their commitments to human rights and gender equality, and incorporating climate change strategies into their **Gender Action Plans**. The establishment of monitoring and accountability systems on NDC commitments, including indicators of gender equality and human rights, would require and promote gender mainstreaming. In this process, it is critical to include an **intersectional lens** that acknowledges that everyone has their own unique experiences of discrimination and oppression, and any aspect that can result in marginalizing certain groups of people because of their personal characteristics – such as gender, race, ethnicity, class, sexual orientation, gender identity and disability status – should be taken into consideration (Womankind Worldwide 2019). An intersectional approach is therefore important to understand how overlapping identities and experiences can compound threats of marginalization for people and communities, including within the context of climate change and climate action.



Key elements of a Gender Action Plan in relation to just transition

- Address knowledge gaps of institutions and organizations in relation to the connection between climate action, gender equality, inclusion and decent work.
- Ensure gender balance, participation and women's leadership in all climate action-related processes with a view to representing the full diversity of women.
- Support staff within the various sectors to mainstream gender equality and inclusion into programme delivery and operations.
- Increase awareness of climate change and gender considerations at all levels.
- Increase access to resources for both women and men.
- Promote gender-responsive budgeting, monitoring and reporting.

Source: Adapted from Ghana, MESTI and MoGCSP 2021.

How does intersectionality relate to an inclusive just transition?

Intersectional forms of discrimination – the way in which various forms of inequality operate together and exacerbate each other – increase climate change risks. **Indigenous and tribal women and girls are often particularly susceptible to the impacts of climate change** because of extreme poverty and their direct dependence on fragile ecosystems that are most at risk to climate variability and extremes (ILO 2017b). People who are historically subject to social, economic and political inequalities resulting from discrimination, marginality or exclusion because of gender, age, ethnicity, class, language, HIV status, ability and/or sexual orientation and gender identity are disproportionately vulnerable to the negative impacts of climate change (IPCC 2022).



Recommendations for leveraging NDCs as key entry points for a gender-responsive and inclusive just transition

- Develop/update NDCs through consultation processes, including social dialogue with employers' and workers' organizations, engagement with women's groups, as well as engagement with other civil society representatives, including organizations of persons with disabilities, representatives of indigenous and tribal peoples, and others. This will create spaces to voice and hear concerns and solutions that can be reflected in policies, making them more responsive to people's realities and needs. Such consultation and dialogue can also create broad-based support for ambitious climate action.
- Recognize women's specific needs in the context of both climate change impacts and the effects of climate change responses.
- Acknowledge women's roles as agents of change as well as their part in the development and implementation of climate solutions.
- Include clear commitments and language in the NDC that highlight the gender dimensions and vulnerability considerations of a just transition and decent work in a more systematic way, with clear indications of practical actions that are to be taken as part of implementation.
- Give effect to gender equality and just transition commitments through appropriate strategies, policy instruments and allocation of national budgets to support NDC implementation.

Leveraging integrated strategies and frameworks for a gender-responsive and inclusive just transition

In addition to NDCs and Gender Action Plans, gender-responsive and inclusive **just transition frameworks and strategies** are an important vehicle to create an environment that enables gender equality and inclusion to be at the core of just transition. They **are effective measures to support policy integration across different policy areas and sectors, and ensure coherent implementation at different levels, including the national, sectoral and workplace levels.**

If designed in a gender-responsive and inclusive manner, such strategies and frameworks can serve as a crucial means to advance gender equality and decent work for women and men, including by providing orientation for the development of policy instruments across different policy areas and the strengthening or creation of inclusive institutional mechanisms for social dialogue and participation. Just transition strategies and frameworks can lead to ambitious equality outcomes when they reflect policy coherence and coordination among the line ministries involved in their design and implementation.

If these strategies and frameworks are supported by **clear institutional policies that include accountability and consequences for lack of results on gender equality**, performance on gender equality and inclusion can be improved. Currently, accountability efforts mainly focus on processes and outcomes, rather than on fulfilment of rights and obligations.

Instead, systematic gender mainstreaming should be developed utilizing a human rights and gender equality framework. Gender mainstreaming efforts should reach across all sectors and levels; integrate an intersectional lens to social inequalities; and assess accountability for international commitments that have clear mandates to address gender considerations in climate policy, just transition and decent work (UN Women 2021).

Learning experiences

Women as agents of change in the national just transition strategy in Spain.

Spain's Just Transition Strategy seeks to maximize the social gains of the ecological transition and mitigate its negative impacts. The strategy imbeds the principle that to promote green jobs it is necessary to ensure that women can take advantage of the opportunities generated by the transition, and includes among its strategic objectives measures to reduce gender inequalities in the ecological transition, such as:



- a provision to ensure the incorporation of women into green economy employment opportunities through gender mainstreaming;
- the use of gender-disaggregated data in monitoring the situation of, trends in, and evolution of the ecological transition of economic sectors;
- specific support for the creation of green jobs in rural areas, with particular attention to the promotion of youth and women's employment and entrepreneurship; and
- providing visibility to the active and equal contributions of women as agents of change.

Key actions include: (i) conducting a gender analysis with attention paid to targeting women's rate of activity and participation in occupations; (ii) opening up existing training opportunities to women's employment; and (iii) integrating women collectives' suggestions into the definitions of agreements. In addition, financing for a just transition under the strategy prioritizes gender equality projects, especially when they encourage women's employment and contribute to the revitalization of the economy led by women, as well as the development of infrastructure projects that improve women's access to information and communication technologies (ICT). Other aspects within the strategy include: fostering the employment of women; mandating that 25–30 per cent of created employment be for unemployed women; training to support women's entrepreneurship; and underlining the importance of working on gender equality within a just transition.

In 2021, the Women's Institute of Spain's Ministry of Equality and the Institute for Just Transition signed a protocol to jointly develop actions aimed at promoting entrepreneurship and improving the employability and working conditions of women in territories affected by the energy transition.

Source: Spain, Government of Spain 2020.

Addressing structural inequality for a gender-responsive and inclusive just transition

The leveraging of national frameworks and commitments on gender equality, climate and just transition implies that there is a recognition that women and men in all their diversity still do not enjoy and/or benefit from equal opportunities and treatment in society (at home and in the community), in the world of work (formal and informal economy, online and offline, paid and unpaid), and in governance structures. Addressing structural barriers that limit women and other groups' ability to prepare for, enter, remain and progress in the world of work requires a systemic and integrated approach utilizing a combination of sound policies, legislation and practices intentionally aimed at reducing gender and inequality gaps. Such interventions ultimately leverage each other. The table below summarizes some of the key structural barriers that limit women's full social and economic empowerment, thereby having a negative impact on their ability to fully participate in just transition processes and enjoy equal opportunities and treatment. The table also proposes non-exhaustive examples of interventions that, if adapted to the specific context, could be of help in leveraging gender equality and inclusion interventions, including within the context of a just transition.

► Table 1. The key structural barriers that limit women's full social and economic empowerment and rights

Structural barriers at the societal level:	Interventions to promote women's empowerment and rights:
<ul style="list-style-type: none"> ▶ Social norms, gender stereotypes and discriminatory attitudes and practices. ▶ Unequal ownership and access to land and other assets and resources, and unequal access to education, healthcare and services, including sexual and reproductive health and rights. ▶ Unequal power relations at home, and limited awareness of women's own rights. ▶ Uneven distribution of unpaid care work between women and men – and between the family and the State. ▶ Discriminatory laws and practices (for example, inheritance and land laws). ▶ Gender-based violence and harassment. <p><i>While not exhaustive, all these factors reinforce gender and other inequalities and limit women's choices, resulting in the undermining of their human rights.</i></p>	<ul style="list-style-type: none"> ▶ Repealing discriminatory laws and practices through legal reforms, awareness-raising, advocacy and campaigning. ▶ Ensuring access to education and knowledge; healthcare, including sexual and reproductive health and rights; and assets and resources, including land. ▶ Activating policies and practices aimed at changing the way people view gender roles within the context of care work. Social protection and care leave policies and services (such as, childcare and long-term care) have the potential to recognize, reduce and redistribute unpaid care work between women and men and other actors, thus allowing women to be more active in the labour market. ▶ Promoting dignity and respect in all spheres of life. ▶ Engaging men and boys and mobilizing civil society, social partners and the media to foster a culture of women's rights and greater equity and equality.

Structural barriers in the world of work:	Interventions to promote equal opportunities and treatment at work for women:
<ul style="list-style-type: none"> ▶ Macroeconomic, industrial and sectoral policies that fail to address (or worsen) gender and other inequalities. ▶ Limited and unequal access to infrastructure, social protection and public care services, including childcare and long-term care. ▶ Persistent occupational gender segregation within the labour market. ▶ Poor working conditions (low pay, violence and harassment, limited career opportunities, and lack of transformative care leave policies, including maternity, paternity and parental leave). ▶ High prevalence of women in the informal economy in some regions. ▶ Increased economic, climate- and war-related migration flows. ▶ Unequal provision and access to quality education, skills development and lifelong learning. ▶ Limited dedicated interventions to support women through work transitions, such as addressing the digital divide, transitioning from the informal to the formal economy, and moving toward a greener economy with more access to information and technology. ▶ Persisting discriminatory laws and practices based on multiple grounds of discrimination, including sex, gender, race, colour, age, disability, ethnicity, migration, HIV-status, sexual orientation, and gender identity. ▶ Weak representation and voice of women in negotiation processes, as well as in decision-making and leadership positions. <p><i>These are the main factors that impede women from being in the labour market on equal footing with men. These factors determine persistent gender wage gaps, motherhood penalties, glass ceilings and walls, exposure to violence and harassment, limited career and training opportunities, and the inability to balance work with care responsibilities.</i></p>	<ul style="list-style-type: none"> ▶ Ensuring the design and implementation of gender-responsive and inclusive macroeconomic and sectoral policies. ▶ Advocating for investments in care infrastructures, policies and services. ▶ Providing universal, adequate, comprehensive and sustainable social protection systems. ▶ Ensuring decent working conditions in the form of equal pay for work of equal value, zero tolerance to violence and harassment, work-life balance measures, as well as career opportunities and access to managerial and leadership positions. ▶ Supporting women in having access to STEM skills and lifelong learning opportunities, including in green economy related fields. STEM refers to science, technology, engineering and mathematics. ▶ Investing in sustainable business and development initiatives aimed at women's economic empowerment. ▶ Advancing policies to support women and men through migration processes, as well as the digital and just transitions. ▶ Supporting women to transition from the informal to the formal economy, including through social and solidarity economy. ▶ Promoting ratification and implementation of international labour standards, with particular attention to C.100, C.111, C.156, C.183, C.189 and C.190.⁴ ▶ Promoting affirmative action to support the representation and voice of women in employers' and workers' organizations.

⁴ C.100 = Equal Remuneration Convention, 1951 (No. 100); C.111 = Discrimination (Employment and Occupation) Convention, 1958 (No. 111); C.156 = Workers with Family Responsibilities Convention, 1981 (No. 156); C.183 = Maternity Protection Convention, 2000 (No. 183); C.189 = Domestic Workers Convention, 2011 (No. 189); C.190 = Violence and Harassment Convention, 2019 (No. 190).

Structural barriers at the governance level:	Interventions to promote gender-responsive institutions and social dialogue:
<ul style="list-style-type: none"> ▶ Weak political will and insufficient institutional capacities to respond to society's needs and to address gender and other inequalities. ▶ Lack of sex-disaggregated data and intersectional data collection and analysis. ▶ Unequal representation of women in leadership positions and in social and economic decision-making processes at all levels. ▶ Weak gender-responsive social dialogue mechanisms that are unable to adequately promote resilient, sustainable and equal societies. ▶ Limited capacities of international organizations to foster partnerships and influence a global gender equality governance system. <p><i>These are some of the factors that determine gender-absent policies and programmes that undermine women's visibility and participation in decision-making processes.</i></p>	<ul style="list-style-type: none"> ▶ Promoting the voice and representation of women in political, social and economic processes, including processes related to climate action and just transition, by enhancing the capacities of constituent organizations to promote the inclusion of women actors. ▶ Systematizing the collection and analysis of granular disaggregated data – and making it public. ▶ Strengthening institutional accountability through the systematic use of gender and social budgeting and the monitoring of gender outcomes. ▶ Promoting effective and accountable gender-transformative governance and justice systems, including within the context of climate action. ▶ Ensuring democratic decision-making processes that allow for accountable, transparent and inclusive engagement among constituent organizations. ▶ Fostering partnerships and monitoring commitments on gender equality at the global level. ▶ Increasing the institutional capacity of constituents on gender equality through the development of policy and services.

Source: Elaborated based on ILO 2022k.

Care work at the intersection of equality and just transition

Despite sitting at the intersection between gender equality, climate change and decent work, **aspects relating to care work⁵ have often been overlooked.** Strategies for climate mitigation and adaptation have not properly attended to how care work – both paid and unpaid – is affected by climate impacts, nor whether climate interventions (re)shape the “unpaid care work – paid care work – paid work” circle, exacerbating gender and intersectional inequalities (ILO 2018).

⁵ Care work consists of two overlapping activities: direct, personal and relational care activities, such as feeding a baby or nursing an ill partner; and indirect care activities, such as cooking and cleaning. Unpaid care work is care work provided without a monetary reward by unpaid carers. Unpaid care is considered as work and is thus a crucial dimension of the world of work. Paid care work is performed for pay or profit by care workers. They comprise a wide range of personal service workers, such as nurses, teachers, doctors and personal care workers. Domestic workers, who provide both direct and indirect care in households, are also part of the care workforce (ILO 2018b).

Nor have they identified the extent to which care jobs can be an engine of “green job” creation for both women and men, which can support the transition towards greener and more gender-equal economies and societies. Gender-responsive and inclusive action for a just transition should aim at transforming existing inequalities related to the distribution of care work.

Changes in the organization of care are required for climate change measures to be successful. This includes breaking down gender stereotypes that have traditionally associated care work with women. The heavier demands falling on households and communities due to climate crises are mainly absorbed by women and girls, who are often called upon to develop strategies to make up for the lack of public services and increasing family care needs. This may have impacts on their availability to engage in the labour market. A just transition to a low-carbon economy is an opportunity to recognize the value of unpaid care work and to invest in public care infrastructure and services that, from one side, support the reduction and redistribution of unpaid care work, and from the other side, generate jobs in the care sector, which is characterized by low carbon emissions.

Learning experiences

Zimbabwe’s NDC addresses gender inequalities, including reducing the burden of care work.

In Zimbabwe, women represent most of the agricultural workforce and are particularly vulnerable to climate change, as they have limited access to markets and to education, which restricts their ability to diversify their income in the event that their primary source of income is affected. Climate impacts, including from extreme weather events, lead to seasonal and forced migration in search of livelihood opportunities.

Men and the able-bodied migrate, altering the social structure of communities by leaving women behind and responsible for agricultural production in rural areas. Climate impacts increase the care burden for women, as they have to walk longer distances and spend more time in search of water for domestic purposes.

Under the revised NDC in 2021, Zimbabwe will promote, among others, the use and roll-out of gender-sensitive climate-smart agriculture technologies and practices to strengthen the resilience of agricultural value chains and markets, as well as actions that directly address gender inequalities (such as supporting women in accessing collateral and finance and reducing the burden of work). Zimbabwe will also develop and promote resilient water resources management. Improving the availability and supply of water would benefit women directly by reducing their burden associated with fetching water, granting them more time to access other income-generating activities.

Source: Zimbabwe, Government of Zimbabwe 2021.



The 5R Framework to centre care in climate change and just transition

The ILO 5R Framework for Decent Care Work can provide guidance on delivering a gender-responsive and inclusive just transition, and thus advance the international commitment to gender equality and the empowerment of women and girls, as found in Sustainable Development Goal 5. The Framework recognizes that addressing the complexities of care work requires a wide range of progressive and integrated policies. In particular, gender-responsive and inclusive care policies (for instance maternity, paternity, parental leave, childcare and long-term care), macroeconomic and social protection policies, as well as labour protection and migration policies. These policies, when well designed and funded, have the potential to Recognize, Reduce and Redistribute unpaid care work; Reward care workers fairly and generate sufficient care jobs to meet the increasing care demands. Such policies would also give care workers' rights, voice and Representation in social dialogue and collective bargaining and would support the changing of mind-sets in valuing care as a public good (ILO 2018b).

For the ILO, reorganization of care work along the lines of the 5R Framework represents one of the tenets of decent work and social justice, since the unequal social organization of care contributes to widening gender gaps, the feminization of poverty and social exclusion, and decent work deficits for women. Unless unpaid and paid care work are included in NDCs and just transition frameworks and/or strategies, the potential for just transition initiatives to advance gender equality and inclusion would remain limited.

The 5R Framework for Decent Care Work



Learning experiences

Care economy in just transition frameworks: The example of South Africa.

The Just Transition Framework in South Africa, adopted in 2022, recognizes the importance of care in the context of just transition by mentioning healthcare within the context of economic diversification and the need to create new jobs to replace those lost during the transition: “New economic clusters will be needed to create new jobs and replace jobs where they may be lost. These clusters can be designed to meet local needs, for instance, by producing local necessities such as food, construction materials, entertainment, education, or healthcare”.



In the context of collective action, the Framework puts forward a commitment to find “ways to better integrate the children, the youth, and women into policymaking for the just transition at national, provincial, and local levels (e.g., provision of childcare, travel support, multiple languages)”.

Source: South Africa, Presidential Climate Commission 2022.



Figure 2 below presents a simplified theory of change with concrete examples that can help in the formulation of gender-responsive and inclusive climate-related and just transition initiatives using the 5R Framework.

► Figure 2. A theory of change to centre care in climate change and just transition

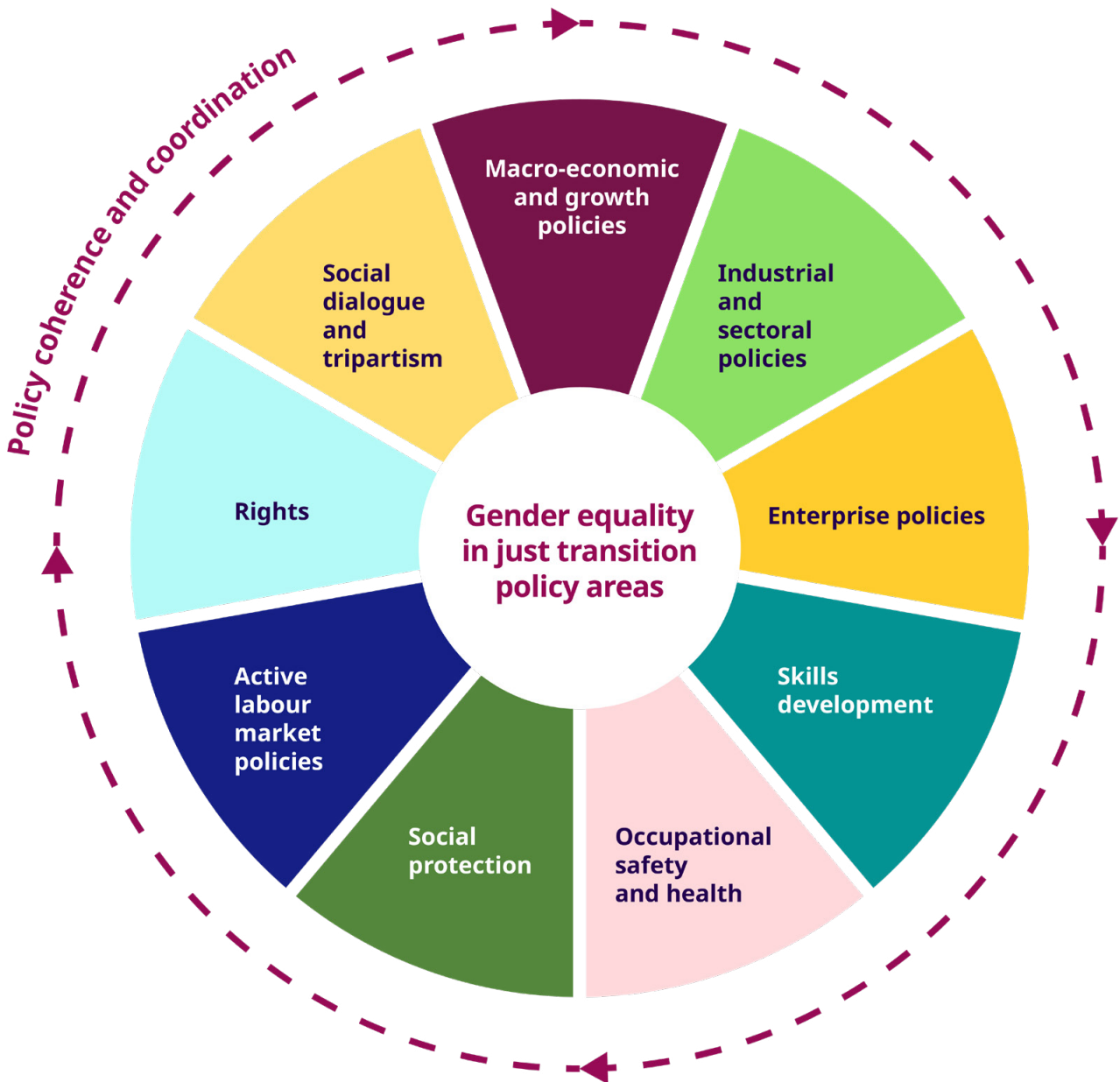


2. Addressing gender equality in just transition policy areas



The ILO Just Transition Guidelines (ILO 2015a) cover nine policy areas and highlight the need for gender equality and other dimensions of equality to be addressed across them. These policy areas are mutually reinforcing for achieving decent work for all. This chapter examines the nine policy areas, outlining ways in which they can be made gender-responsive, and provides entry points for action and learning experiences for addressing gender equality and inclusion concerns.

Policy areas for a just transition towards environmentally sustainable economies and societies for all



Policy area 1. Macroeconomic and growth policies

To align with the Paris Agreement and ensure a just transition, macroeconomic and growth policies should promote sustainable production and consumption patterns, and place full and productive employment and decent work for all, particularly the most marginalized and vulnerable, at the centre. **Leveraging women's and other groups' existing and potential contributions is essential for stimulating sustainable, job-rich and inclusive growth** (ILO 2023a).

Macroeconomic and growth policies offer an important steering mechanism towards achieving goals related to reducing carbon emissions, improving resilience and promoting a just transition. Such policies can induce investment in renewable energy, new technology and green production practices, and boost investments into human capital and the skills needed for the transition. Well-designed, green, inclusive and gender-responsive macroeconomic policies can increase the resilience of economies to the impacts of climate shocks. They can also protect people in vulnerable situations from climate impacts, and shield them from the potential risks of transition-related economic restructuring, while simultaneously advancing gender equality (ILO 2023a).

Adopting gender-responsive and inclusive macroeconomic and growth policies for a just transition

Gender-responsive macroeconomic policies are fiscal and monetary policies that explicitly promote gender equality outcomes. Gender-responsive fiscal policies comprise specific measures to support women and girls in critical policy areas, such as livelihoods, social protection, health, food security, and public infrastructure and housing (UN Women and ILO 2021a). Ideally such policies are developed and implemented in a participatory manner, so as to maximize their impacts. In the context of the climate action, they can provide necessary **investments in public goods** (such as smart grids, ecosystem restoration, and essential basic climate and social infrastructure) from which women can particularly benefit. Carbon taxes, for example, have gendered impacts that need to be considered, and the revenues they generate can be used towards investments that deliver transformative outcomes (ILO 2023a). **One such outcome is social spending, which can finance social protection and care policies and services, thereby allowing more women to participate in the labour market**, and thus play an important part in a gender-responsive and more inclusive transition.

As governments are major consumers of goods and services, promoting sustainable and **gender-responsive procurement policies** offers a way to incentivize the growth of low-carbon sectors, business models and activities. Considering the differential impacts of the contracted goods and services on women and men and designing and implementing contracts in ways that reduce gender inequality are important means to enhancing the gender-responsiveness and inclusiveness of the climate transition. Taken together, **public investment and procurement, taxation, and targeted subsidies are all part of the macroeconomic and growth policy toolbox** for pricing climate and environmental externalities. While fostering a shift towards lower emission economies, these tools can also be used to promote better access to economic opportunities and more inclusive labour markets (ILO 2023a).



Some entry points for action

At the policy level:

- Design macroeconomic policies to be more responsive to:
 - (i) the structural nature of gender and other inequalities that prevent women and other groups from taking advantage of opportunities to access the world of work;
 - and (ii) the linkages between productive and reproductive work.
- Increase investments in climate-related and care infrastructures and public services to benefit women economically and socially, with positive ripple effects for society as a whole.



Some concrete measures:

- For all policy designs, undertake gender analyses to examine existing structural inequalities and any direct or indirect discrimination impacting access to productive resources.
- Apply gender and pro-employment budgeting tools to investigate the differential impacts of national and local budget allocations on women, men and other groups as a major means of designing gender-responsive policies and budgets (Robalino and D'Achon 2023).
- Collect and analyse sex-disaggregated and more granular data, and carry out time use surveys that include climate considerations. Use these to design gender-responsive and inclusive interventions.
- Increase dialogue and representation of women and other groups in macroeconomic policymaking.

Policy area 2. Industrial and sectoral policies

There is growing recognition that industrial and sectoral policies need to contribute not only to economic growth, but also to climate and sustainability goals while generating employment with decent work. Industrial and sectoral policies and strategies can be leveraged to stimulate demand, investment and the development of industries and sectors relevant for the greening of economies, as well as to foster resilience. Such policies can enable innovation and contribute to growth, economic diversification and job creation in regions and communities where workers' livelihoods might experience the heaviest impacts from climate change and the transition. Industrial and sectoral policies can complement macroeconomic policies by helping to improve both the environmental and the employment performance of existing businesses, in addition to stimulating growth in green products and services (ILO 2022f).

Adopting gender-responsive and inclusive industrial and sectoral policies in a just transition

A major challenge for just transition in relation to industrial and sectoral policies and strategies is to balance economic growth with the principles of decent work and gender equality. Doing so requires giving priority to economic sectors with the greatest potential for job creation without causing further degradation of natural resources and the environment, while also making sure these jobs are decent and equally accessible to women and men and other groups. **Industrial and sectoral policies can foster gender-equitable and productivity-enhancing paths of green structural change and decent job generation**, thereby providing decent work for women and men. Such policies have the potential to expand women's jobs opportunities in key areas of the economy, including the agriculture, care, energy, transportation, and waste and circular economy sectors. They can also address the gender-segregated characteristics of the labour market that constrain women's participation to low-paid work (ILO 2022f).

When designing such policies, **attention should be given to the sectoral composition of the workforce, which is often highly segregated by gender**. An effective way forward is to include gender equality considerations when designing policies that enable women and men to benefit equally from the creation of jobs, including in new green industries and in STEM fields. This can, for example, be achieved via establishing incentives to hire women and supporting unbiased recruiting processes (UN Women and ILO 2021b) or by putting in place measures to make work environments and working cultures inclusive and responsive to the needs of different groups of workers. Another example would be the introduction of policies that promote skills development for green and sustainable production and growth, so as to allow equal access to jobs and to strengthen mobility across sectors to address the varied needs of women and men in all their diversity. If strategies for the development of green sectors establish the **principles of equality of opportunity and treatment** as a specific focus and goal from the onset, there is significant potential for addressing gender inequalities in a comprehensive way and for ensuring that occupational and sectoral segregation are dismantled (ILO 2022f).

In environment-related sectors with a high degree of informality, such as waste management, targeted measures will be needed to **address decent work deficits in substandard, informal jobs** that tend to be dominated by women and marginalized groups. Formalization strategies, including social protection measures and enterprise support, play a key role in this regard and need to pay attention to the specific needs and priorities of different groups (ILO 2022f). In addition, women perform the majority of care responsibilities, this also affects their choice of work, their pay and often pushes them into informal employment. Therefore, formalization strategies should be gender responsive and should include affordable quality childcare and other care services for children, older persons and other dependent sick or disabled persons in order to promote gender equality in entrepreneurship and employment opportunities (ILO 2021e).

Engaging in **social dialogue at the sectoral level**, often characterized by specific governance instruments and institutions, presents opportunities to pursue economic, environmental and social objectives in an effective way.

The inclusion of persons with disabilities, ethnic minorities, indigenous and tribal peoples, and other under-represented groups in policy dialogue around the transition of sectors is a key factor for making sectoral policies gender responsive and equitable. Examples of entry points for action and concrete measures on gender-responsive and inclusive policies in selected sectors are elaborated in Chapter 3.

Gender-responsive sectoral employment policies that promote a just transition to a gender-equitable, job-rich and environmentally sustainable economy

The policies that will lead to a gender-equitable structural transformation will vary from country to country, but what they will have in common is a recognition of women as producers, wage earners and carers, and channelling investment to support them in these roles, including via ensuring decent working conditions and access to social protection. Industrial policies should enable women and men alike to benefit equally from the creation of jobs, including in new green industries and in STEM fields.

Source: UN Women and ILO 2021b.



Policy area 3. Enterprise policies

Enterprises play a key role in a just transition: they are vital engines of growth of green sectors; they generate employment; they foster innovation and productivity increases; and they can contribute to climate change mitigation and adaptation by adopting cleaner and more resilient production processes and business models. As outlined in the Conclusions concerning the promotion of sustainable enterprises adopted by the International Labour Conference (ILC) in June 2007, an enabling environment is crucial for sustainable enterprises to fully realize their potential. In order to support and leverage the role of sustainable enterprises in a just transition, it is important to address the following elements:

- conducive and clear incentives and regulatory measures;
- relevant business development services, including on green technology;
- access to finance; and
- considerations of the specific needs of micro-, small- and medium-sized enterprises (MSMEs)

Adopting gender-responsive and inclusive approaches in enterprise development for a just transition

A wide definition of “entrepreneurs” (including own-account workers) shows that women comprise 43 per cent of all business owners (ILO 2019b). Worldwide, the share of women entrepreneurs tends to be lower than the share of male entrepreneurs in limited liability companies, whether as directors of such companies or as sole proprietors (World Bank 2023). Men-owned and women-owned businesses tend to operate in different sectors or locations, without equal access to, control of and use of the same resources and marketing outlets. Enterprises can be a powerful driver of a gender-responsive and inclusive just transition, but for this to happen, gender-specific constraints need to be recognized and addressed.

Women’s businesses tend to be concentrated in smaller MSMEs, and are engaged in highly climatically exposed sectors, such as agriculture, livestock, fishing, trading and processing (World Bank 2019a). Women in micro-enterprises often set up supply-driven operations, rather than demand-driven (which is often linked to occupational segregation). The failure rate of these enterprises is often high due to market saturation and gender segmentation (that is, women are in some contexts concentrated in “female oriented” enterprises, because these businesses are deemed for cultural reasons to be more socially acceptable) (ILO 2011).

In general, women entrepreneurs typically face **greater barriers than men in accessing resources such as finance, information and technology, skills, and support necessary to start, maintain and grow a business** (GEM 2022). Gender inequalities in different domains are often linked and reinforce patterns of exclusion. For example, women entrepreneurs are more likely to face legal constraints related to ownership and inheritance rights, hindering their access to finance. When they are able to access finance, they may face higher interest rates, be required to collateralize a higher share of loans, and have shorter-term loans due to asset limitations. In some developing economies, women entrepreneurs tend to be disproportionately operating as self-employed persons in informal enterprises, increasing their vulnerability and reducing their access to social protection, services and social dialogue (ILO 2015c). High registration costs and complicated procedures may act as barriers to women formalizing their MSMEs, due to literacy gaps, accessibility gaps or limited time availability stemming from care responsibilities. Such **constraints might push women to join or remain in the informal economy rather than seeking to formalize their businesses**, which in turn places limits on their businesses’ adaptive capacities and the possibility of expanding their enterprises in the green economy.

In response to these patterns of exclusion and inequality, policies, programmes, products and services need to be designed to address the specific needs of a wide range of women entrepreneurs, including those from disadvantaged groups facing intersectional inequalities and discrimination, such as women with disabilities, those living with HIV, or indigenous and tribal peoples.

Attention must also be paid to the needs of those sectors in which women's enterprises operate and to enterprises' maturity. To this end, measures can be designed to:

- create a favourable environment for women's businesses; and
- address structural deficits – including literacy and skills gaps and care and disability needs – that often limit women entrepreneurs' adaptive capacities and their ability to equally access and benefit from business opportunities in the green economy.

In seeking to facilitate women's ability to address climate change risks to their enterprises and to tap into the opportunities presented by the green economy, **it is vital to take into consideration that, for women entrepreneurs, time constraints related to paid and unpaid care work can be very significant**, as they are largely excluded from maternity protections and care-related leave policies (ILO 2022b). In 2020, self-employment accounted for 30 per cent of women's employment globally. However, only 13.8 per cent of women lived in a country providing mandatory coverage of maternity leave, in the form of cash benefits, for self-employed workers (ILO 2022b). Advancing care policies and services while supporting women-led businesses in the care economy are lines of action with the potential to reduce this imbalance, while presenting opportunities for job creation and the forging of public-private partnerships as economies transition towards greater sustainability.

In addition to targeted measures, gender considerations need to be integrated across enterprise policies and instruments, for example, by explicitly introducing gender criteria in performance objectives and measurements. Gender Policy Mandates have been shown to have an important effect on gender-responsive green finance. For instance, the Global Environment Facility, a multilateral environmental fund, significantly increased gender-responsive projects after the incorporation of a gender mandate, with Latin America seeing the largest increase, with 75 per cent of projects being gender-responsive following the introduction of the mandate (Aguilar, Granat, and Owren 2015).



Learning experiences

Investing in women's entrepreneurship through access to solar energy. Solar Sister trains and supports women to deliver renewable energy directly to homes in rural communities in the United Republic of Tanzania and Nigeria. Through its network of 10,000 women entrepreneurs, Solar Sister provides energy to those who have not been reached by business-as-usual energy models, such as women in rural areas, without access to grid power or who have low incomes. Women entrepreneurs are provided with start-up kits, accompanied by training and mentoring sessions that enable them to set up businesses selling solar lights, solar-powered home systems and clean cookstoves in their communities. Since 2010, Solar Sister has provided over 4.3 million people with renewable energy products. This has resulted in a reduction of over 1.1 million tons of carbon dioxide-equivalent emissions.



By providing access to renewable cookstoves and solar lighting products, Solar Sister also reduces care work for women. For example, by using the more efficient cookstoves, women spend fewer hours dedicated to cooking-related tasks, such as fetching firewood. Women entrepreneurs have doubled their household income, and the women who buy solar lamps to replace kerosene for cooking can reduce household expenses by 30 per cent. This is a widespread need as access to clean cooking is vital to address the 2.3 billion people who in 2022 still relied on harmful and polluting fuels and technologies (IEA 2023).

Source: WECAN International 2023; UN Women and UNIDO 2023.

Some entry points for action

At the policy level:

- ▶ Strengthen institutional capacities to make enterprise policies gender-responsive and inclusive, with attention paid to considerations regarding care needs and discriminatory practices.
- ▶ Collect sex-disaggregated data in enterprise surveys and conduct gender-sensitive diagnostics and assessments on the green economy to inform enterprise policy development and reform.
- ▶ Address discriminatory social norms and gender stereotypes that limit women's access to training, skills development, credit, land, information, technology, social networks and other productive resources through legislation and awareness-raising campaigns.
- ▶ Strengthen women entrepreneurs' collective voice and enhance women's representation within social dialogue institutions that inform policy processes.
- ▶ Map and analyse the uptake of green incentives and other support schemes among women entrepreneurs to identify potential barriers and good practices, while also assessing strategic entry points for women in value chain analyses.

Some concrete measures:

- ▶ Put in place measures to expand women's access to markets and value chains, including those linked to green products and services.
- ▶ Strengthen the managerial and technical skills of women entrepreneurs who are active in green sectors or interested in starting a business, and enhance the understanding and capacities of business development services providers in responding to the needs of women entrepreneurs.
- ▶ Facilitate women's access to and use of ICT in their businesses – for example, on business risks from climate change and potential market opportunities in the green economy or on reaching new clients and monitoring and responding to climate change impacts (such as in agriculture).
- ▶ Lower transaction costs and simplify and make accessible business registration procedures for low-literacy women and for women with disabilities to better incentivize the formalization of informal businesses.
- ▶ Facilitate women entrepreneurs' access to formal finance mechanisms and green finance instruments.
- ▶ Include in the design of any women entrepreneurship development initiatives a care component in the form of childcare facilities and services. Different models can be taken into consideration, including the use of care cooperatives.
- ▶ Establish integrated support service platforms combining capacity-development, access to finance and access to green technologies (UNDP 2010), while ensuring that enterprise support policies and programmes, including financial and business development services, are responsive to the needs of women entrepreneurs and are able to offer targeted products and services.

Social and Solidarity Economy for a gender-responsive and inclusive just transition

The Social and Solidarity Economy (SSE) model offers important economic and growth opportunities while also finding a balance between economic efficiency and social and environmental resilience. The model empowers individuals through greater control over decision-making processes and resources, and promotes economic dynamism, social and environmental protection, and socio-political empowerment (ILO 2014c). **SSE can contribute to reducing inequalities and advancing social inclusion**, as SSE entities are often established by, and for, workers that are discriminated against, such as indigenous and tribal peoples, ethnic minorities, and migrants. The active participation of vulnerable and marginalized people in SSE entities contributes to redressing entrenched poverty and inequalities (ILO 2022o).

The SSE model can be very effective in **advancing gender equality and can support women's employment in the move towards a greener economy, while also ensuring the quality of women's employment**. According to the ILO, there is a growing interest in gender issues within SSE entities, greater recognition of the value of women in leadership roles, and an increase in the number of SSE units owned by women. The democratic and participatory governance of SSE units allows women the opportunity to engage in decision-making and power sharing. Women who are engaged in SSE units may be better positioned to address personal and mutual needs, such as freedom from discrimination and from violence and harassment, including gender-based violence and harassment and pay-discrimination (ILO 2022o).

SSE units established by and for women help overcome social and cultural constraints, which might otherwise limit women's participation in the workforce. In some countries, women-only cooperatives are active in agriculture, food processing, crafts and care services, providing work opportunities for their members and creating a social outlet.

Although SSE units have great potential to be drivers of equality and equity, their effectiveness may be constrained by legal provisions, social norms and historical inequalities. Women are often disadvantaged in terms of assets, education and training, which can impede their access to the resources and markets needed to establish, expand or sustain an organization. They might also be disadvantaged by time poverty, as they tend to still be heavily involved in care responsibilities in the absence of adequate care policies and services.

Collective social enterprises for gender equality in India

The Self-Employed Women's Association (SEWA), a national union of 1.8 million informal women workers in 14 states across India, serves as an incubator for nascent collective social enterprises in the artisanry, dairy, agriculture, domestic work, construction, recycling and renewable energy sectors, linking them to other collective enterprises that provide healthcare, childcare, insurance and financial services. An estimated 80 per cent of SEWA-supported cooperatives have achieved economic viability (ILO 2018a).



Learning experiences

Care provision through cooperatives and the wider SSE as an enabler for the green economy. There is a growing need for care globally due to population growth, demographic changes, rising rates of disease transmission and climate change. As people-centred, principle driven, member-owned businesses, cooperatives and other entities within the Social and Solidarity Economy (SSE) have emerged as an innovative form of care provision, particularly in the absence of other viable public or private options.



Cooperatives provide multiple services (such as, day care, childcare, foster care and mental/developmental healthcare) to distinct populations, including elders, children and adolescent youth, and persons living with disabilities or illnesses (mental and/or physical). These enterprises provide better working conditions, such as regularized hours, formal employment, access to benefits, and bargaining power, compared to other forms of enterprises – particularly for female workers. In so doing, care cooperatives provide decent job opportunities for women in all their diversity, while also enabling them to be in the labour market and thrive in the economy, including in the green economy.

The ILO proposes an intervention model to encourage care and other workers in local communities to form SSE entities, thereby contributing to job creation and economic development, while promoting a more equal sharing of unpaid care work and advancing socio-economic empowerment of women and marginalized groups.

Source: ILO 2023h.

Some entry points for action

At the policy level:

- Address legal provisions, social norms and historical inequalities limiting women's participation in the SSE.
- Include cooperatives and wider SSE models in plans and investments as a way to provide decent job opportunities during the transition, while also enabling more women in all their diversity to take advantage of opportunities in the green economy.

Some concrete measures:

- Raise awareness on gender equality, inclusion and women's empowerment issues in the SSE.
- Encourage men's participation in SSE entities in the care, education and healthcare sectors, as well as women's participation in SSE entities in diverse sectors, like renewable energy and technology.
- Provide orientation, training and financing for women to start their own SSE initiatives.
- Improve the evidence base by gathering sex-disaggregated data to track women's involvement and working conditions in the SSE.
- Improve job quality, gender wage and leadership gaps in SSE entities in sectoral, regional or national initiatives.

Policy area 4. Skills development

Skills development plays a key part in delivering a just transition in several ways. It is a crucial factor for economic growth and productivity enhancement; it is an enabler of mitigation and adaptation measures and of green technology development and adoption; it serves as a central means for new entrants to the labour market and workers negatively impacted by the climate transition to access new jobs generated in the shift to resilient low-carbon economies; and it can serve as a vehicle for social inclusion. Skills development measures for a just transition rely on several elements:

- ▶ coherence between skills policies and programmes, climate policies, and other just transition policies;
- ▶ effective systems for anticipating and monitoring skills and training needs associated with the climate transition;
- ▶ training responses that address training and education at all levels, particularly technical and vocational education and training (TVET) and apprenticeships that address the need for both technical and core skills;
- ▶ better skills matching, such as through job fairs, mentorships and career guidance; and
- ▶ social dialogue, including through tripartite sectoral bodies, which is vital to informing the development and implementation of skills development measures (ILO 2023a).⁶

Gender-responsive skills learning strategies and policies entail:

- ▶ creating gender-responsive training environments with zero-tolerance for discrimination, violence and harassment;
- ▶ fostering opportunities for women in technology-intensive skills and occupations;
- ▶ men engaging in care work through gender-responsive career development services; and
- ▶ encouraging and enabling women to participate in continuous professional development opportunities that allow for balancing work, training and care responsibilities.



⁶ For more information on skills development in the context of a just transition, see the ILO Policy Brief "[Skills Development for a Just Transition](#)" and related resources.

Learning experiences

Empowering women to participate in the green transition in Senegal.

A National Strategy for Equity and Gender Equality was developed in Senegal in 2016. One of its objectives is to ensure that women have the technical and managerial skills necessary for participation in economic life. The target of the strategy is that as of 2026, at least 50 per cent of women who have engaged in training activities possess technical and managerial skills and contribute more to economic life. Activities envisioned for this purpose include: assessing the capacity-building needs of women active in economic sectors in rural and urban areas; defining the modalities for strengthening the capacities of these women; and supporting the acquisition and enhancement of their technical and managerial skills. A Gender Strategy for the Environment and Sustainable Development was developed in 2022. The strategy serves as a framework guiding environmental policies that promote equity and equality between men and women for enhanced resilience to climate change, and that serve as models for ecological and sustainable development with significant potential for green investments.



Source: Senegal, Ministry of Women, Family and Children 2016; Senegal, Ministry of Environment and Sustainable Development 2022.

Empowered women in rural Peru. In Peru, rural women are the main users of energy at home, which makes them more vulnerable to any lack of access to clean energy. Many women use fuel-burning stoves and open fires at home for cooking, affecting their health and increasing their time burden: women spend three times as much time as men collecting water and fuel for their home.

The Energy School for Women, or e-Mujer, a two-year pilot project implemented by the Peruvian Ministry of Energy and Mines and the United Nations Development Programme (UNDP), trained 290 rural indigenous women to use, install, maintain and commercialize clean energy systems such as solar panels and improved cookstoves. In Peru's rural areas, 42 per cent of women do not earn an income, making it difficult to access property and loans. E-Mujer, a flexible and mobile school that reaches women in their communities, empowered women with new skills to start their own clean energy business, earn an income, and make their lives at home easier. It has given women confidence in their ability and authority to carry out activities traditionally associated with men. Women also feel more confident to participate in their communities' social spaces, and value their new practical skills as well as their improved ability to express themselves publicly.



Source: UNDP 2021.

Women energy ambassadors challenge gender norms and advance Jordan's energy transition.

The SEED project in Jordan implements a holistic and gender-responsive approach to energy transition. It provides technical training to women and empowers local communities to adapt to climate change and advocate for climate solutions. The project trains women energy ambassadors to install solar water heaters and photovoltaic systems; challenging gender-stereotypes in this male-dominated sector. Through individual coaching, innovation grants and employment opportunities, SEED also facilitates women's participation in the labour force. The SEED team conducts awareness-raising and national advocacy activities to scale-up the project's impacts.



By strengthening local technical skills in energy efficiency and renewable energy, SEED has contributed to Jordan's national climate goals and to social justice through the use of solar energy solutions in areas characterized by poverty. It has also achieved energy savings in private households and public institutions.

Source: Women and Gender Constituency 2021.

Adopting gender-responsive and inclusive skills development for a just transition

In general, job creation and reallocation associated with the transition to environmentally sustainable economies are concentrated among mid-skill, male-dominated occupations, posing a risk that women and groups in situations of disadvantage will be excluded from these new jobs (ILO 2019c). **Defining skills for green jobs and disaggregating them by gender is complex** and can be approached in different ways; even so, insights on the gender gap have emerged. A recent LinkedIn (2022) study found that, among the platform's 800 million users in 2021, for every 100 men considered to be "green talents", there were only 62 women.

Both core and technical skills are essential to meeting the needs emerging from the green transition. Skills in STEM fields are considered particularly relevant for technical occupations in the transition, and shortages of STEM skills have been found to act as a barrier to green growth (ILO 2019d). Women's underrepresentation in STEM is an important aspect of the gender gap in skills. According to the United Nations Educational, Scientific and Cultural Organization (UNESCO), just 35 per cent of STEM students in higher education are women – and the gender gap widens the further one advances in educational level. The average global rate of female STEM researchers is only 29.3 per cent (UNESCO 2019).

Skills can be a cause of gender inequalities in the labour market, but they can also act as powerful vehicles to reverse the situation so that more women benefit more equitably from the jobs and opportunities presented by the climate transition (ILO 2019c). Achieving this requires the introduction and implementation of deliberate measures and mechanisms. Policy coordination, with the involvement of Ministries of Labour, Education and Women's Affairs, could ensure effective design, planning, implementation and evaluation of policies on skills development that advance gender equality, green jobs and climate action.

Social dialogue can also be instrumental in ensuring that the needs of both employers and workers during the transition are met. Employers' organizations can play a role by transferring information on changing demand for skills, while at the same time committing to more diverse and gender-inclusive enterprises by enacting a series of gender-friendly policies, including in relation to pay equity, zero tolerance to violence and harassment, flexible working arrangements, career opportunities, and care policies and services aimed at better balancing of work and family responsibilities (ILO 2019d). Workers' organizations could also guarantee the provision of skills for green jobs through the inclusion of gender-responsive training clauses in collective agreements, and as part of just transition plans.

Overall, transitioning to a greener economy requires an approach that allows workers to keep up with demand for new skills. **Lifelong learning can be instrumental in helping to prevent people – in particular women and groups in vulnerable situations – from being left behind during the transition.** Lifelong learning is a smart policy option that enables people to acquire skills, to reskill and to upskill. In addition to paid work-related skills, lifelong learning encompasses formal and informal learning from early childhood and basic education to adult learning. It also combines foundational skills, such as reading, writing, problem solving, learning how to learn, self-esteem, self-management, social and cognitive skills, and skills needed for specific jobs, occupations or sectors.

However, lifelong learning alone is not enough if **persistent structural barriers and gender stereotypes** are not simultaneously addressed to ensure that women and specific groups are able to participate in and benefit equally from such learning. Exclusion and barriers can occur at various stages of the training process, be it entry requirements and access, attendance and teaching methodologies, assessment and certification modes, or the eventual transition to work. Many vulnerable groups might not be able to participate or engage at the expected pace if participation implies a cost – whether financially or in terms of time away from paid work and family. Other barriers to participation that need to be identified and overcome include the requirement to purchase digital training devices. In addition, offering learning through the workplace can reinforce patterns of occupational sex-segregation unless the training is specifically designed to challenge these patterns, such as by training women specifically for management or supervisory roles during regular working hours.

But even when women and men participate in lifelong learning at similar rates, significant differences exist in the types of learning they pursue and the benefits they gain. Unless policies related to lifelong learning are part of an overall ecosystem that places equality at the heart of development and progress – informed by gender analysis based on sex-disaggregated data – the implementation of these policies will not be beneficial and can further marginalize women. This is particularly important in the context of STEM and digital skills, which are in high demand for transitioning to a greener economy.

Investments in preparing women to meet the challenges associated with a just transition can take the form of internships and career advice, competitive grant programmes, removal of gender norms and stereotypes, and awareness-raising on STEM careers for women, for example, channelled through norm-breaking STEM role models, STEM job fairs, and financial and in-kind support for STEM programmes. **Proactive measures encouraging young women to engage in STEM studies and occupational trajectories are increasing**, as are training programmes aimed at facilitating the return to work for women and men either after childbirth, following a period of parental leave, or as a result of long-term unemployment due to unpaid family care responsibilities or loss of job due to transition processes. These measures include frameworks that facilitate the entry of women into STEM fields through gender-responsive incentives in skills-training institutions, such as quotas, targets, scholarships, study grants and flexible family-friendly study arrangements (Sakamoto and Sung 2018).

Closing the digital gender divide must also be the focus of gender-responsive lifelong learning initiatives, including in the context of a just transition.

Despite increased attention in this field, the digital gender divide continues to span across countries, regions, sectors and socio-economic groups. This is especially true for women in low- and middle-income countries. It is therefore crucial to ensure that barriers that contribute to this gap – such as socio-cultural constraints on women's and girls' ICT use, and lack of foundational literacy and digital skills, including digital and financial literacy – are removed in order to achieve a more equal representation of women in the ICT sector.

A significant and positive trend over the last few decades has been governments' and policymakers' recognition that learning takes place across a lifetime, includes formal and informal settings, and supports the development of vocational skills and personal capacity. **Understanding the employment life cycle is key to ensuring equal access to lifelong learning skills.** This means ensuring that girls attain basic levels of literacy and numeracy, and are exposed to or encouraged to consider a wide range of potential occupations – and that expectations for their lives and opportunities are not constrained by family, cultural and social expectations.

Similarly, when occupations are segregated by sex – and often also by ethnicity and social origin – vocational and post-compulsory education needs to take this into consideration and ensure that the outcomes aim at achieving substantive equality, rather than further exacerbating discriminatory patterns.

Understanding the employment life cycle also requires taking into account the lifelong implications of gender stereotyping when it comes to roles, responsibilities and duties related to unpaid household and care work.

A breadth of skills are needed for the climate transition, and they include indigenous knowledge. In the Amazon region, for instance, more than twice as much stored carbon was lost outside of indigenous and protected territories compared to inside such territories. Indigenous women's knowledge and skills are vital for climate action in agriculture and forestry, and should be used to guide climate-resilient agriculture adaptation and mitigation measures. This can include knowledge related to local crops and flora, as well as traditional, sustainable farming and agricultural practices (FAO 2017). Recognizing indigenous and tribal women's and men's knowledge and promoting and respecting indigenous and tribal peoples' rights are central aspects of a just transition (ILO 2023d).



Some entry points for action

At the policy level:

- ▶ Ensure gender-disaggregated labour market data collection and skills assessment and monitoring.
- ▶ Adopt affirmative action to address gender-based occupational segregation and to increase women's access to better-paying jobs through the diversification of skills options for young women, including through technical TVET and apprenticeships in non-traditional occupations and through encouraging young women to engage in STEM studies and STEM occupational trajectories.
- ▶ Promote social dialogue to better project skills demands and to ensure workers' skilling, upskilling and reskilling opportunities and protection during the transition.
- ▶ Improve working conditions in terms of pay, dignity and respect, and work-life balance to attract more women to male-dominated sectors.

Some concrete measures:

- ▶ Ensure primary and secondary education that is free, compulsory, universal and of good quality.
- ▶ Adopt affirmative action strategies at training institutions to bridge gaps in access to skills training; that is, make special efforts to reach women trainees, including through hiring female trainers and ensuring that male and female trainers undergo gender training.
- ▶ Set targets in vocational training institutions to attract women to ICT, science and green economy courses.
- ▶ Provide career guidance and curriculum development that encourage women to enter STEM, ICT and green occupations. Ensure that such guidance and curricula are free from gender bias and barriers so women can participate on equal footing.
- ▶ Incentivize schemes that encourage girls and women to develop STEM skills, including through the provision of internships and career advice, competitive grant programmes, awareness-raising on STEM careers for women, fairs and financial and in-kind support for STEM programmes, and care services so workers with family responsibilities can participate on equal footing.
- ▶ Promote awareness-raising initiatives to prevent gender stereotyping, through engagement with women role models in STEM fields.
- ▶ Ensure recognition of the knowledge and rights of indigenous and tribal women and men, including in the context of climate mitigation and adaptation policies and programmes.
- ▶ Develop targeted curricula aimed at empowering women and girls and fostering their preparedness to participate in climate discussions.
- ▶ Leverage the use of digital learning solutions, extended financing, and flexible training arrangements to increase the accessibility of skills development programmes.

Policy area 5. Occupational safety and health

Climate change exacerbates and poses new risks in workplaces. Increasing global temperatures lead to an increase in heat stress, and changing climatic conditions are expected to be linked to growing occupational exposure to a range of diseases. While the adoption of certain greener work processes or inputs can bring benefits in terms of occupational safety and health (for example, in the avoidance of harmful substances through green chemistry), the transition itself can present risks associated with expanding sectors and activities, for example, the manufacturing, handling and recycling of solar panels or e-waste. **All jobs need to be safe and healthy for the transition to be just. Occupational safety and health (OSH) policies therefore play a key part in delivering a just transition,** and must be based on robust assessment of the risks posed by climate change and associated with the transition.

Workers in numerous industries are exposed to harmful additive chemicals in plastics, which have been linked with immune, endocrine and reproductive system dysfunction, as well as cancers and birth defects. Microplastics pose their own unique threats to worker health, however, minimal evidence currently exists to assess this emerging risk. Workers are at heightened risk, as they face higher concentrations of exposures over longer periods. Diseases are often diagnosed years after exposure and are not reflected in global burden of disease measures. It is important to note that workers in numerous industries are exposed to plastics every day, during all stages of its life cycle: extraction of fossil fuels, production of products, transport of the products, and disposal (recycling or incineration). Many such workers are in the informal economy, where OSH regulations and social protections are limited. Likewise, the COVID-19 pandemic served as a reminder that climate change is likely to increase people's exposure to epidemics and pandemics, with implications on people's health and ability to participate in the labour market. Gender considerations should be taken into account in this respect when designing OSH systems and putting in place prevention, preparedness and response measures.

The recent inclusion of a “safe and healthy working environment” as an ILO fundamental principle and right at work provides a framework for action to tackle emerging risks to workers from harmful exposures to plastics. Effective OSH management using a systems approach is essential for protecting the health of workers globally. In recent years, the ILO and its constituents have been successful in negotiating the inclusion of OSH concerns in global environmental policy frameworks, including the Global Framework on Chemicals (GFC) and the accompanying Bonn Declaration (October 2023).

Adopting a gender-responsive lens on occupational safety and health concerns

Recognizing gender differences in the workforce is vital in ensuring the safety and health of both men and women workers. While some progress has been made in this area, more can and should be done. Gender differences should be considered in the development of OSH policies and prevention strategies.

Such an approach acknowledges and makes visible the differences that exist between men and women workers in order to identify OSH risks and implement effective solutions.

A gender-responsive and inclusive approach recognizes that because of the different jobs they do, their different societal roles, and the different expectations and responsibilities they have, women and men may each be exposed to a unique variety of safety and health risks at the workplace, thus requiring differing control measures. Taking such an approach also improves the understanding that the sexual division of labour, biological differences, employment patterns, social roles and social structures all contribute to gender-specific patterns of exposure to occupational hazards and risks. For OSH policies and prevention strategies to be effective for both women and men, this gendered dimension needs to be taken into account, and OSH policies must be based on more accurate information about the relationship between health, safety and gender roles (ILO 2014a).

Many countries present an overrepresentation of women in agriculture, and as noted in the agriculture section in Chapter 3 below, this is a sector that is particularly vulnerable to climate change, including increased exposure to heat stress. Likewise, women are also present in waste collection and recycling, a sector that presents a range of occupational hazards as described in the waste and circular economy section of Chapter 3. However, **OSH has a gendered dimension in virtually all sectors, as women and men may face differences in their exposure to physical and psychosocial risks.** Hence, gender differences should be considered in the development of OSH policies and prevention strategies in tandem with just transition policies and initiatives (ILO 2014a).

Furthermore, discrimination, cultural and language differences, and other vulnerabilities usually interact and intersect with psychosocial risks, and thus having an impact on violence and harassment in the world of work. Discrimination can be based on a number of real or perceived differences, such as – but not limited to – race, colour, sex or gender, religion, political opinion, nationality or social origin, pregnancy or family responsibilities, age, disability, real or perceived HIV status, migration, and indigenous or tribal peoples' status. For these reasons, the ILO Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019, call for workplace risk assessment and management to take into account all of the factors that may increase the likelihood of violence and harassment. In fact, Convention No. 190 acknowledges that violence and harassment, including gender-based violence and harassment, and its associated psychosocial risks are not only an issue of discrimination and inequity, but also a risk of impaired health (ILO 2021a). This was reinforced in 2022 when the ILO's tripartite constituency elevated the right to a healthy and safe working environment to a fundamental principle and right at work and designated the Occupational Safety and Health Convention, 1981 (No. 155), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), as fundamental Conventions.

In a number of countries, OSH legislation already addresses employers' duty to assess the various safety and health risks associated with their workplace in order to identify, reduce, and whenever possible, prevent them. Although management is responsible for controlling risks, workers also have a critical role to play in helping to identify and assess workplace hazards. Many factors contribute to violence and harassment at work, including psychosocial hazards and occupational stress (ILO 2021a).

Learning experiences

A greener fish smoking technology that improves the incomes and OSH of female fish processors in Côte d'Ivoire.

The majority of fish smokers in Côte d'Ivoire are female, and they earn their living through preparing smoked and dried fish. In Abobodoumé, instead of using traditional smoking equipment consisting of mud ovens and cut-up barrels, Ivorian women fish processors use a smoking technique that was developed by the UN's Food and Agriculture Organization (FAO) together with the National Training Centre for Fisheries and Aquaculture Technicians in Senegal (CNFTPA) in 2008, called the Thiaroye fish smoking technology (FTT-Thiaroye).



By exposing the processors to less heat, fewer burns and less smoke, FTT-Thiaroye reduced the health, occupational, and safety hazards they experienced – especially risks to their eyes and respiratory systems. The income and livelihoods of the women also improved, and consequently their capacity to enhance the food security of their families.

This technology helps small-scale fishers and processors gain additional benefits from their businesses in safer working conditions, while protecting the environment and adapting to the impacts of climate change. In the FTT-Thiaroye programmes that have involved the FAO, at least 80 per cent of the individuals trained to build, use and maintain the FTT-Thiaroye are women fish processors.

In addition, the FTT-Thiaroye improves economic productivity and food security by reducing post-harvest losses, by preventing fish quality loss and by being more energy efficient than other techniques, since it uses biomass (plant and organic byproducts and cow dung) instead of charcoal or wood. By reducing drying and smoking times, using readily available biomass as fuel, and producing a product that sells more readily and rapidly, the new technology increases the time available to women for other pursuits.

Source: World Bank, FAO, and IFAD 2015.



Taking lessons from the COVID-19 pandemic on considering mental health issues and engaging with communities. Climate change will also bring heightened public health threats related to infectious and vector-borne diseases, such as malaria. The South African Presidential Climate Commission recognizes that this includes pandemics such as COVID-19, as climate change, biodiversity and habitat loss have common drivers and are mutually reinforcing. It advises therefore that the public health system should take a central role in supporting people's capacity to adapt to climate change.



The Presidential Climate Commission draws important lessons from the South African response to the COVID-19 pandemic: the importance of engaging communities on issues of change and assuring access to mental health treatment. The COVID-19 pandemic can be studied as a prolonged period of extreme societal stress to better understand the implications of such a crisis for a just transition. Studies showed that anxiety about contracting COVID-19 had increased depressive symptoms, feelings of fear and loneliness. This experience reinforces the necessity for greater focus on understanding societies' lived realities to support mental health in a just transition responding to climate change.

Source: South Africa, Presidential Climate Commission 2022.



Some entry points for action

At the policy level:

- Include gender and OSH considerations in national just transition policies and strategies.
- Promote OSH policies based on more accurate information about the relationship between health and gender roles.
- Include a strategy for the improvement of women workers' safety and health in national OSH policies.
- Provide guidance to enable employers, trade unions and national authorities to: identify problems; make the appropriate links with general safety and health activities for all workers; and develop specific programmes to ensure that the needs of women workers are taken into account in occupational and industrial restructuring processes at the national level – particularly in the areas of legislation, information and training, workers' participation, and applied research.

Some concrete measures:

- Adopt appropriate measures to prevent or control risks associated with hazards, in order to minimize their effects and to prevent similar occurrences in the future.
- Establish response protocols in preventing and addressing violence and harassment at work.
- Conduct workplace risk assessments that take into account all potential OSH risks linked to climate change, including the likelihood of violence and harassment and psychosocial hazards and risks.
- Pay attention to hazards and risks that arise from: working conditions and arrangements; work organization and human resource management; discrimination; abuse of power relations; and gender, cultural and social norms that support violence and harassment (as per ILO Recommendation No. 206).

Policy area 6. Social protection

Social protection shields people from life-cycle risks and shocks, including those associated with climate change and environmental changes more broadly, and it offers a cushion against adverse impacts that may be associated with the transition to a greener economy (ILO 2023f).

Sudden and slow-onset climate shocks can result in:

- ▶ income, livelihood and food insecurity;
- ▶ reduced nutrition from crop or livestock loss;
- ▶ loss of homes, employment or assets due to climate disasters;
- ▶ forced displacement, relocation or migration induced by climate change;
- ▶ risks to health;
- ▶ children and women being left behind by migrating family members;
- ▶ disruption to children's education;
- ▶ children and women experiencing increased exposure to violence; and
- ▶ women and girls being burdened with increased care responsibilities.

In this context, **social protection plays an important role in providing people with the resources and time to address the impacts of climate change (ILO 2023f)**. Social protection also plays a vital part in mitigating the **potential adverse impacts of the transition**, including loss of jobs and incomes and potential temporary increases in energy or food prices. Social protection instruments relevant to a just transition include:

- ▶ unemployment protection;
- ▶ social health protection;
- ▶ sickness benefits;
- ▶ maternity protection;
- ▶ pensions and social assistance schemes; and
- ▶ some public employment programmes.

The ILO Social Security (Minimum Standards) Convention 1952 (n°. 102), and the Social Protection Floors Recommendation, 2012 (n°. 202), provide essential guidance for developing and implementing social protection policies, systems and schemes (ILO 2021c).

Unemployment benefits, either through social insurance or tax-funded mechanisms, provide immediate support when earnings are lost or when facing partial or full unemployment, including due to climate-related shocks (such as job displacement associated with contracting sectors, for example, in the fossil fuel sector and its value chains) (ILO 2021b). Unemployment benefits are an integral part of the assistance for workers to enter job opportunities, especially when benefits are associated with skills development and active labour market policies (ALMPs). **For women and other vulnerable groups, unemployment benefits can also represent an opportunity for reskilling and accessing new jobs in the emerging sectors of the environmental transition.**

Social health protection offers access to healthcare without financial hardship and provides income security in case of sickness, thereby playing an important part in protecting people from changing health risks linked to climate disasters and changing climatic conditions. **Pensions** provide income security to older persons, persons with severe disabilities and survivors, who are all at particularly high risk of climate-related adverse impacts (ILO 2023f). Options such as early retirement or a bridge to retirement can be used to support workers who lose their jobs in the transition, in the event that options for decent employment and retraining are not available, ensuring that the adequacy of women's and men's pension rights will not be negatively affected.

Cash or in-kind benefits, including social assistance and basic income schemes, can guarantee the income and basic needs of those who are vulnerable to or affected negatively by climate change or climate policies – for example, by protecting poor households from the impacts of energy price increases linked to fossil fuel subsidy reform. Such benefits can also serve as a vehicle to incentivize more sustainable practices, for example, in agriculture and forestry.⁷ By offsetting the potential side effects of green policies, social protection contributes to making such policies acceptable and to strengthening social consensus (ILO 2021d).

Adopting a gender lens on social protection policies for a just transition

Women often experience lower social protection coverage rates and substantially lower benefit levels, since they are more likely to be in vulnerable and informal forms of employment, and this is particularly the case in low- and middle-income countries. Overall global **coverage of maternity protection still remains low**, as only seven in ten potential mothers live in countries where maternity leave is of at least 14 weeks' duration, as enshrined in the ILO Maternity Protection Convention (No. 183) and Recommendation (No. 191), 2000 (ILO 2022b). **Ensuring that women are not left behind in the climate transition means stepping up efforts towards universal, comprehensive, adequate and sustainable social protection systems**, including a social protection floor that guarantees at least maternity and child healthcare and a basic level of income security for all women around maternity (ILO 2021c).

Extending coverage of regular social protection benefits to those women who are not yet adequately covered, including self-employed workers and those in the informal economy, is key to reducing climate vulnerability (Koechlein et al. 2020; ILO 2021b). This includes the extension of social insurance coverage to as yet uncovered categories of workers, ensuring that workers in all types of employment – including self-employment – are adequately covered. In addition, these benefits should be combined with non-contributory schemes to guarantee at least a basic level of income security and access to healthcare through a nationally defined social protection floor. In this way, social protection systems can play a key role to support those who are vulnerable or affected negatively by climate policies or climate change.

⁷ For more information on social protection in the context of a just transition, see the ILO Policy Brief "[Social Protection for a Just Transition](#)" and related resources.

To ensure an inclusive just transition, gender-responsive social protection policies should consider the entire social protection system, including both social insurance as well as tax-financed benefits, such as social assistance. For instance, pensions can be made more gender-responsive by enhancing coverage and adequacy for women, including by recognizing the time allocated to caring for children or others and by ensuring a minimum pension guarantee (ISSA 2017; ILO, forthcoming).

Social protection benefits – such as child benefits, childcare allowances, disability benefits and long-term care benefits – can make it possible for more women to have more time to be in paid decent work (ILO 2021b). These benefits contribute to: recognizing, reducing and redistributing unpaid care work responsibilities; improving access to education and skills – especially girls’ education; and reducing violence against girls and women (Nesbitt-Ahmed 2023). When extreme climate events occur, emergency cash transfers can be crucial for protecting life, income and jobs, and if designed appropriately, they can be gender-responsive by addressing gender-specific risks.

Responding to climate disasters through “emergency basic income” with gender-based increments

In the aftermath of climate disasters, households often face great hardships. Privations can include scarce basic necessities and lack of access to jobs, as well as increased mortality due to disease and trauma. Such disasters disproportionately and adversely affect women and girls through, for instance, increased unpaid care burdens; increased violence and harassment, including sexual and intrahousehold violence; and children being pulled out of school to engage in child labour.

Where humanitarian responses allow, such scenarios can be mitigated by providing high-coverage basic income security. One approach is the payment of a nominal monthly income without conditions, acting as a time-bound emergency basic income (or a “stability grant”) in the form of basic income cash transfers paid to individuals to provide stability both during crises and in the recovery period. These cash transfers could be made across the geographically affected region or even nationally, depending on the magnitude of the disaster. In contexts of high inequality or systemic discrimination, higher amounts can be paid to women and for girls to increase their agency and their perceived value.

A number of countries paid higher gender-based increments for their emergency cash transfers during the COVID-19 pandemic. Moreover, ensuring individualized payments (and not general household payments) enables women to exercise more control over their money. And if sufficiently adequate, these payments may reduce women’s reliance on the financial security provided by a partner, and thereby give women a legitimate option to exit problematic households without fear of destitution. Provided that the funds exist, such transfers are also often considered as being freedom enhancing, as they are the least costly to administer, carry a low exclusion risk, and are the most rapid way to help people in times of crisis.

Source: Cooke, de Wispelaere and Orton 2020; Gavrilovic et al. 2022; Orton, Markov, and Stern-Plaza 2024.

Social protection mechanisms can be linked to public employment programmes, jobs and skills training/retraining, or services such as health or violence and harassment prevention and response. Facilitating access to skills development and training and employment services is essential for women to access decent employment and to enhance their earnings, and can be particularly effective if combined with measures to address gender wage gaps and facilitate access to social insurance (ILO 2021b).

In rural areas, there is growing interest in linking social protection to weather-based crop insurance against disasters, including for women. Moreover, access to adequate social protection can also be coordinated with agriculture and rural livelihood interventions, such as input subsidies, which can further reduce risks and vulnerabilities by improving savings or alleviating credit constraints, which could improve farm productivity (ILO and FAO 2021; Tirivayi, Knowles, and Davis 2016).

Learning experiences

Supporting women's climate adaptation and resilience through social protection policies

The Poverty, Reforestation, Energy and Climate Change (PROEZA) project in Paraguay. The PROEZA project supports around 87,000 poor and extremely poor rural vulnerable households to increase their climate change resilience by participating in climate-smart agroforestry production systems. Approximately half of the beneficiaries are women, of whom 14,800 are indigenous. The PROEZA project's Gender Action Plan includes indicators on women's social protection – for example, ensuring that women from beneficiary households receive financial support to ensure food security.

Source: ILO 2022d



The Mahatma Gandhi National Rural Employment Guarantee Act in India.

This Act established one of the largest public employment programmes globally, involving 128.5 million households across India. Through the programme, all registered rural adults are legally entitled to 100 days of paid work in public works per year at minimum wages, and if such work is not available, they receive up to 100 days of unemployment insurance. The programme shows some gender-responsive qualities: at least a third of work opportunities are reserved for women; equal wages are offered to women and men; childcare facilities are provided at worksites; and pregnant and lactating women are offered less physically demanding tasks. However, the implementation of the programme does prompt some recommendations for continuing to improve its design and impact. Women's rights advocates in India have raised the need for the programme to more systematically ensure the provision of childcare at all worksites. Moreover, it would be desirable to include workers more systematically into social insurance schemes that will also protect them against other risks along the life cycle. The programme contributes to climate change adaptation through water conservation, drought prevention (re-forestation) and flood control, which have contributed to an increase in groundwater levels and improved soil fertility, leading to improved land productivity.



Source: ILO 2022d.

Bolsa Verde in Brazil. Bolsa Verde is a conditional transfer programme that operated in Brazil between 2007 and 2016, providing a monthly payment of 300 Brazilian reais (approximately US\$125) to eligible families, in exchange for activities that reduced deforestation or otherwise promoted the preservation of forests and conservation of natural resources.

The programme was aimed at families who lived in extreme poverty in priority rural areas and that were beneficiaries of Bolsa Família (a national conditional transfer programme to eradicate extreme poverty). A (renewable) contract was established for a period of up to two years, and women were the recipients of the bonus, as in the Bolsa Família programme. Bolsa Verde beneficiaries were allowed to collect fruits, extract latex, carry out artisanal fishing and produce crafts from natural resources. In the riverine areas occupied by indigenous peoples there were Terms of Authorization for Sustainable Use (TAUS). Through Bolsa Verde, training was also offered on alternative land uses, sustainable production, business development and marketing strategies for ecological products. Between 2011 and 2015, deforestation in areas covered by Bolsa Verde was 44 per cent to 53 per cent lower, and carbon reduction benefits valued at \$335 million were generated, which was three times the cost of the programme.



Source: Schwarzer, van Panhuys, and Diekmann 2016.

Some entry points for action

At the policy level:

- Integrate climate and disaster risk considerations into social protection design and implementation to prevent households from falling into poverty and to contribute to long-term resilience to climate change, with particular attention being paid to reducing the vulnerability of poor households.
- Extend the coverage of social protection benefits, including unemployment benefits, sickness benefits, maternity protection and access to healthcare, as well as quality public services to all women across their life cycle – including for women in informal and rural employment.
- Design social protection instruments and schemes based on gender-disaggregated data and a sound understanding of the socio-cultural context and of women's realities, including gender roles and responsibilities, cultural norms, gender stereotypes and power relations.
- Prioritize the strengthening of national social protection systems, including social protection floors, that can provide adequate protection from everyday social risks, and that can be scaled up or complemented by additional programmes in line with international social security standards.
- In the context of a climate-related disaster, assess differentiated impacts on women and men to devise appropriate gender-responsive responses.
- Advocate for sustainable and equitable financing for social protection based on the principles embedded in international social security standards.
- Facilitate the transition from the informal to the formal economy through the implementation of the ILO Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204).



Some concrete measures:

- ▶ Review the social protection system already available in the country and undertake reforms – informed by inclusive social dialogue and gender assessments – to ensure equal access of women and men to benefits and services and that both the design and administration address the needs of all women and girls.
- ▶ Mainstream gender considerations into income support as well as any free or subsidized access to basic services such as energy, transportation and housing during the transition. Include specific mechanisms to expand social protection programmes to reach all women, including indigenous women and other groups of women and people in vulnerable situations and remote areas who will be particularly affected by climate change.
- ▶ Strengthen linkages between social protection interventions and education, health, care and social services.
- ▶ Display a wide range of gender-responsive and inclusive interventions through unemployment benefits and other social transfers, linking them with active labour market policies such as public works programmes and jobs and skills training/retraining, so that women can access the new jobs that will be created by climate transition.
- ▶ Link social protection measures with supplementary agricultural support or services, including access to markets, in particular to support and leverage opportunities to move away from subsistence farming (largely dominated by women) and towards more productive farming and quality employment in other sectors.
- ▶ Where appropriate, consider linking social protection to weather-based crop insurance against disasters, including for women.
- ▶ Include targets and quotas for women in public employment programmes to ensure that women are represented among the beneficiaries of such programmes.



Policy area 7. Active labour market policies

Active labour market policies (ALMPs), operating in tandem with social protection, play a crucial part in supporting people as they navigate the transitions they face during their lives, but also in supporting economy-wide transitions, such as the climate transition. ALMPs aim at preventing and reducing unemployment as well as improving labour market efficiency through job search assistance, intermediation to match jobseekers and vacancies, upskilling and reskilling measures, employment incentives and subsidies, and public employment. ALMPs contribute to a just transition by assisting workers who have lost their jobs in finding new employment opportunities, by providing support in the aftermath of climate-related disasters, and by generating employment while developing climate infrastructure or restoring ecosystems through public employment programmes (ILO 2013a). Public employment programmes provide income security in times of need and can be oriented to the development of public assets, including climate-related infrastructure and sustainable natural resource management, as well as supporting workers' skills and employability (ILO 2023g).

Adopting a gender lens in ALMPs

ALMPs can contribute to reducing gender inequality by:

- promoting inclusion and enhancing women's access to opportunities in the low-carbon economy;
- addressing gender occupational segregation; and
- promoting the development of skills for green jobs among women and other vulnerable groups (ILO 2022f).

ALMPs are related to education, skills development, social protection, enterprise development, and employment policies and institutions, and should be implemented in synergy with environmental and gender equality policies (ILO 2022e). The design and delivery of ALMPs for a just transition with gender equality requires an active role of ministries of Labour and Employment, but also cross-ministerial collaboration with ministries of Environment, Women, Finance, Planning, and Education, as well as statistical offices and other government agencies. The involvement of employers' and workers' organizations through social dialogue and engagement with women's organizations and other relevant civil society groups is essential to ensure that gender equality objectives are made explicit and are upheld in both the formulation and implementation of ALMPs (ILO 2023g).

A variety of ALMP instruments can generate positive outcomes for women in the labour market:

- **employment services** facilitate women's employment and broaden their occupational opportunities;
- **employment subsidies** encourage recruitment of women in green jobs; and
- gender-responsive public **employment schemes and employment-intensive programmes** can provide decent job opportunities while also supporting the development of public infrastructures and services that can free up women's time so that they can participate in the labour market.

Active labour market policies that support women's attachment to the labour market and guarantee their access to productive employment:

These include, for example:

- ▶ employment retention measures to prevent women from losing their jobs;
- ▶ wage subsidies with specific gender balance requirements that support women's re-entry into employment; and
- ▶ policies that support women's employability and job-readiness, for example, through help in acquiring digital skills.



Source: ILO 2023g.

Public employment services (PES) can support women – particularly young women – to enter the labour market or to re-enter it, for instance, after a period of care-related leave. PES can help women find employment through services such as career guidance, job search assistance and individual counselling. PES are also key to identifying and registering individuals' labour market barriers, which enables a focus on the situation of women, who often face informational, behavioural or societal barriers to accessing employment (European Commission 2020). PES can also serve as vehicle to raise awareness on discrimination and to promote gender-equality. They can contribute to reducing the gender pay gap through carrying out job evaluations and ensuring job descriptions enable both women and men to be hired at the same levels for the same job.

Vocational and on-the-job training programmes can improve the employability of women in the green economy and upgrade their skills to adapt to new occupational profiles. Short, tailor-made courses linked to specific occupations and to opportunities of entrepreneurship in the green economy can also support women's ability to leverage opportunities associated with the transition. Apprenticeships that target young women or women who are re-entering the labour market can reduce skills mismatch and ensure that green sectors find workers equipped with the new skills that are in demand (European Commission 2020).

Hiring and wage subsidies can be provided to green enterprises and businesses that support climate action, such as wind and solar energy systems, sustainable waste management, or green procurement and logistics. If well targeted, these subsidies can lower labour costs and encourage the hiring of more women in sectors where they are under-represented. Subsidies can also contribute to incentivizing the creation of green jobs in locations with high levels of unemployment or in marginalized communities.

Learning experiences

“Growing our Clean Energy Workforce” initiative in Victoria, Australia.

In 2022, the government of the Australian State of Victoria announced the “Growing our Clean Energy Workforce” package, with almost US\$7 million in funds to subsidize apprenticeships, professional mentoring and access to ongoing education for women in the clean energy space. The state found that women were under-represented in the solar industry, accounting for less than 1 per cent of electricians, plumbers, air conditioning and refrigeration mechanics, solar designers and installers, and licensed electrical inspectors. The aim of the “Growing our Clean Energy Workforce” initiative was to increase the number of women working in the renewable energy industry. The government pledged 50 per cent of the cost of new apprenticeships to support women entering the industry and a stipend for tools, as well as incentive payments every six months. As part of the package, the industry organization Tradeswomen Australia offered targeted support for women already working in, or considering joining, the solar industry through online workshops, information sessions and professional mentoring opportunities.



Source: IEA 2023.

Together with public work programmes, **Employment-Intensive Investment Programmes (EIIPs)** can play an important role in contributing towards environmental sustainability, gender equality and poverty reduction. EIIPs link infrastructure development projects with employment creation, poverty reduction, and local economic and social development, and can be used to generate temporary jobs and income for people in vulnerable situations during crises, including climate disasters. Outside crisis situations, public works projects can generate employment opportunities for those in need, support skills development, and create community assets and infrastructure to improve local resilience, for example, through flood protection or watershed management, and climate change mitigation, including afforestation. To be gender-responsive and inclusive, EIIPs need to include intentional measures to attract women and provide equal opportunities and treatment.

Strategies to break down gender inequality in public employment services (PES) include:

- working with local employers to ensure gender-balanced recruitment;
- breaking down occupational segregation by working with jobseekers;
- ensuring gender balance in activation measures delivered by PES; and
- using both mainstreaming and gender-specific approaches.

Gender equality in public works and EIIPs

- ▶ Identify women's specific vulnerabilities regarding climate change in order to address them in programme design and implementation, contributing to the reduction of women's disadvantages in relation to men.
- ▶ Acknowledge differences in women's and men's educational levels and employability and the potential of EIIPs to expand women's opportunities for employment.
- ▶ Apply gender-responsive and inclusive procurement for EIIPs and monitor performance, ensuring that women contractors have access to procurement opportunities and that selected contractors have gender-responsive policies in place.
- ▶ Identify factors that could constrain the participation of women in green works and EIIPs, and come up with affirmative strategies to address these constraints (such as the introduction of targets for the recruitment of women or working with partners to ensure there are no restrictions such as women not being able to obtain work permits in construction).
- ▶ Provide a gender-friendly working environment, including childcare facilities, maternity leave and care-related leave, equal pay for work of equal value, prevention of and response to violence and harassment, and using gender-sensitive language.
- ▶ Include gender-sensitive indicators for project monitoring and review, tracking the progress of implementation and eventually assessing the programme's impact on gender equality and women's empowerment. Involve female beneficiaries in performance monitoring.
- ▶ Adopt gender-responsive budgeting during the planning process (including providing resources for: provision of separate bathroom facilities; provision of childcare support; provision of support for transport to and from the worksite; employment of a gender expert; creation of gender awareness and capacity-development; and gender-responsive community mobilization and participatory planning).
- ▶ Make sure that the implementers (staff, consultants, contractors) have the necessary capacities to execute the programme in a gender-responsive and inclusive manner.
- ▶ Create gender equality and inclusion awareness among communities and programme staff.



Source: ILO 2015b; ILO 2019a; ILO 2022m.

Some entry points for action

At the policy level:

- Design and deliver ALMPs for a just transition with gender equality through coordinated efforts of ministries of labour and employment, environment, women, finance, planning, and education; statistical offices; and other government agencies.
- Involve employers' and workers' organizations through social dialogue to ensure that gender equality objectives are made explicit and are upheld in both the formulation and implementation of ALMPs. Engage women's and other relevant civil society groups to contribute to the effective design and delivery of ALMPs.

Some concrete measures:

- Increase public employment services' outreach to women to support them in identifying job opportunities emerging from the climate transition and in accessing relevant skills development programmes.
- Design employment services responsive to women's needs, for example, in terms of opening hours.
- Consider including targeted career coaching and training for women to help them in accessing job opportunities in the green economy, paying attention to the needs of women re-entering the labour market after maternity leave.
- Leverage public employment services as a channel to raise awareness on gender discrimination and to promote gender equality among enterprises and jobseekers.
- Consider green jobs hiring and wage subsidies that encourage the recruitment of women and other vulnerable groups.
- Put in place measures for gender-responsive public works and EIIPs.

Policy area 8. Rights

Respecting, promoting and realising labour rights and other human rights is crucial to deliver a just transition. Rights provide a key basis to address the impacts of climate change at the workplace and to make the transition equitable and inclusive. Their relevance pertains to a range of issues such as OSH in the context of heat stress, consultation and workers' participation in decision-making, non-discrimination in addressing opportunities and challenges associated with the transition.

Adopting a gender-responsive and inclusive approach on rights for women and men in all their diversity

Along with human rights treaties, such as the Universal Declaration of Human Rights (1948) and the Convention on the Elimination of All Forms of Discrimination against Women (1979), international labour standards offer robust tools within the just transition framework for addressing the rights of women and groups in situations of vulnerability. A gender-responsive, rights-based approach for climate action can lead to a just transition and a transformative agenda for gender equality and inclusion, wherein women in all their diversity do not bear the negative effects of the transition to low-carbon economies, and the positive effects contribute to gender equality and decent work.

Eliminating gender discrimination and existing legal impediments for women to participate on equal footing in the world of work is one of the requirements to achieve a just transition. Many laws that prevent women from having the same legal status as men are derived from deep-rooted cultural norms, and can include family, property and labour laws. These laws pose great obstacles to sustainable development and social justice. Human rights and international labour standards are a vehicle to address these gaps and promote equality and decent work.

Some entry points for action

At the policy level:

Over the time, the ILO has developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In the 2023 ILC Conclusions, the respect, promotion and realization of human rights and fundamental principles and rights at work and the ratification and effective implementation of international labour standards are put forward as guiding principles for a just transition (ILO 2023i). There are a range of international labour standards that are relevant to different aspects and policy areas of a just transition (ILO 2015a).

When it comes to advancing gender and other dimensions of equality, there are several international labour standards that are significant:

- Gender-related international labour standards in particular:
 - Equal Remuneration Convention, 1951 (No. 100);
 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111);
 - Workers with Family Responsibilities Convention, 1981 (No. 156);
 - Maternity Protection Convention, 2000 (No. 183);
 - Domestic Workers Convention, 2011 (No. 189);
 - Violence and Harassment Convention, 2019 (No. 190).

- International labour standards that affect specific population groups:
 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159);
 - Indigenous and Tribal Peoples Convention, 1989 (No. 169);
 - HIV and AIDS Recommendation, 2010 (No. 200)
 - Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204);
 - Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205).

Some concrete measures:

- Advocate to reform discriminatory laws and policies that allow gender-based discrimination.
- Campaign to transform discriminatory social norms and harmful gender stereotypes into more equal social structures and power relations for all women and men.
- Implement interventions aimed at preventing and addressing gender-based violence and harassment, including in the world of work.
- Guarantee the enjoyment of sexual and reproductive health and rights by all.
- Protect and expand the civic space of women activists.
- Facilitate equal participation of women, men and people of diverse gender identities in civil, political, economic, social and cultural life.
- Ensure that women's unpaid care work is valued in society and in the economy.

Policy area 9. Social dialogue and tripartism

The transition towards sustainable economies requires strong social consensus. Social dialogue involving governments and employers' and workers' organizations facilitates the development of a joint understanding of the challenges and opportunities in the transition and of the strategies to address them. It is therefore essential for **social dialogue to be an integral part of institutional frameworks for the formulation and implementation of policies at all levels.** This requires an informed consultation process with social partners and all relevant stakeholders.

Adopting a gender-responsive and inclusive approach on social dialogue and tripartism in a just transition

Social dialogue plays a crucial role in designing policies to promote gender equality and inclusion. It can provide a platform for building a common understanding of gender equality and the practical and strategic needs of women and other groups, and for seeking commitments from employers' and workers' organizations to include women voices in this process. Tripartite social dialogue can provide governments and social partners an opportunity to **discuss strategies to incorporate gender equality into climate change responses and relevant policy instruments** (ILO 2022d). Consultations with representatives of workers' and employers' organizations are necessary for a just transition with decent work outcomes, both in the sectors where jobs will be created and in those where they will disappear. It is also important to consult with affected communities and other key stakeholders.

Through social dialogue, gender equality and inclusion can be promoted at all levels, from the policy design phase to its implementation and evaluation phases, as well as to its dissemination by way of existing or newly created dialogue mechanisms and structures at all levels. For example, skills development requires the forging of social pacts, wherein tripartite constituents can contribute to the better integration of skills development policies and TVET systems with environmental policies in a manner that is relevant to the needs of both workers and enterprises.

As part of social dialogue, collective bargaining agreements are important negotiating tools that can contribute to eliminating discrimination and fostering diversity in the workplace, reducing gender pay gaps, and advancing care policies and services for workers with family responsibilities. This includes clauses prohibiting discrimination on the basis of race, colour, sex, religion, ethnicity, disability, HIV status, sexual orientation and gender identity, among others. Some agreements also include provisions on reasonable accommodation for persons with disabilities, including in hiring, adaptations in working time arrangements and the working environment, and assignment to work duties that may be better suited to these workers (ILO 2022p). Furthermore, collective bargaining and minimum wage setting processes can be very effective in addressing the gender pay gap at lower wage levels (ILO 2018e).

According to the Minimum Wage Fixing Convention, 1970 (No. 131), which remains the norm for the establishment of minimum wage systems, one of the elements to be considered when determining minimum wages is gender equality and non-discrimination: wage policies and wage-setting mechanisms should promote gender equality, equity, and non-discrimination (ILO 1970).

In addition, social dialogue, including collective bargaining, can also contribute to the policy process through the incorporation of relevant clauses to **stimulate concrete agreements on just transition with a gender perspective**. A wide range of environmental and gender topics could be included, such as:

- occupational safety and health;
- equal pay for work of equal value;
- care leave policies and services;
- women's priority training on skills for green jobs;
- the reskilling and redeployment of women workers;
- the right of workers to refuse to perform tasks transgressing environmental legislation;
- protection of workers during climate disasters; and
- gender-inclusive green procurement practices.

Learning experiences

The IOE Just Transition Task Force. The International Organisation of Employers (IOE) is actively involved in shaping the dialogue and policy development for climate change and just transition. It recognizes the importance of gender in the climate agenda and calls for developing special policies to support MSMEs. To advance the agenda for business, the IOE has created a Just Transition Task Force to facilitate the exchange of experiences, establish partnerships and build capacity. Climate, gender equality and employment issues are also high on the agenda of the IOE's Policy Working Group on Sustainable Development and the IOE's Policy Working Group on Gender Equality and Diversity.

Source: IOE, n.d.-a; IOE, n.d.-b.



The ITUC gender-transformative agenda for recovery

and resilience. Through its gender-transformative agenda for recovery and resilience the International Trade Union Confederation (ITUC) calls for gender-transformative just transition plans, including public investments in the care economy, green infrastructure and access for women to STEM-related education and jobs. The agenda recognizes the importance of women's access to decent work in strategic sectors for decarbonization, but also in other low-emission sectors, such as care. In the Americas, the ITUC addresses the issue of just transition within the framework of the Development Platform of the Americas (PLADA), which incorporates the political dimension of sustainability, understanding that it is essential to address the power structures that gave rise to the current environmental crisis, and emphasizing the role of participatory democracy to manage transformation processes.



Source: ITUC 2022.

A major challenge in the effective exercise of social dialogue is the **underrepresentation of women in employers' and workers' organizations and in national social dialogue institutions.** The challenges to women's representation as relevant stakeholders in social dialogue prevent a stronger incorporation of gender equality as a priority. There is a clear gender gap in managerial and senior management positions of companies in green sectors and in employer's organizations. According to a study conducted in 2023 by the ILO and IOE (2024), which surveyed 95 employers' organizations across 87 countries, women chair just 16 per cent of employers' organizations boards globally. However, 44 per cent of employers' organizations have increased women's representation on their boards in the past two years. Moreover, there is a more positive trend at the Chief Executive Officer (CEO) level, where 30 per cent of employers' organizations have a female CEO. According to a 2017 Gender Equality Survey by the ITUC, women on average comprised 42.4 per cent of all its members. However, the average representation rate for women in the highest union decision-making bodies within ITUC affiliates was just 28 per cent. Women are also underrepresented in national social dialogue institutions (NSDIs), such as economic and social councils, tripartite commissions, and labour advisory boards. Available data for 2018 show that female membership in NSDIs ranged from 20 to 35 per cent. Women's representation in trade union membership and leadership still needs to significantly increase to close these gender gaps.

Women are also **underrepresented in climate discussion and negotiation spheres**, as well as in policy design, project implementation and budget allocation decisions, despite the fact that women tend to express greater concern for environmental issues and the effects of climate change and participate in greater proportions in environmental organizations. Their presence at negotiating tables on climate issues is still low, but some tentative progress is worth mentioning, as women's presence in ministerial positions on environment stands at 32 per cent (IPU and UN Women 2023). A gender-balanced leadership – with a critical mass of women in positions of power – is needed for climate change policies to reflect women's needs and perspectives, be transformative, and empower women and other underrepresented groups.

Learning experiences

Increasing women's representation at the Conference of Parties (COP) table. Women's effective representation is the first step to comply with UNFCCC commitments. Since 2012, the representation of women has gradually increased, but a persistent glass ceiling is seen through women's low participation COP technical bodies (38 per cent on average by 2022), as well as in national delegations (37 per cent of Party delegates at COP27 in 2022 were women). Being underrepresented, the needs and interests of women are poorly incorporated in the definition of priority issues and in policies designed to address them. Lack of balance in gender representation is also expressed in local spaces. Lack of information and consultation channels at the community level exclude women from participation in decision-making about issues important for their lives.

Source: ILO 2022a; UNFCCC 2023d.



Women's participation in community forest governance in India and Nepal.

Based on primary data on communities managing their local forests in parts of India and Nepal, a study by Agarwal (2009) statistically assessed whether the gender composition of a local forest management group affected forest conservation outcomes. After controlling for other characteristics of the management group – such as aspects of institutional functioning, forest and population characteristics, and other related factors – the study found that groups with a high proportion of women in their executive committee showed significantly greater improvements in forest condition in both regions.

Groups with all-women executive committees in the Nepal sample had better forest regeneration and canopy growth than other groups, despite receiving much smaller and more degraded forests. The beneficial impact of women's presence on conservation outcomes is attributable especially to women's contributions to improved forest protection and rule compliance. More opportunities for women to use their knowledge of plant species and methods of product extraction, as well as greater cooperation among women, are also likely contributory factors.

Source: Agarwal 2009.



Improving access to clean energy for workers in the informal economy through social dialogue in India.

The Self-Employed Women's Association (SEWA) organizes workers in the informal economy in several states in India and currently has 2.1 million members, including waste pickers, small farmers and salt pan farmers. Salt pan farmers are independent workers, more than 95 per cent of whom are women, whose work is exposed to weather variations and is strongly affected by rains. They have long been neglected by public policies and are facing increasing hardships. Rising energy prices have a direct effect in salt production, as workers need to pump water into the pans to harvest the salt. Traditionally, farmers burned diesel to provide energy to such pumps, leading to high levels of carbon dioxide emissions. Through SEWA green energy and just transition initiatives, expensive diesel pumps have been replaced with over 4,500 cheaper solar pumps, generating green energy. The solar pump initiative enabled salt women workers to increase their productivity and income by reducing the production costs and automating the process, gain economic independence and assure better health and education opportunities for their families. Social dialogue played a crucial role in ensuring that the needs of salt pan farmers were met, and that appropriate policies were implemented. Women participated in the process of designing the response to the problem and were also involved in the implementation of the strategy. SEWA provided a platform where women could engage in dialogue with policymakers and ensuring that solar panel parks could be leveraged to reduce costs and emissions in salt production.

Source: ILO 2022d.



Some entry points for action

At the policy level:

- Ratify and implement the ILO Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the ILO Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

Some concrete measures:

- Put in place mechanisms to increase the participation and representation of women in trade unions and employers' organizations, as well as in social dialogue institutions such as National Labour Committees or Economic and Social Councils.
- Promote gender parity and quota instruments to secure women's voices and leadership in climate action spaces for discussion, negotiation and decision-making processes.
- Use gender parity tools in the design, implementation and follow up of just transition plans and programmes, and through the promotion of an intersectional approach to labour rights and representation of women in all their diversity.
- Sensitize/raise awareness on and advocate for the advantages of gender equality in climate action through media campaigns.
- Organize trainings and sharing of best practices on mainstreaming gender issues into the agenda of social dialogue mechanisms.
- Strengthen the voice of women and men workers in the informal economy, as well as those most affected by climate change, through organizing via workers' organizations.



3. Selected sectoral perspectives on a gender-responsive and inclusive just transition



Climate change has economy-wide impacts, and the climate transition involves economy-wide responses that will involve virtually all sectors. Nevertheless, certain sectors will be particularly affected because of their climate-sensitivity, their role in the transition or both. Given the specific sectoral impacts of climate change and the sectoral dynamics of the transition in terms of gender and decent work, sectoral approaches are an integral part of just transition policies. However, the emphasis placed on different sectors will vary across countries in line with their climatic, economic and social conditions. Therefore, this chapter does not seek to offer exhaustive coverage of all relevant sectors, but rather to focus on a few sectors that have typically received considerable attention in climate and just transition policies, sharing ways to ensure they contribute to gender-responsive impact and social inclusion.

Agriculture and forestry sector

The agricultural sector employs an estimated 892.4 million workers worldwide, corresponding to 26.2 per cent of total global employment (World Bank, n.d.). Agriculture is both the sector most impacted by climate change, as well as being the main source of GHG emissions in less developed countries. The agriculture, forestry and other land use sectors contribute about 18.4 per cent of global emissions (Ritchie, Rosado and Roser 2020). The impacts of climate change can include food shortages and increased food prices, in addition to OSH challenges, job losses, and decreases in household incomes and business revenues.

Challenges for gender equality and inclusion in the agriculture sector

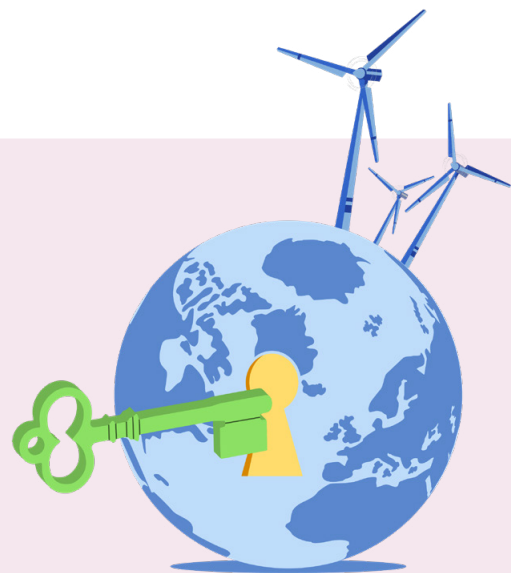
- Women's wages are typically lower than men's.
- Women are often excluded from agricultural and other training activities, which are typically aimed at male farmers because of the undervaluation of women's labour and lack of a gender perspective in the design of training activities, including, for instance, considerations about timing and delivery modes.
- Policies in the sector are often designed with male farmers in mind, failing to reflect women farmer's knowledge and perspectives.
- Women are more likely to be engaged in informal labour, such as seasonal planting or harvesting, which is often unregulated and falls beyond the purview of national and international laws that require employers to ensure decent working conditions and to uphold workers' rights to sick pay, maternity leave and other benefits.
- Women are more likely to face sexual discrimination, as well as violence and harassment in the fields and factories, while lacking any access to formal complaint mechanisms or the protection of trade unions (BRIDGE 2014).
- Job security is often limited, leaving women who have relied on these sources of income increasingly vulnerable in the face of reduced opportunities and additional threats, such as the rising cost of farming, which is forcing many agricultural employers to reduce the seasonal labour jobs that many women rely on.

- ▶ Intersectional forms of disadvantage further intensify these inequitable power relationships – for example, women from indigenous and tribal communities migrating to rural or urban areas for work are often concentrated in the most precarious portions of the informal economy.
- ▶ Women are less likely to be landowners, mainly due to legal and cultural constraints concerning land inheritance, ownership and use.
- ▶ Major gender gaps in women's voice and representation prevail. Women in rural areas are often under-represented in employers' and workers organizations as well as in other rural organizations, such as farmers' groups and cooperatives, especially in leadership and managerial positions.
- ▶ Women are often asset poor, and therefore less able to secure credit for investing in farming and marketing their products (FAO 2009).
- ▶ Women have extremely limited access to markets compared with men due to social, cultural and economic exclusions and gender-based inequalities.
- ▶ Lack of care facilities and services in rural areas is a widespread challenge that results in women having limited time or in children potentially being exposed to health risks or hazardous environments when being carried by their mothers to work.
- ▶ Women are also more exposed to OSH risks and hazards when engaged in agricultural activities, and often lack protection.

Some facts about women in agriculture

While women make up 43 per cent of the global agricultural labour force, less than 20 per cent of all landowners are women (FAO 2011).

In Myanmar's agricultural sector, men are commonly paid up to US\$3 per day, while women earn between US\$1 and US\$2.50 (ADB et al. 2016).



Towards a gender-responsive and inclusive just transition in the agriculture sector

Women around the world play a key role in agriculture and in rural economies, as they are responsible for more than half of small-scale food production and play an important role in preserving biodiversity and food security through the production of healthy foods (ILO 2022; ILO and FAO 2021). Women farmers have local knowledge about small crops, forest foods and medicinal plants, which represents a gateway to mitigation and adaptation strategies, but is often unrecognized and underutilized. Their presence in the sector is significant, as they represent up to 80 per cent of workers in some countries in sub-Saharan Africa (FAO 2023).

At the same time, **women farmers are more exposed than men to climate variability and extreme weather** because of their limited assets and limited access to resources required for adaptation and resilience. They often have restricted access to land ownership,⁸ labour, smart technologies, agricultural inputs, and social and institutional networks (UNFCCC 2022b). In least-developed countries, women farmers often do not have the same decision-making power as men farmers. Socio-cultural norms may prevent them from migrating or seeking refuge when a disaster hits, creating a vicious cycle of exclusion and poverty (Oxfam, n.d.). In addition, the largely informal nature of women's engagement in agriculture, coupled with low recognition of the roles they play, mean they risk being side-lined or ignored within the context of climate and environment-related shifts in the industry.

Women's jobs in agriculture tend to be more precarious, and their **working conditions are likely to be worse than men's** (ILO 2022; FAO 2023). Women are overrepresented in seasonal, informal, part-time and low-wage work, and very often lack access to work-based social protection schemes (ILO and FAO 2021). These structural inequalities are compounded by women's inequitable access to productive natural resources that include water, land and forest products, which are diminishing in the face of climate change.

In addition, more than 1.6 billion people depend in varying degrees on forests for their livelihoods; **some 350 million people who live within or adjacent to dense forests depend on them for subsistence and income**. Furthermore, **about 60 million indigenous peoples are almost wholly dependent on forests** (World Bank 2004). Increasing desertification and deforestation, driven by the conversion of forests into farm and ranch land to obtain better economic returns, are particularly affecting women and people in poverty (UNDCC 2021). While forests and the forest sector are also an important source of employment and income for people around the world, women are significantly under-represented in the forest sector and have a higher probability of having informal jobs than men (Lippe et al. 2022).

⁸ Women own less than 20 per cent of the world's land, as legal and customary restrictions hamper women's inheritance rights. Worldwide, around 20 per cent of women are not granted the same legal right to inherit (37 countries in Africa and Asia), and in more than half of countries around the world (95 out of 178), informal laws create different rights or abilities between sons and daughters or between widows and widowers (OECD 2023).

Climate change is making agricultural work far more precarious across the world, and in many cases, women are increasingly carrying the burden of the additional work. Yet, as climate change increases the likelihood of crop failure, women often face the most negative economic implications, as they often have fewer assets on which to rely and more limited access to alternative sources of income or livelihoods. By addressing gender inequality and promoting rural women's empowerment, significant steps can be undertaken in promoting a just transition in agriculture and making it more attractive to the current and future generations of women and men.

Learning experiences

Reducing deforestation and forest degradation in Costa Rica. The country's Gender Action Plan within the framework of the National Strategy for Reducing Emissions Caused by Deforestation and Forest Degradation (ENREDD+) is one of the first in the world for this sector. It contains six objectives aimed at gender equality (one for each ENREDD+ policy), and defines specific actions, monitoring indicators and responsible institutions. The Gender Action Plan's participatory methodology, achieved through consultations with women's groups throughout the country, **identified**

women producers as having higher poverty rates than men, while receiving less technical and financial support. Women also identified **care responsibilities** as an important obstacle to their participation in forestry projects, in addition to barriers placed by **gender stereotypes** and **low access to information and decision-making.** This initial diagnosis identified the country's potential to develop reforestation through some of the activities women were already engaged in, such as ecotourism, cocoa cultivation, nurseries, the improvement of home gardens, the collection of non-timber forest products (medicinal plants, seeds or species for construction), as well as developing agroforestry systems. The diagnosis showed that many areas with a high percentage of women-owned farms overlapped with areas marked by poverty and with priority zones for forest conservation and sustainable management. Yet, women's participation had not been targeted or women had simply been left out. The Gender Action Plan and ENREDD+ participatory approach opened up opportunities for the generation of new jobs for women, while reducing deforestation and forest degradation.



Source: World Bank 2019c; UNDP 2017; World Bank 2019a.

Reforming discriminatory legislation in Sierra Leone.

In 2022, the Government of Sierra Leone adopted the Customary Land Act and the Land Commission Act, which granted equal rights for men and women to own, lease, buy and use land. Both laws promote gender equality by allowing married couples to jointly register land ownership.

The new laws are to be enforced, alongside the customary land rights Act 2022, allowing women to be appointed paramount chiefs, demanding a 30 per cent representation in public and private offices. Any person who discriminates in providing access to land resources based on gender commits an offense and is liable on conviction to a fine of US\$110 or imprisonment for a term not less than 5 years or both. Apart from women's rights development in Sierra Leone, women owning lands is also a step in the right direction for agriculture in the country. According to the Food and Agricultural Organization, Sierra Leone relies heavily on agriculture, which makes up almost half of its GDP. Sierra Leonean women represent about 70 per cent of this agriculture workforce. Now with more female landowners, there are more opportunities for the emergence of land markets and agricultural commercialization in Sierra Leone and by extension, Africa.

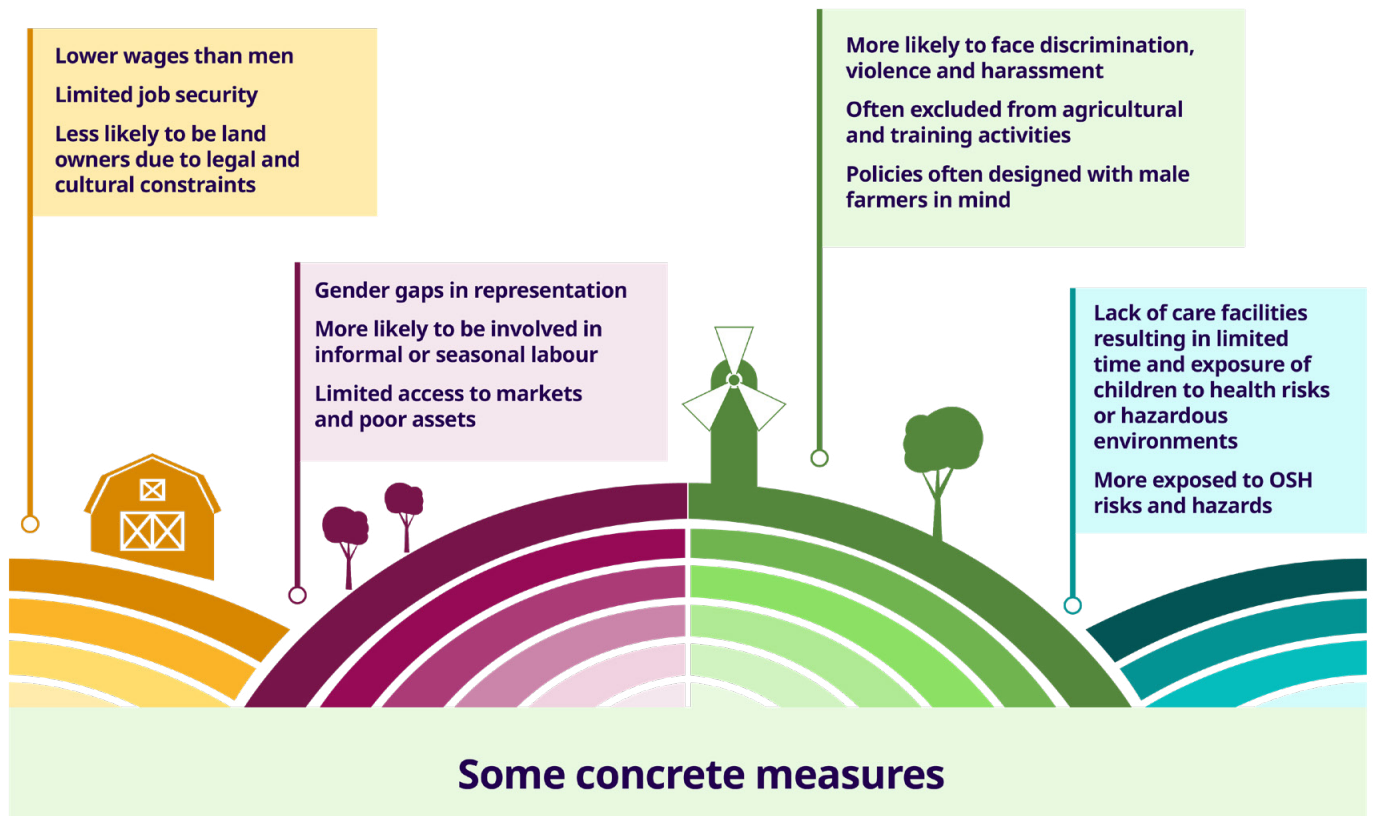


Source: OECD 2023; Ventures Africa, n.d.

► **Table 2. Some concrete measures for a more gender-responsive and inclusive agriculture sector**

<ul style="list-style-type: none"> ► Provide women with skills, information and technology to compete in the face of rapid changes in the agriculture sector resulting from the need to adapt to climate change and mitigate its impact. ► Ensure that women have training in and access to climate-smart agriculture to help address and mitigate the impact of climate change. ► Ensure access of women farmers to information, education and skills related to production and technology that are tailored to complement their pre-existing educational attainment and technical knowledge. ► Ensure access of women to digital technologies that can offer better access to weather and market information, distribution networks, and funding opportunities. ► Provide targeted subsidies to make inputs and technology affordable for women and lower-income groups. 	<ul style="list-style-type: none"> ► Foster new legal frameworks to guarantee women's land rights on equal footing with men. ► Ensure agricultural workers are covered by labour laws. ► Harmonize customary laws with national laws, in line with international human rights commitments, to strengthen women's land tenure, to secure access to food, energy and labour. ► Redress women farmers' lack of access to financial resources and credit through innovative approaches, such as insuring small farms against weather events through index insurance, which pays out benefits based on a predetermined index for loss of assets and investments resulting from weather and catastrophic events, without requiring the services of insurance claims assessors (World Bank 2015). ► Recognize and value women and other groups' local knowledge about small crops, forest foods and medicinal plants, which represents a gateway to mitigation and adaptation strategies. ► Ensure women's representation in OSH committees to incorporate their preferences and needs. ► Include specific OSH preventive and protective measures for pregnant women and women who are breastfeeding.
---	---

Challenges women face and concrete measures for a more gender-responsive and inclusive agriculture sector



Provide women with skills, information and technology to adapt to climate change and mitigation

Ensure access of women farmers to training and tools on climate smart agriculture, digital technology and information

Ensure access of women to educations and skills related to production and technology

Provide subsidies to make technology more affordable for women and lower income groups and redress women's farmers lack of access to financial resources and credit

Foster new legal frameworks to guarantee women's land rights, ensure agricultural workers are covered by labour laws and harmonize customary laws with national laws, in line with international human rights commitments

Recognize and value women and other groups' local knowledge on agriculture and forestry

Ensure representation of women in OSH committees to incorporate their preferences and needs and include specific OSH measures for pregnant and breast-feeding women

Care sectors

The care sectors are a **significant source of employment** throughout the world, particularly for women. In total, the global care workforce comprises 381 million workers (249 million women and 132 million men). The sectors – consisting of education, healthcare, social work and domestic work – are highly feminized and often characterized by decent work deficits and informal working arrangements (ILO 2018b). Moreover, care jobs are low in GHG emissions: taking only into account the healthcare sector, the global healthcare system represents close to 10 per cent of global GDP but contributes just 4.4 per cent of global net emissions (Health Care Without Harm 2019). The Women’s Budget Group and Wen (2022) estimate that in the United Kingdom, healthcare and care jobs produce on average 26 times less GHG than a manufacturing job, over 200 times less than an agricultural job, and nearly 1,500 times less than a job in the oil and gas sector. They therefore concluded that care jobs are an investment that contributes to greening the economy, as well as increasing decent paid work, especially for women. Moreover, care jobs can also contribute to preserving, restoring and enhancing environmental quality by supporting activities that are essential for the life and well-being of humans and the planet (Nordic Council of Ministers 2023). Education jobs, for example, can increase the awareness and environmental consciousness of new generations. This means, that for any sustainability intervention to succeed, investments in care jobs and the value given to caring and educating must both be elevated (Novello and Carlock 2019).

In addition, the care sectors have the potential to **gear important returns** to the prosperity of the economy, the well-being of more equal societies, and the preservation of the environment and natural resources. According to the ILO (2022b), the care sectors could generate almost 300 million jobs by 2035 if robust investments are made. Of these new jobs, 78 per cent will be held by women and 84 per cent will be formal employment, and thus increase tax revenues. In the context of a **just transition**, the care sectors could offer **job opportunities for men transitioning out of emission-intensive jobs, while also continuing to provide employment opportunities for women**. If proper attention is paid to modernizing the care sectors and related occupations; breaking social and cultural norms and stereotypes; improving access to skills, accreditation, career opportunities and advancement; decent working conditions (including better pay and a safe and respectful work environment); and organization and social dialogue, including collective bargaining, these sectors have the potential to be more attractive to both men and women.

Challenges for gender equality and inclusion in the care sectors

- The care sectors have a high concentration of women and vulnerable groups, such as migrants, domestic workers, racialized women and indigenous peoples, and present severe decent work deficits (such as, temporary or part-time contracts, low salaries with high gender wage gaps, work overload and long hours, exposure to violence and harassment, and informality).
- Limited investments in the care sectors lead to deficits in care policies, infrastructures and services, and to poor working conditions and a lack of voice, representation and social dialogue.

- ▶ Low prioritization of the care sectors increases women's unpaid care work; reinforces the unfair distribution of unpaid care work that sustains gender inequality; and fails to contribute to changing gender norms, improving the quality of women's employment or producing sustainable reductions in gender employment gaps.
- ▶ Climate change escalates global care challenges even further by putting heavier care demands on households and communities – demands that are mainly absorbed by women and girls, who must develop strategies to compensate for the lack of public services and increasing family care needs.

Towards a gender-responsive and inclusive just transition in the care sectors

Efficient and quality care sectors are key enablers of women's participation in the labour market, including in the green economy. The provision of care policies and services is instrumental for women and men **better redistributing unpaid care work** (such as caring for children, the elderly and persons with disabilities) **and to balancing work and family responsibilities**. This leads to more women joining, remaining and progressing in the labour force. As present, 606 million women of working age globally remain unavailable for employment or are not seeking a job due to unpaid care work; while 41 million men are inactive for the same reason (ILO 2018b).

In addition, in the context of climate change, **more care infrastructures and services will be needed**. For instance, more injuries and more infectious diseases as a result of intensified climate-related disasters or disruptions **will require more care operators**.

Going forward, care jobs **should gain more recognition in the context of just transition**. Some countries, such as the United Kingdom, are including education, human health and social work in their green jobs and green sector classifications (LeBlanc and McIvor 2020). For a gender-responsive and inclusive just transition, it is therefore **essential to include the care sectors in just transition policies and in complementary strategies and investments**, as the care sectors would generate decent jobs that can be used to release the pressure of job losses resulting from transitioning to a greener economy. Enhanced care sectors would also contribute to greener, resilient and climate neutral economies and to more gender equal and inclusive economies and societies.

Advantages of vibrant care sectors in just transition

- ▶ Enormous potential to generate jobs for men and women when transitioning to a greener economy.
- ▶ Enabler of recognizing, reducing and redistributing unpaid care work and improving work-life balance, thereby leading to more women and men participating in the labour market.
- ▶ Generating activities that are both low in carbon and GHG emissions and aim at preserving, restoring and promoting life and well-being.
- ▶ Enabler of more environmentally conscious societies.

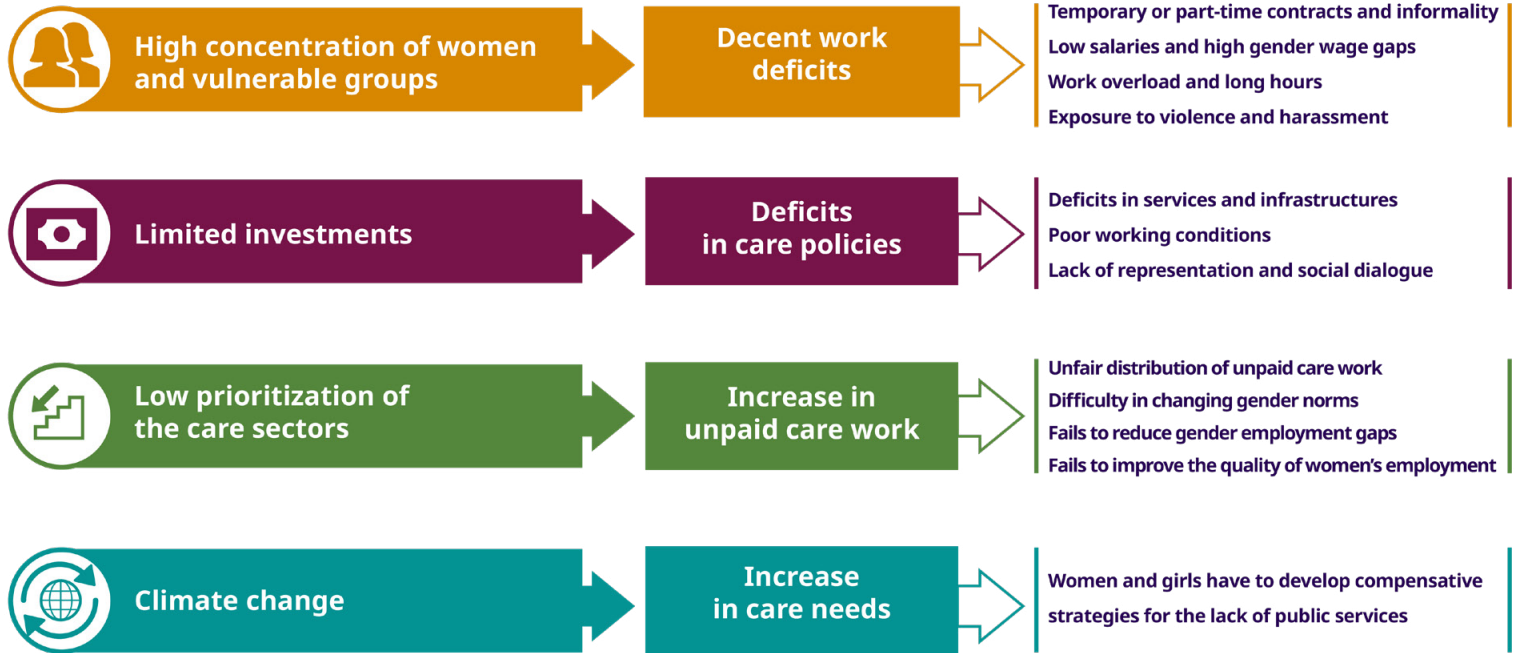


► Table 3. Some concrete measures for more gender-responsive and inclusive care sectors

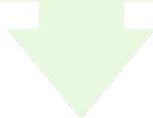
<ul style="list-style-type: none"> ► Consider the inclusion of care sectors into just transition policies and investments 	<ul style="list-style-type: none"> ► Consider including care sectors in NDCs and other policies and strategies relating to just transition. ► Include care sectors in gender and other financing mechanisms.
<ul style="list-style-type: none"> ► Make the care sectors more attractive by improving working conditions. 	<ul style="list-style-type: none"> ► Address horizontal and vertical gender-based occupational segregation in care sectors by increasing men's participation in paid care work. ► Reduce the gender pay gap in care sectors by valuing and formalizing care jobs with higher wages, pay equity, and labour and social protection. ► Professionalize care work with training, accreditation, and higher level qualifications for care workers.
<ul style="list-style-type: none"> ► Invest in the care economy as an enabler of gender equality and more inclusive economies and societies. 	<ul style="list-style-type: none"> ► Ground the sectors in social dialogue, representation and collective bargaining of care workers, including women in all their diversity. ► Ensure workplace policies in care sectors that address violence and harassment at work and ensure work-life balance. ► Increase the capacities of governments, employers' organizations and workers' organizations to recognize and value care work. ► Finance gender-responsive packages of rights, leave policies, social protection benefits and good quality infrastructures and services, such as childcare, in order to recognize, reduce and redistribute unpaid care work between women and men, the family and the State. ► Deconstruct gender norms that place women in care sectors and men in fossil-fuel sectors, and value and respect care jobs in all their forms by breaking down stigmas around care work through awareness-raising aimed at changing mindsets (Feminist New Green Deal Coalition 2021).



Challenges women face and concrete measures for a more gender-responsive and inclusive care sectors



Some concrete measures



Inclusion of care sectors into just transition policies and investments:

- In NDCs and other policies and strategies relating to just transition
- In gender and other financing mechanisms

Make the care sectors more attractive by improving working conditions:

- Address occupational segregation by increasing men's participation in paid care work
- Reduce the gender pay gap through higher wages, pay equity, labour and social protection
- Professionalize care work

Invest in the care economy as an enabler of gender equality and inclusion:

- Ensure social dialogue, representation and collective bargaining
- Ensure workplaces free of violence and harassment
- Ensure work-life balance
- Increase the capacities of governments and social partners to recognize and value care work
- Finance gender-responsive packages of rights, leave policies, social protection benefits and good quality services
- Deconstruct gender norms in the care sector

Energy sector

Fossil fuels, such as coal, oil and gas, are responsible for over 70 per cent of the world's GHG emissions (IEA 2023). A deep transformation of the energy supply sector towards energy efficiency and making clean energy available to all can open significant opportunities for better working environments for women and men. Some 43 million direct and indirect jobs can be generated by the renewable energy industry by 2050 (IRENA and ILO 2021). However it is estimated that 8 million jobs in the coal, oil and gas production industries could disappear by 2030 (ILO 2023a). These energy transition impacts are not gender neutral. Women and men will face specific impacts associated with the contraction of fossil fuel industries, and unless energy policies and strategies are intentionally driven towards equality and fairness, women and other groups might not benefit from new job opportunities associated with the renewable energy sector.

Challenges for gender equality and inclusion in the energy sector

- Women and girls, especially in rural areas, spend significant time to gather biomass (such as firewood, animal dung, crop waste and charcoal) to use as energy sources, but as these are becoming scarce and unclean, they are forced to travel further, thereby increasing their time poverty. This, in turn, is detrimental to their participation in education and/or employment and exposes them to OSH hazards, including gender-based violence and harassment (UNFCCC 2022b).
- Lack of access to energy substantially impacts women's workload of unpaid care and household work, further reducing their options to participate in income-generating activities and educational opportunities (UNFCCC 2022b, WECAN 2023).
- Universal access to renewable energy is out of reach for women in low-income contexts.
- Women are less represented in the formal energy sector compared to men. However, in the coal sector, for instance, women comprise a larger share than men in the informal, artisanal, and small-scale elements of the sector and in supply chains that are dependent on coal sector revenues (World Bank 2022).
- Women only account for 20–25 per cent of employment in the energy sector in some advanced economies (ILO 2018d). For instance, in 2022, women comprised only 24 per cent of the workforce in the European Union (EU) energy sector, and only 30 per cent of decision-makers in EU parliamentary committees dealing with environmental and climate change matters were women (EIGE 2023).

Towards a gender-responsive and inclusive just transition in the energy sector

Clean energy is a critical enabler of development and can play a transformative role in the lives of women by enhancing their productivity and effectiveness at home and at work. The adoption and use of renewable energy systems at the

household level can reduce GHG emissions, improving the health and well-being of women and their families, while also alleviating their unpaid domestic workload (IRENA 2019). Furthermore, the **rapidly growing renewable energy sector provides huge potential for the inclusion of far more women in renewable energy provision** than in the coal, oil and gas industries, where at least 88 per cent of employees have been male. Such development demands a broad range of occupational profiles, and filling these jobs requires concerted action in education and skills development, including in STEM. New demands for qualified workers could provide a momentous opportunity to promote women's equal access to job training, hiring networks and career opportunities, as well as a chance to reskill and upskill a varied and balanced transition workforce. In all actions, **leveraging women's participation as climate change agents can encourage and speed up energy transformation**, addressing their specific needs, integrating their knowledge and promoting their leadership (IRENA 2022).

However, recruitment into the renewable energy sector has remained male-dominated, with little shift in the representation of women. In 2019, women accounted for only 32 per cent of renewable energy employees (IRENA 2019). Reasons for this include perceptions – often held by women themselves – that they are not suited to more technical roles. Girls and young women are less likely to choose STEM subjects at the secondary and tertiary levels, choices that are often influenced by unwarranted gender stereotypes that deem these subjects “inappropriate” for girls or beyond their natural capacity. Meanwhile, even when women have STEM skills, they often consider leaving STEM-related sectors due to the **prevailing masculine working culture**, which is reflected in impediments to advancing and other barriers, including exposure to violence and harassment and lower wages (ILO 2022h).

Promoting women's employment in renewable energy has significant **co-benefits for women and the energy sector, and for the economy at large**. In addition to being economically empowered, these women gain technical expertise; improve their employability, confidence and leadership skills; and their skills and talent are meaningfully utilized, contributing to a greener, more productive high-growth sector. But for this to happen, deliberate strategies are needed, such as setting targets for the inclusion of more women in the energy sectors – including in technical roles and at management levels – and supporting more girls and young women to take up STEM subjects. Such actions must be holistic, and require creating an enabling work environment that addresses the unequal opportunities and treatment of women within and beyond STEM workplaces (Sakamoto and Sung 2018). This can be done through changing mindsets and by making STEM-related sectors more friendly to women's needs, including ensuring decent working conditions with care support, equal pay for work of equal value, and zero tolerance for violence and harassment.

The gendered impacts of the transition also need to be considered when addressing the decline of fossil fuel industries, such as those associated with the closure of coal mines and power plants. In the context of coal mine and power plant closures, women stand to be disproportionately affected (World Bank 2022). This is due to several factors. First, women are considerably less likely than men to have formal direct jobs in coal mines and power plants, which will typically result in lower access to redeployment, retraining and early retirement schemes that may be offered to directly employed workers.

Second, in certain contexts, women are overly represented in informal indirect jobs associated with coal mines and power plants. The informal nature of their jobs often results in their inability to access social assistance schemes and other forms of social protection. Third, the loss of jobs among male workers is associated with increasing domestic violence and food insecurity (World Bank 2022). Lastly, as outlined above, women are often at a position of disadvantage for leveraging emerging job opportunities associated with renewable energy, and may therefore be at risk of being left behind as economies and the energy sector diversify.

Learning experiences

Making the renewable energy sector more

gender-responsive in the Marshall Islands.

The National Action Plan on Climate Change of the Marshall Islands established a National Electricity Roadmap, with a target of 100 per cent renewable energy production by 2050, with at least 20 per cent of trained electricians being women by 2030. Island Eco project trains young women technicians to assemble, install, operate and maintain solar-powered lights, refrigerators and freezers on different islands, advancing decent working conditions. The project takes a contextual approach, replacing polluting diesel generators on remote atolls, where access to fossil fuels is expensive and scarce, with sustainable solar equipment.

This gender-responsive project addresses the interrelated challenges of climate and gender stereotypes in STEM; while simultaneously increasing young women's economic independence and political participation and fostering activities that have ripple effects on the local population. The project also benefits community members by enabling the sale of refrigerated goods. Results and best practices are incorporated in national policies, further increasing the project's systemic impact.

Source: UNFCCC 2023a.



More women in the geothermal energy sector in Iceland.

Reykjavík Energy is Iceland's largest public producer of geothermal energy. The company generates revenue by supplying electricity, providing hot and cold water, treating wastewater, and providing telecommunications infrastructure. Its service area extends to 20 municipalities, covering 67 per cent of the Icelandic population. After years of being characterized by a male-dominated workplace culture, frequent long working hours and shift work, its leadership decided in 2011 to tackle various gender gaps, including a gender pay gap of about 7 per cent in favour of men, but also issues around better reconciling working hours with caregiver responsibilities. The aim was to create a more equitable work environment and to attract more women to the company, resulting in greater job satisfaction for both female and male workers – without a drop in productivity.

In 2017, the company closed the gender pay gap, and has since managed to keep it near 0 per cent. In 2018, Iceland introduced the first policy in the world that requires companies and institutions with more than 25 employees to prove that they pay men and women equally for a job of equal value.

Source: Nordic Council of Ministers 2023.

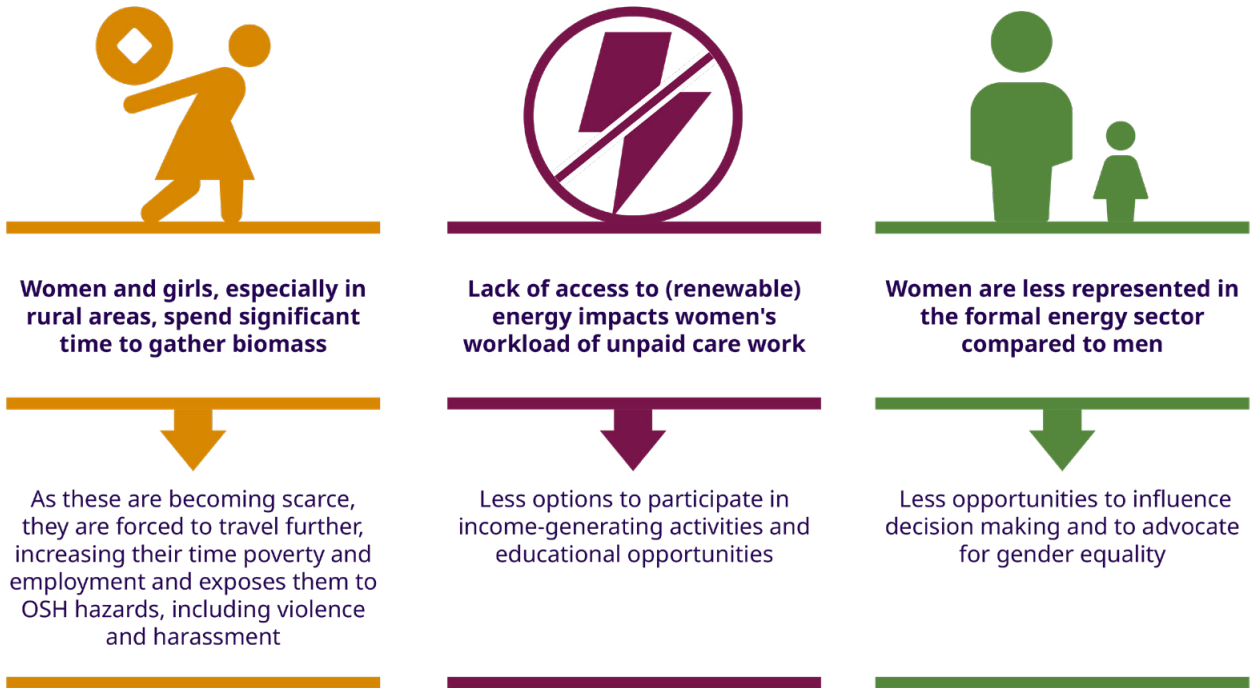


► **Table 4. Some concrete measures for a more gender-responsive and inclusive energy sector**

<ul style="list-style-type: none"> ▶ Promote equality of opportunity and treatment for women, including by ending any gender-biased practices limiting women’s access to employment or hindering career progression in the energy sector. ▶ Promote women’s employment in the energy sector. This may involve setting targets for the inclusion of more women in various energy subsectors – including in technical roles and at the management level – and supporting more girls and young women to take up STEM subjects. ▶ Ensure decent working conditions within the energy sector with care support, equal pay for work of equal value, and zero tolerance of violence and harassment. 	<ul style="list-style-type: none"> ▶ Promote gender-responsive and inclusive employment policies to tackle gender inequalities and boost women’s participation in the labour market. ▶ Foster equal and inclusive employment policies in the industry; equal treatment in recruitment, promotion and training; and the elimination of all forms of discrimination. ▶ Collect sex-disaggregated data, conduct studies, and disseminate statistics and research to provide evidence-based guidance on decent work and a just transition in energy sector.
---	--



Challenges women face and concrete measures for a more gender-responsive and inclusive energy sector



Some concrete measures

Promote equality of opportunity and treatment for women: promote women's access to employment and career progression

Promote women's employment in the energy sector: including through setting targets for the inclusion of more women in the sector and supporting girls and young women to take up STEM subjects

Promote gender-responsive and inclusive employment policies to tackle gender inequalities and boost women's participation in the labour market

Ensure decent working conditions with care support, equal pay for work of equal value, and zero tolerance of violence and harassment

Foster equal and inclusive employment policies in the industry in recruitment, promotion and training; and eliminate all forms of discrimination

Collect, analyse and disseminate sex-disaggregated data to provide evidence-based guidance on decent work and a just transition

Transport sector

Transport – particularly public and private road transport – is a **major source of air pollution** (ILO 2023a). Transport’s GHG emissions contribute nearly a quarter of the total GHG emissions in the world. In addition to cars and vehicles, shipping and aviation consume large amounts of fossil fuels. This pattern requires a broad set of policies to encourage shifts to least carbon-intensive travel options, as well as the implementation of energy efficiency models to reduce the carbon intensity of all transport modes. Traveling by public transport uses less energy and produces less pollution than in private vehicles. A trip on public transport emits between 6 and 118 grams of CO₂ per passenger kilometre for trains and buses, as compared to 57–322 grams per passenger kilometre for cars, which means that taking a train or bus instead of a car would cut CO₂ emissions by 10 to 60 per cent (MIT Climate Portal, n.d.). Public transport can therefore improve people’s lives while at the same time contributing to **sustainable development**.

Women are the main users of public transport, but public transport as a sector is not gender-balanced. Likewise, the broader use and distribution of electric cars and subsidies for electric cars may benefit men more than women, since men are more likely to own cars and have the purchasing power required to afford the high upfront cost of an electric car (S&P Global Mobility 2022).

Challenges for gender equality and inclusion in the transport sector

- Concerning the use of transportation, women are more likely to take shorter, more complex, and more frequent trips, as well as “chain trips”, which involve several multi-purpose trips within one larger trip to respond to different responsibilities related to household work and the care of family members. This results in women spending more time and efforts in their transfers, which increases their time poverty.
- Men tend to have more linear and direct trips between home and work, reflecting the traditional gender-based division of labour.
- Travel patterns are influenced by access to resources, rural–urban settings, and social norms surrounding mobility for women (ECOSOC 2009).
- Women are also more exposed to violence and harassment while using public transportation, thus facing risks to their personal security.
- Transport is a highly segregated sector with men dominating in engineering, driving and managerial roles, while the majority of women are engaged in low-paying service and administrative jobs.
- Decisions on transport policies and services are largely made by men in the sector, and are thus often unconsciously based on male norms, behaviours and needs that are different from those of women.

There are multiple reasons for the under-representation of women in transport. In many countries it is not considered an appropriate sector for women, and as a result girls and young women are often discouraged from studying towards more technical roles in the industry. Those who do work in transport tend to be concentrated in low-skilled, lower paid roles with few opportunities for career development. Women also face specific barriers once in the industry, including a high degree of exposure to workplace violence and abuse, inflexible working hours, and a lack of women-friendly equipment and facilities, such as female toilets. Because they are so often in the minority, women's voices are often not heard or are ignored in terms of transport planning and decent work in the industry (ILO 2013b).

Towards a gender-responsive and inclusive just transition in the transport sector

There is enormous potential value to the participation of women in the transport sector, both in terms of their economic empowerment through their access to well-paid technical roles, and also for contributing to more gender-responsive, green, accessible transport systems. **A fundamental cultural change is needed to design transport systems in an inclusive and participatory manner, with women and other groups being engaged in decision-making and their perspectives and needs being integrated.** This implies making public spaces safer and more secure, including infrastructure and operational improvements; conducting public awareness campaigns to change attitudes and mindsets; providing better training to transport employees; and ensuring there are reporting systems combined with a zero-tolerance approach to violence and harassment.

Overall, a major challenge for the sector is to leverage innovation to open up new opportunities for women's employment. Although innovation can facilitate a more diverse workforce, significant impediments, such as a gender-based segregation, may persist. And, as women's jobs are likely to be lost with new technologies applied to basic services that are often performed by women (automated payment, cleaning, information, and so on), women will need to be a special target group of just transition policies and programmes in this sector.

Even though electric vehicle (EV) sales tripled between 2020 and 2022, only 28 per cent of EV registrations are signed by women, far behind the 41.2 per cent average of the industry for new cars (S&P Global Mobility 2022). Women's representation in the world of electric vehicles remains disproportionately low, not only as consumers, but also as employees. Increasing the representation of women in all segments of the EV industry, from design and engineering to marketing and sales, could help to identify strategies for EVs to evolve into a product that is appealing and affordable to both men and women.

► **Table 5. Some concrete measures for a more gender-responsive and inclusive transport sector**

<ul style="list-style-type: none"> ▶ Engage more women in decision-making and in technical roles within the transport industry to incorporate women’s perspectives and needs into planning and delivery of transport services. ▶ Transport infrastructure planning, associated with transition to electromobility, presents an opportunity to redesign fair and clean transportation systems and to address the challenges faced by women as users of transport. ▶ Identify and address the challenges faced by women as users of transport. ▶ Design transport systems with women in mind, making them safe public spaces with zero-tolerance of harassment and with more women in transport jobs. 	<ul style="list-style-type: none"> ▶ Increase the representation of women in all segments of the EV industry. ▶ Train women to work in transport services and systems, and make them a special target group of just transition policies in this sector. ▶ Tracking public transport could reduce waiting times, make safer night routes and allow for automated stations. The use of technological applications could reduce insecurity in public transport. Street lighting and closed-circuit television (CCTV) could improve both perceived and actual safety (ITF 2018). ▶ In addition, women’s tendency to focus more than men on issues such as safety and environmental sustainability can contribute positively to the achievement of a green transition and safe driving initiatives (Kronsell, Rosqvist, and Hiselius 2016).
---	--

Learning experiences

Responding to women’s care needs through green transport jobs in Bangalore, India.

The European Investment Bank has developed a Climate Bank Roadmap with a strong gender-responsive element. The Bank has financed two metro lines in Pune and Bangalore, India, contributing to low-carbon targets by reducing emissions and improving air quality in both cities, as well as saving 29 million hours in travel time. Provisions have been included to make the metro a more inclusive workplace. A quota of 33 per cent women has been established for jobs that include drivers and station controllers. Women’s capacities are being developed through appropriate skills training, and measures have been put in place to enable them to balance this work with care responsibilities. Creche facilities have been provided for employees, and female drivers are posted to stations close to their homes to cut down travel time. Flexible working schedules also respect women’s needs. Women with small children are given priority over afternoon or morning shifts, so they are not obliged to work at night.

Source: ILO 2022d.



Women trained as e-bus drivers in Chile. Through the Agenda for Gender Equity in Transport, the Ministries of Transport and Telecommunications, Labour, and Women's Affairs established a strategic public-private partnership with the transport industry. Training was provided to women through government-funded fellowships to obtain professional driving licenses, and the six companies operating the Metropolitan Public Transport System started to hire women drivers. In 2022, women bus drivers accounted for 7 per cent of all drivers, an increase of 5.5 percentage points in 10 years (from 1.5 per cent in 2012). Women drivers report a 75 per cent increase in earnings compared to their previous job, and 50 per cent allocate all or most of this increase to household needs. In 2021, the municipalities of the poorest neighbourhoods in the Santiago metropolitan region were incorporated into this partnership. Transport companies, in coordination with these municipalities, convened residents to be trained as public transport professionals. The best drivers were trained to drive electric buses. Almost 25 per cent of those selected were women, and their performance appraisals show that they were more punctual than men, had less absenteeism, and a 42 per cent lower complaints rate compared to male drivers.



Source: Chile, MTT, Undersecretariat for Transport 2018; Guevara and Álvarez 2019.

Creating employment opportunities for women through low-carbon safe transport initiatives in Pakistan. With a budget of almost US\$600 million and in partnership with the Asian Development Bank and the Green Climate Fund, the Government of Pakistan aims to reduce emissions and improve air quality in the city of Karachi through a zero-emission bus rapid transit system. This is expected to have a positive effect on the number of women who may join the formal workforce as – due to social, cultural and religious factors – women tend not to take up paid employment. An initial gender assessment found that 40 per cent of the women surveyed identified the lack of available safe transport as a major barrier, as this tends to be crowded with men and to be “unsafe”. The initiative aims to mainstream women into the workforce, create job opportunities, and educate both employees and service users on the importance of safety, including prevention of gender-based violence and harassment. A gender action plan was included in the initiative with concrete targets:



- At least 10 per cent female service providers/contractors/third party employees recruited for operations and maintenance, such as fare collection and janitorial and security services.
- Appointment of a female board member and gender-focused positions tasked to increase recruitment of women.
- Formulation and application of social and gender-inclusive policies and practices integrated into the business plans and operational procedures manuals.
- All staff trained on social and gender-inclusive codes of practice and behaviour, with refresher courses conducted every three years.

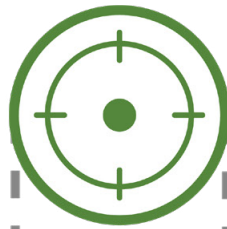
Source: Green Climate Fund 2019.

Challenges women face and concrete measures for a more gender-responsive and inclusive transport sector

Women are the main users of public transport, they are more likely to take shorter, more complex, and more frequent trips, as well as “chain trips”



Women are also more exposed to violence and harassment while using public transportation



Decisions on transport policies and services are largely made by men in the sector



Travel patterns are influenced by access to resources and social norms surrounding mobility for women



Transport is heavily segregated, with men dominating technical and higher paid jobs whereas women fill lower paid and administrative positions



Some concrete measures

Engage more women in decision-making and in technical roles to incorporate women’s perspectives and needs into planning and delivery of transport services

Green transport infrastructure planning presents an opportunity to **redesign fair and clean transportation systems** and to address the challenges faced by women as users of transport

Identify and address the challenges faced by women as users of transport

Design transport systems with women in mind, making them safe public spaces with zero-tolerance of harassment and with more women in transport jobs

Increase the representation of women in all segments of the **EV industry**

Train women to work in transport services and systems, and make them a special target group of just transition policies in this sector

Tracking public transport could reduce waiting times, make safer night routes and allow for automated stations. Street lighting and closed-circuit television (CCTV) could improve safety

Women’s tendency to focus more on issues such as safety and environmental sustainability can contribute positively to the achievement of a green transition and safe driving initiatives

Waste management sector and the circular economy

The current economic system can be considered a “linear economy”, built on a model of extracting raw materials from nature, turning them into products, and then discarding them as waste. By contrast, a circular economy proposes a regenerative model that seeks to “decouple growth from the consumption of finite resources”, and is based on eliminating waste and pollution, circulating products and materials, and regenerating nature (Ellen MacArthur Foundation, n.d.).

Currently, only 7.2 per cent of used materials are recycled (Circle Economy 2023). Waste is the fourth-largest source sector of emissions, accounting for 3 per cent of GHG. Methane is a major by-product of waste and is responsible for 16 per cent of GHG emissions (Ritchie, Rosado and Roser 2020). The ILO estimates that **a global shift towards a more circular economy could add a net total of between 7 and 8 million new jobs by 2030** compared to a business-as-usual scenario (nearly 78 million jobs would be created, including in mid-skill occupations in sales, repair and recycling, while almost 71 million jobs would be lost) (ILO 2023c).

Challenges for gender equality and inclusion in the waste management sector and the circular economy

- Women are disproportionately represented in low-value added, low-skilled activities of the waste management sector, such as waste picking, sweeping and waste separation.
- Women typically work in precarious conditions, such as low wages, limited or no access to collective bargaining and social protection schemes, and high informality.
- Women are more likely to face OSH hazards and be exposed to accidents, infections, and harmful and toxic substances.

Towards a gender-responsive and inclusive just transition in the waste management sector and the circular economy

Women are mostly excluded from higher value-added circular activities such as industrial eco-design, the development of circular products and other activities involving greater use of advanced technologies (Albaladejo, Arribas, and Mirazo 2022). In Viet Nam, for example, over 60 per cent of informal waste management workers are women. They work in precarious situations and are exposed to harmful substances, gases and chemicals from waste-burning (UNDP 2022a).

Gender inequalities are embedded in almost every aspect of recycling, reuse and waste management. For instance, while men tend to handle the buying and reselling of recyclables, women are often limited to lower-income tasks, such as waste picking, sweeping and waste separation. Women are also typically overrepresented in informality, and often left out once waste management activities are formalized (UNEP and IETC 2022).

In Mongolia, for instance, more men were employed when street cleaning activities were professionalized, even though women had played more active roles when the activities were voluntary or informal (UNEP 2019). Without explicit measures to address inequalities entrenched in the waste sector, the risk is that the transition to a circular economy reproduces existing inequalities. In a study on circular economy interventions in the apparel sector in the Netherlands, Spain and India, it was found that these interventions are ultimately **mimicking the feminization of poverty and the precarious working conditions** of the linear apparel value chain (ILO, Circle Economy, and S4YE 2023).

Electronic waste, defined by the UN as any discarded product with a battery or plug, is the fastest-growing waste stream. **In the e-waste sector, women are less present and are concentrated in non-specialized and low-paying roles, working at the bottom of the waste value chain under serious risks to their health and safety** (ILO 2019b). The ILO estimates that millions of women and child labourers working in the informal recycling sector around the world are vulnerable to health and environmental risks from e-waste exposure (ILO 2014b; ILO and UNICEF 2021). Given that e-waste is a highly valuable secondary source of metals, with steadily rising volumes, the reverse value chain can be a lucrative space for individuals and businesses. The rising push to regulate and formalize the e-waste value chain is enabling a policy environment that can provide entrepreneurial as well as job opportunities for women, which could be triggered by vocational training programmes, financial incentives, resources and mentoring.

Strengthening the participation of women in the waste sector and circular economy can lead to more efficient waste management operations. As the primary users of waste management services at the household level and being engaged in various types of work in the waste sector, **women have both knowledge and expertise**. They can be effective agents of change in moving towards more efficient, sustainable and fair waste management.



Learning experiences

Recycling and decent work in Colombia. Several cooperatives have been created to secure decent work in Colombia's recycling sector. In Eastern Antioquia, the Planeta Verde cooperative was organized to create jobs for vulnerable populations and to mitigate the environmental impact of waste. After 18 years of work, recyclers were legally recognized as providers of a public service and provided monthly pay. The cooperative's training on natural resource management, gender inequalities, gender roles, local public policies and citizen's initiatives has led beneficiaries to be empowered, exercise their democratic rights, and protect their environment and cultural heritage. This project paved the way for sustainable and gender-responsive policy through the economic empowerment of women recyclers and the promotion of decent work. Funding being available strengthens advocacy, entrepreneurship and overall management capacities. The Planeta Verde cooperative has been actively involved in the National Association of Recyclers of Colombia (ANR), the Latin American and Caribbean Network of Recyclers (of which it was a founder), and the Global Alliance. These organizations have played an important role in the recognition of the value of recycling for society's wellbeing.



Source: UNFCCC 2023b; WECEF, n.d.; ILO 2018c.

Formalizing the role of waste and e-waste pickers.

The Self-Employed Women's Association (SEWA) is a trade union founded in 1972 in Ahmedabad, India, that represents more than two-thirds of waste pickers in Ahmedabad and maintains a network of more than 40,000 waste pickers. Since the 1990s, SEWA has supported the establishment of several waste pickers' cooperatives, including the Karyasiddhi Mahila Cooperative, Saundarya Mahila Cooperative, and Gitanjali Cooperative. SEWA also secured the right for waste pickers to go door-to-door to collect household waste, and lobbied the local municipal government to make an upfront investment to cover administrative costs and equipment and to pay the women workers with a monthly salary. SEWA also provided training for the women on how to use protective equipment and how to interact with households. In 2008, the waste recycling industry crashed internationally, and the city decided to privatize door-to-door waste collection. In response, the Gitanjali Cooperative decided to set up a production unit to manufacture value-added products made from recycled waste, and transitioned from an informal to a formal women-owned and women-run social enterprise. With support from key partners, Gitanjali has generated social value, providing its members with safe and dignified work while increasing their earnings.



Source: ILO 2019f; Buvinic, Jaluka, and O'Donnell 2017.

Women-led circular economy and waste management businesses in Indonesia.

Waste Bank Associations represent a social entrepreneurship initiative on circular economy and waste management in Indonesia. The associations process waste to produce secondary raw materials and end consumer products by transforming waste into energy (fuel, biodiesel, bioethanol), livestock feed and fertilizer. These women-managed associations are integrating traditional knowledge with new technology through reducing, sorting, reusing, recycling and upcycling waste. Eighty per cent of the more than 8,000 waste banks in operation in Indonesia are led by women. The waste banks are providing economic empowerment and education for local women, especially those who were previously engaged in informal waste picking activities, and have allowed them to become business owners, as well as providing economic benefits for local communities. The initiative’s systematic and whole-of-country approach has been endorsed by local communities and the Government, giving it great upscaling potential.



Source: OECD 2021.

► **Table 6. Some concrete measures for a more gender-responsive and inclusive waste management sector and circular economy**

<ul style="list-style-type: none"> ► Promote stronger participation of women across the entire circular economy spectrum. 	<ul style="list-style-type: none"> ► Formalize and upscale women’s activities associated with the informal economy and with low productivity levels and technology, including through the social and solidarity economy (SSE). ► Invest efforts in upskilling women by providing life-long learning with dedicated vocational training programmes in waste and circular economy, including in e-waste management. ► Promote access to financial incentives and support in the form of resources and mentorships that can trigger greater participation in formal, decent work. ► Ensure OSH measures are taken into consideration.
--	--

Challenges women face and concrete measures for a more gender-responsive and inclusive waste management sector and circular economy



Some concrete measures



Promote stronger participation of women across the entire circular economy spectrum:

- **Formalize and upscale women's activities** associated with the informal economy and with low productivity levels and technology
- **Invest efforts in upskilling women** by providing life-long learning with dedicated vocational training programmes in waste and circular economy
- **Promote access to financial incentives and support** in the form of resources and mentorships that can trigger greater participation in formal, decent work
- **Ensure OSH measures are taken into consideration**

4. Institutional arrangements: An integrated approach and policy coherence for a gender-responsive and inclusive just transition



Just transition, sustainable development and gender equality are all fundamentally interconnected, although they are not always recognized as such. The gender–environment nexus still lacks attention by policymakers, especially regarding the world of work. Integrating gender and inclusion in climate and environmental action is crucial for establishing their links coherently in national policy, which together with effective institutional arrangements, furthers a common ground for action. An integrated approach should guarantee women’s involvement in decision-making, so that policies and investment initiatives address both gender and environmental considerations, as well as the promotion of decent work (OECD 2021). This chapter looks at institutional arrangements for a gender-responsive and inclusive just transition, highlighting the role of integrated approaches and policy coherence.

Integration requires a whole-of-government approach to enable transversal action. States’ institutional mechanisms for intersectoral, cross-ministry coordination need to be established with decision-making power and financial resources, challenging the traditional “silo” approach to development. Ministries of Labour and social partners can make a strong contribution by integrating considerations related to climate change in employment and labour policies, with a focus on gender equality. This could provide an opportunity to identify how labour policies must be adapted, and highlight the role of such policies in the implementation of national climate commitments (such as in NDCs). Environment ministries can address just transition in climate policies, recognizing the key gender dimension of employment and social impacts. Coordination among Labour, Environment and Women’s Affairs Ministries would provide synergies and better results. At the same time, Ministries of Women’s Affairs can review their Gender Equality Plans, incorporating climate action and decent work as priorities for women’s empowerment.

Learning experiences

Coordination efforts to mainstream gender in climate change policies. **Uruguay** created a Gender Working Group within the Climate Change National System to provide inputs on the design and implementation of the NDC in relevant sectors such as transport, tourism and cattle-raising. In

Rwanda, gender has been declared a cross-cutting theme at the national level, with a Ministry of Gender and Family Promotion supported by a legal framework that mandates its institutional coordination across government and sectors. Climate and gender are embedded into the Strategy for Economic Development: Vision 2050 and the first National

Strategy for Transformation. In **Côte d’Ivoire**, several consultations have led to the establishment of a gender and climate change platform as well as the signing of a memorandum of understanding between the Ministry in charge of Environment and the Ministry in charge of Women, Family and Children’s Issues to work towards the integration of gender issues into climate-related policies and strategies.

Climate and gender are embedded into the Strategy for Economic Development: Vision 2050 and the first National Strategy for Transformation. In **Côte d’Ivoire**, several consultations have led to the establishment of a gender and climate change platform as well as the signing of a memorandum of understanding between the Ministry in charge of Environment and the Ministry in charge of Women, Family and Children’s Issues to work towards the integration of gender issues into climate-related policies and strategies.



The experiences of integration from a range of countries highlight the critical role that strong institutional and coordination frameworks play in the achievement of specific plans, strategies and actions in regard to gender, climate change and just transition. **Capacity-development of all parties is a determinant element in the design and implementation of gender-transformative just transition initiatives in climate action.** The main goals of capacity-development are to build appropriate human, organizational and institutional capacity to determine the intersections between inequality and climate change, and to develop and implement coordinated solutions at all scales (Khan et al. 2018), including in the context of just transition. A comprehensive approach to capacity-development in gender, climate and the world of work should encompass:

- ▶ the development of knowledge, skills and attitudes regarding gender and climate impacts, including in just transition processes;
- ▶ the development of appropriate structures and procedures to integrate combined knowledge and skills; and
- ▶ the development of capacities to implement gender transformative country-level policies, plans and strategies, including in a context of climate action.

Strengthening capacities to incorporate gender in governmental bodies can include:

- ▶ Establishing gender and decent work indicators in each sector that is relevant to climate and just transition.
- ▶ Developing a methodology for the management, planning, finance, monitoring and evaluation of gender goals and targets.
- ▶ Addressing cultural, social and discriminatory norms and stereotypes on gender roles in private and public settings.
- ▶ Creating guidelines for the implementation of an intersectional lens to just transition and climate action.
- ▶ Appointing gender focal points with technical capacity in each relevant area (energy, transport, agriculture, and so on).
- ▶ Providing sensitization and training to sectoral teams responsible for the design and implementation of national policies in relevant areas of climate action.
- ▶ Establishing gender equality training to teams to provide gender-responsive technical assistance.

Data and knowledge development for the inclusion of gender equality in a just transition

Just transition policies must be based on sound statistical information grounded in international statistical standards. **Data gaps related to sex and other personal characteristics such as disability and ethnicity should be addressed, and data analysis of green job outcomes considering gender impacts should be carried out** to ensure that climate action offers inclusive opportunities and support to women and men workers and enterprises in the green and blue economies (ILO 2022d). More specifically, data analysis should take into consideration the disaggregation of production sectors, workers' characteristics and working conditions. This information can provide a useful baseline from which to understand the direct and indirect employment effects of climate change and of policies for carbon neutrality on women and men in all their diversity.

Data gaps related to equality, environment and employment (the 3Es) need to be identified and filled, especially because **unreported inequalities, including in the world of work, conceal their existence, driving policymakers to gender- and inclusion-absent approaches to climate action**. As long as they remain invisible, these unreported inequalities cannot be addressed by public policies, nor will resources be assigned to the mitigation of their effects and/or resolution. The issue of data collection on the **threefold dimensions of gender equality, environment and employment represents a new conceptual and methodological challenge to data-collecting institutions**, and will require efforts and cooperation at various levels, including government, employers' and workers' organizations, international agencies, academia, media and civil society. Closing information gaps on these three dimensions should be a priority if countries are to improve decent work policy design and implementation and to raise awareness among policymakers about the need for gender-responsive and inclusive climate policies.

Surveys that collect information on time use are essential in the collection of sex-disaggregated data related to the environment and the way climate change impacts people's time. These surveys provide information on the types of work performed by women and men, illustrating the division of labour and market economic contributions within households. Modules on time use measurement can be added to labour force surveys.



To achieve this, new indicators capturing the multidimensional and intersectional relations between socio-economic, gender and climate factors are required to provide timely and useful information for the design of public policies based on evidence (UNEP 2018). Such indicators should be developed together with strategies to provide the necessary data. This could include incorporation in national censuses, administrative data and sector-specific statistics (Labour Force Surveys, Household and Living Standards Surveys, Enterprise Surveys), time use surveys or other surveys. It may also require the use of other data sources, such as big data sources where relevant. The Sustainable Development Goals Framework provides several indicators relevant to the gender–environment nexus (UNEP 2019). Key areas for instance include:

- the right to own land;
- natural resources and biodiversity;
- access to food, energy, water and sanitation;
- climate change;
- sustainable production and consumption;
- health and well-being; and
- environmental decision-making at all levels.

In addition to the above, emphasis should be placed on collecting and analysing data that address the **impacts of climate change and disasters on women and men vis à vis their engagement in different forms of work, including employment, own-use production of goods, own-use provision of services, and volunteer work and care time**, as defined in the 19th International Conference of Labour Statisticians (ICLS). Moreover, data should also be collected and analysed on the impact of climate change as well as on the impact of the just transition agenda on direct and indirect jobs for women and men, including in the rural and informal economies and according to occupation and level of qualification. Data on gender-based violence and harassment in relation to climate events should also be included.

Without adequate statistics, barriers to women’s access to decent jobs and any progress made towards gender equality and inclusion cannot be identified or monitored. For example, sex-disaggregated employment indicators provide the opportunity to assess the current situation regarding employment and gender, and to identify barriers to women’s entry into the labour market and their advancement into higher positions. Frequent and regular monitoring of data can also provide a better understanding of trends in a just transition, including employment dynamics and barriers to women’s entry into different green sectors.

Measuring the 3Es: Equality, Environment and Employment

The way forward:

- National data producers are encouraged to use international statistical standards such as those adopted by the ICLS, as this facilitates the development of internationally comparable labour statistics and enhances comparability and data coherence within a country over time.
- Incorporate gender–employment–environment-related variables in national statistical surveys, and systematically display data disaggregated by sex and by other personal characteristics, such as indigeneity, disability and others, when relevant and possible.
- Ensure data allow for the assessment of women’s experiences at the intersection of social inequalities around class, race, nationality and sexual identity, among others, and weigh the realities of women who live in situations of greater risk.
- Make use of already existing data while collecting and developing new data and indicators to identify: (i) the gender aspects of environmental degradation; (ii) the differentiated impacts of climate change on men and women; (iii) gender differences in vulnerability and coping capacity; and (iv) women’s contributions to preservation of the environment and to mitigation and adaptation policies.

Pay attention to:

- Assess the impact that the environment can have on women and men engaged in different forms of work, including employment, own-use production of goods, own-use provision of services, and volunteer work and care time, as defined in the 19th ICLS.
- The impact of climate change on direct and indirect jobs for women and men, including in the rural and informal economies, and according to their level of qualification and occupation.
- Collect and analyse data on women’s roles and access to land tenure, energy, water and sanitation facilities, disaster management, and employment.
- Collect and analyse data on gender-based violence and harassment and other discrimination-based considerations in relation to climate change events.
- Generate information systems that allow for measuring and monitoring progress in women’s empowerment via environmental and climate action policies, and secure the financial resources needed to accomplish this task.



Examples of questions to be addressed by countries' statistics in the areas of gender equality, environment and employment

Gender equality – Environment

- ▶ Do women and men have equal inheritance and land rights according to formal and customary laws?
- ▶ Are land ownership data disaggregated by sole and joint ownership?
- ▶ Are data collected at the individual level in addition to the household level?
- ▶ Are sex-disaggregated data on access to food, energy, water and sanitation gathered nationally and locally?
- ▶ Are data on average income of small-scale food producers collected and disaggregated by sex, indigenous status and/or other relevant intersecting variables, such as disability?
- ▶ Are data gathered on credit use by female- and male-headed households in rural areas?
- ▶ Is food consumption data collected at the level of individuals instead of at the household level? If collected at the level of the individual, are the data disaggregated by sex?
- ▶ Are the impacts of disasters and extreme weather events assessed through the number of deaths, missing people and affected people, as well as economic losses?
- ▶ Are indirect impacts of disasters and extreme weather events measured, such as agricultural productivity decline or biodiversity losses due to droughts?
- ▶ Are women's roles in environmental decision-making measured at all levels?

Gender equality – Environment – Employment

- ▶ Are data estimated on the number and percentage of women and men who access employment or increase their incomes due to climate change adaptation or mitigation activities?
- ▶ Are data gathered on what jobs are endangered by changing ecosystems and how ecosystems impact jobs held by women and men?
- ▶ Are data collected on changes in safe, healthy and decent working conditions?
- ▶ What groups of workers are affected by environmental degradation the most?
- ▶ Are data on direct and indirect employment tied to climate change estimated by sex and level of qualification?
- ▶ What is the proportion of time spent on unpaid household and care work, by sex, age and location?
- ▶ Are data collected on the participation and involvement of poor women and men in the development and management of local adaptation and mitigation plans?
- ▶ Are women in all their diversity represented in decision-making processes related to just transition in sector-specific environmental committees, employers' and workers' organizations, and private sector committees?

An integrated approach for a gender-responsive and inclusive just transition



5. Gender and just transition financing



A just transition requires well designed and effectively implemented policies and adequate financing. The scale and diversity of financing needs for a just transition and the fiscal space constraints and increasing debt vulnerabilities of many developing countries call for a combination of financing sources: public and private, domestic and international (ILO 2023a).

A range of actors in the **finance ecosystems are crucial to ensuring financing for a just transition that is gender-responsive and inclusive**. For governments, this means integrating just transition principles in their financing and investment strategies and in their budgetary processes, while ensuring that this is done in a gender-sensitive manner. For the private sector, this means progressively incorporating a just transition logic in their strategies, operations and products. Strengthening the sustainable finance architecture by enhancing the elements related to social sustainability, including gender equality and inclusion, and their relationship with the environment can increase dedicated financing efforts.⁹

International public finance can play a pivotal role in just transition financing and in strengthening gender equality dimensions. For example, several multilateral development banks are starting to address just transition through dedicated initiatives or strategies. This can be strengthened by reinforcing the links with their gender equality strategies and instruments, as well as **paying attention to gender-related impacts and indicators in relation to climate finance and sustainable finance more generally**, and considering expanding efforts towards financial inclusion, including through partnership with micro-finance institutions, inclusive insurers, and blended finance solutions.

Climate and environmental funds play a key part in financing climate policies and investments, and they could play an important part in contributing to just transition financing. For this to happen, their ability to address gender equality needs to be strengthened. Despite progress, **major challenges remain when it comes to integrating a gender perspective into funding structures, as well as in regard to securing women's access to climate finance processes and/or funds**. While there has been an important increase in funds allocated to programmes integrating gender equality objectives, climate funds dedicated to gender equality as the “principal” objective stood at only 2.4 per cent of all climate-related official development assistance (ODA) in 2018–19 (OECD 2022). The integration of gender equality into the governance of funding and the implementation of a gender-focused determination of priorities would contribute to furthering the participation of women's representative groups. **Without a gender-responsive lens, the sustainability of funded interventions can be undermined, and climate financing instruments could, in effect, exacerbate patterns of discrimination against women and other vulnerable groups.**

9 For more information, please see [Gender and financial inclusion \(ilo.org\)](https://www.ilo.org/gender)

Expected to cover up to two-thirds of low-carbon transition financing needs (UNFCCC 2021), private sector financial institutions also have a major role to play in empowering women and addressing the disproportionate effects that climate change has on women, as well as addressing pre-existing inequalities in access to financial and risk management solutions. Integrating gender considerations into the sustainable finance practices of banks, investors, and insurance companies is crucial to promoting gender equality and enhancing effectiveness and social impacts of their investment and would complement efforts of development and climate finance actors in making financial products more accessible to women and more adapted to their needs. This holistic approach strengthens the financial ecosystems' capacity to support a just transition that is both gender-responsive and inclusive.

The incorporation of gender equality principles in climate financing means allocating inclusive and equitable resources, as well as engaging women in funding governance and processes. **Specific measures fostering gender integration in climate finance include:**

- cross-cutting mandates for gender equality in all climate finance instruments;
- supporting financial inclusion, including attention to women's needs and priorities and ensuring that funding reaches women as final beneficiaries;
- supporting inclusive insurance focussed on women;
- incorporating gender criteria in result measurements and performance evaluations;
- securing a gender balance in decision-making bodies, as well as among beneficiaries of funding; and
- implementing regular audits of the gender impacts of funding allocations (Schalatek 2022).



Examples of climate change-related funding sources with gender mandates

Green Climate Fund (GCF). The GCF was established under the UNFCCC to help developing countries respond to the multiple challenges of climate change. The GCF establishes a gender mainstreaming mandate under its funding objectives and guiding principles, as well as having a gender-balanced staff and Board. The GCF's revised gender policy (2020–2023) increases capacity-building support to developing countries to fulfil gender mandates; it requires gender-responsive activities in projects and the provision of gender-performance indicators and sex-disaggregated targets, with appropriate budgets against each proposed activity.

Global Environment Facility (GEF). In 2017, the GEF approved a Policy on Gender Equality that requires a gender-integration approach and improved reporting on sex-disaggregated targets and results (GEF 2017). The GEF Gender Implementation Strategy, approved in 2018, provides guidelines to track and report gender equality progress and to better integrate gender considerations throughout the GEF project cycle.

Adaptation Fund. The Adaptation Fund finances initiatives to help developing countries adapt to the adverse effects of climate change. The Fund highlights gender equality as a cross-cutting issue to achieve its mission. The Adaptation Fund Gender Policy explicitly acknowledges the importance of intersectional approaches to gender mainstreaming in climate interventions, and the need for more capacity-building support for implementing entities to address the intersectionality of gender with other social vulnerabilities.

Climate Investment Funds (CIF). The CIF seeks to speed up climate action by enhancing transformations in clean technologies, energy access, climate resilience and sustainable forests in low- and middle-income countries. Efforts to integrate gender-requirements have shown progress, as a new CIF Gender Action Plan approved in 2020 increases gender technical support to countries for enhanced gender monitoring and reporting.

Learning experiences

Transforming existing gender norms leads to a reduced household work burden for women in Ethiopia.

As part of the Ethiopian Government's safety net programme, the Graduation with Resilience to Achieve Sustainable Development (GRAD) project works with 65,000 households and applies adaptation and livelihood approaches to build assets and links to financial services and markets. GRAD combines gender-equality messages with the creation of economic opportunities, using localized groups of Village Economic Savings Associations (VESAs).



The VESAs are used as a platform for raising awareness and organizing dialogues aimed at engaging both spouses through the use of male and female role models. The project carried out climate vulnerability and capacity analyses at both the household and community levels and found that

increasingly unpredictable weather patterns were having a negative impact on agricultural production and household income. The project therefore aimed to identify adaptation strategies that did not undermine primary productive assets. Value chain analyses included weather and climate-related risks and the gender-based differences within those risks.

The project established that all household members need to: participate equally in livelihood activities; enhance their adaptive capacities; and transform social norms. By raising awareness and organizing dialogues in communities, these communities are now better equipped to adapt to climate change. Women had access to microfinance through the VESA platform, which enabled more adaptation measures and built social capital.

A mid-term evaluation showed that the VESAs provide an effective entry point for generating discussions and transforming existing gender norms and values. This, together with the economic benefits derived from the savings and credit activities, gave women the opportunity to assume new roles within the household and community. Where both spouses regularly participate in the VESAs, the transformation to empower women and challenge the established social norms and harmful traditional practices is accelerated. Women's decision-making in the household has increased, not only because they are empowered, but also due to the engagement of men in the change process. Husbands are now performing household tasks and are relieving their wives of part of their workload. This has given women more time to engage in income-generating activities while at the same time also reducing the stress on men to provide for their families alone. The project's final evaluation found an increase in average household income from US\$418 to US\$771 (84 per cent growth) and an average household savings increase from US\$12 to US\$141 (1,075 per cent growth).

Source: CARE 2019.

The W+ Standard: Giving a monetary value to women's unpaid work and contribution to climate actions.

Women Organizing for Change in Agriculture and Natural Resource Management (WOCAN) is a women-led international membership network of women and men professionals and women's associations. WOCAN created the W+ Standard, which is the first women-specific standard that measures women's empowerment in a transparent and quantifiable manner – by giving a monetary value to results – and creates a new channel to direct financial resources to women.



The W+ Standard was developed in response to the need to measure the impact of projects on women's empowerment and to accelerate investments in women. The W+ Standard tackles this issue by incentivizing projects and companies to deliver new resources to women in affected communities, to address both their practical and strategic interests.

The W+ Standard can accelerate investments in women as it "rewards" projects that combine climate action with women's empowerment, and by doing so recognizes and values women's critical role in tackling climate change.

The W+ Standard measures women's empowerment in six domains: (i) time; (ii) income/assets; (iii) health; (iv) leadership; (v) education/knowledge; and (vi) food security. The measurement of progress results in women-benefit units (W+ units) that buyers can purchase. People from all over the world can purchase W+ units, and the sale of units generates revenues that are shared with women beneficiaries and their groups, putting money into the hands of women.

For example, in the Kavre and Sindhuli districts of Nepal, women's labour has enabled the functioning and maintenance of biogas digesters, resulting in climate mitigation and forest conservation. By measuring women's time saved from this shift from fuelwood to biogas, the W+ Standard gives a monetary value to women's unpaid work and contribution to climate actions. Before using the biogas systems, women in these communities spent several hours each day gathering and processing firewood for cooking. The W+ Standard Pilot Project measured the time saved for 7,200 rural Nepalese women who replaced their wood-generated stoves with biogas stoves, relieving them of the need to collect fuel wood from the forest and saving 2.26 hours per day. By eliminating this time-consuming, labour-intensive task, women gained time for leisure and self-improvement, and to engage in income generation and community activities. Eleven women's groups that received revenue from the sale of W+ units have implemented activities of their own design, to use the time saved to pursue new activities to generate income, improve access to water, and more. This shift to biogas not only transformed women's lives but reduced the pressure on forests. The W+ Standard was also applied to similar biogas projects in Indonesia, cook-stove projects in the Lao People's Democratic Republic and Honduras, a livelihoods and agroforestry project in Kenya, and a water and sanitation project in Cambodia.

Source: WOCAN, n.d.

Local women's groups engaging with the Green Climate Fund (GCF) in Nigeria. By training women on the fundamentals of climate finance and the GCF mechanism, this project implemented by the Centre for 21st Century Issues (C21st) has built the capacities of local women's groups in Nigeria to advocate for gender-responsive climate finance and to actively engage in the GCF's evaluation processes. The project facilitates women's groups collaboration with Nigeria's National Designated Authority, Direct Access Entities, and GCF Readiness Support programmes. It has contributed to the GCF no-objection procedure that aims to ensure that projects are consistent with national climate strategies and developed using country-driven approaches. Not only are women civil society organizations recognized as observers in the GCF's funding mechanism, it has also opened up opportunities for local women to benefit from climate finance.



Source: Women and Gender Constituency 2021.

6. Conclusions



Climate change has differentiated gender impacts and so does the transition to resilient low carbon economies. The world of work is a critical dimension of these impacts. Women and men, in all their diversity, are typically differently represented in employment in climate-sensitive sectors, reflecting persistent patterns of occupational segregation. They often have unequal access to resources to cope with climate change; they frequently have unequal levels of protection as workers; and they typically face specific constraints and opportunities in the green economy. The climate transition presents a remarkable avenue for advancing gender equality and inclusion, but this will not happen by default. Without deliberate policies and institutional mechanisms, the transition runs the risk of reproducing and even widening gender inequalities and patterns of exclusion.

The ambition and scale of climate action that the world needs can only be reached if the transition is a just one. In other words, this requires maximizing positive employment and social outcomes while minimizing and addressing potential negative impacts. It requires a just transition that delivers decent work and leaves no one behind by systematically promoting gender equality and inclusion in all its aspects.

As this guide highlights, there are some promising experiences emerging from across different world regions, but progress in explicitly addressing gender equality and inclusion in relation to the world of work and the climate transition is still uneven – and efforts need to be scaled up and accelerated. There are several key entry points to advance a gender-responsive just transition.

- Robust policies are based on **evidence: sex disaggregated and intersectional data, assessment and diagnostics** are a vital ground upon which to design policies and programmes that are gender-responsive and inclusive.
- Just transition policies and programmes are based on **social dialogue and stakeholder engagement**. The concerns, priorities and aspirations of women and men in all their diversity can only be reflected in policies if they have **a voice and a seat at the table**.
- Promoting a just transition requires action across policy domains – from climate, to economic, to social policy. It is essential to have **frameworks and institutional arrangements that support policy coherence** and coordination and **that reflect gender equality and other dimensions of equality in a structured and systematic manner in planning** and in policy instruments, with clear high-level support.
- Gender and other equality dimensions need to be addressed in **climate policies. Such policies should articulate all equality dimensions including in relation to employment and social impacts** in just transition measures. Decent work must be recognized as a key aspect of gender equality and inclusion in gender action plans and related instruments.

- Advancing a just transition that is gender responsive and inclusive requires ensuring **non-discrimination in opportunities and treatment** across all just transition processes; providing adequate social and labour protection; and fostering a supportive, enabling environment for social and economic empowerment and rights. People with disabilities, those living with HIV and indigenous and tribal peoples among others should equally benefit from the transition.
- Addressing **structural barriers** that limit women in all their diversity to be part of the labour market on equal footing with men requires commitment towards tackling gender gaps in: paid and unpaid care work, wages, occupational safety and health, violence and harassment, and access to skills development. This is particularly important in the context of the informal economy and in those sectors that are likely to go through major transformations during the transition. It also requires addressing those societal stereotypes and negative social norms that continue to limit many women in fully benefitting from equality and equity in the world of work.

Delivering a just transition relies on **action across different policies areas**, as outlined in the ILO Just Transition Guidelines. Ensuring the transition is just for all requires gender equality and inclusion to be systematically fostered across all policy areas that are essential to a resilient, productive and more equal world of world. These include: macroeconomic and growth policies; industrial and sectoral policies; policies on enterprises; skills; active labour market policies (ALMPs); OSH; social protection; rights; and social dialogue.

Policies in these areas need to be underpinned by an **enabling environment for gender equality and inclusion** – including through the formulation, implementation and financing of **care** policies and services aimed at allowing women and men with family responsibilities to be part of the transition, while also offering potential job opportunities in the care sector for some of the workers affected by the transition.

Finance is a key condition for a just transition. **Mobilizing finance** at scale and supporting an **alignment of financial flows to just transition and gender equality goals** are vital to delivering impact on the ground and to turning commitments into sustainable changes. Promoting a just transition for all requires putting gender and all equality dimensions at the core of policies and investments.

The ILO is firmly committed to supporting social partners and other stakeholders in implementing the ILO Resolution and conclusions concerning a just transition towards environmentally sustainable economies and societies for all. The ILO is ready to step up its efforts to promote the realization of a gender-responsive and inclusive just transition that leaves no one behind. It is hoped that this guide equips and supports governments, employers' organizations, workers' organizations, and other stakeholders with the knowledge and practices needed to contribute to a just transition that has social justice for all at its core.

► References

ADB (Asian Development Bank), UNDP (United Nations Development Programme), UNFPA (United Nations Population Fund), and UN Women. 2016. *Gender Equality and Women's Rights in Myanmar: A Situation Analysis*.

Agarwal, Bina. 2009. "Gender and Forest Conservation: The impact of Women's Participation in Community Forest Governance." *Ecological Economics* 68 (11): 2785–2799.

Aguilar, Lorena, Margaux Granat, and Cate Owren. 2015. *Roots for the Future: The Landscape and Way Forward on Gender and Climate Change*. IUCN and GGCA.

Albaladejo, Manuel, Virginia Arribas, and Paula Mirazo. 2022. "Why Adopting a Gender-Inclusive Approach towards Circular Economy Matters". *UNIDO Industrial Analytics Platform Blog*, March.

BRIDGE. 2014. *Gender and Food Security: Towards Gender-Just Food and Nutrition Security*. IDS.

Buvinic, Mayra, Tanvi Jaluka, and Megan O'Donnell. 2017. *SEWA Gitanjali Cooperative: A Social Enterprise in the Making*. Center for Global Development.

CARE. 2019. *Gender-Transformative Adaptation: From Good Practice to Better Policy*.

Chile, MTT (Ministry of Transport and Telecommunications), Undersecretariat for Transport. 2018. *Agenda para la Política de Equidad de Género en Transportes 2018- 2022*.

Commonwealth Secretariat. 2022. *Gender Integration for Climate Action: A Review of Commonwealth Member Country Nationally Determined Contributions*.

Cooke, Jamie, Jurgen de Wispelaere, and Ian Orton. 2020. "COVID-19 and Basic Income: the Pandemic Is Opening up a Policy Window for the Introduction of a Basic Income". *Policy Network Blog*, 12 October 2021.

ECOSOC (United Nations Economic and Social Council). 2009. *The Inland Transport Committee and Gender Issues in Transport*, ECE/TRANS/2009/7.

EIGE (European Institute for Gender Equality). 2023. *Gender Equality Index 2023: Towards a Green Transition in Transport and Energy*. Publications Office of the European Union.

Ellen MacArthur Foundation. n.d. "The Circular Economy in Detail", available at: <https://www.ellenmacarthurfoundation.org/the-circular-economy-in-detail-deep-dive>.

European Commission. 2020. *European Network of Public Employment Services: PES Approaches to the Promotion of Gender Equality – Gender Equality, Underemployment and Involuntary Part-Time Work*.

FAO (Food and Agriculture Organization). 2009. *Bridging the Gap: FAO's Programme for Gender Equality in Agriculture and Rural Development*.

———. 2011. *The State of Food and Agriculture: Women in Agriculture – Closing the Gap for Development*.

———. 2017. *Climate Smart Agriculture Sourcebook*.

———. 2023. *The Status of Women in Agrifood Systems*.

Feminist Green New Deal Coalition. 2021. "Care & Climate: Understanding the Policy Intersection", Feminist Green New Deal Coalition Brief, April.

Gavrilovic, Maya; Mónica Rubio, Francesca Bastagli, Roopa Hinton, Silke Staab, Ruth Graham Goulder, Charlotte Jilo, Ruby Khan, Amber Peterman, Bobo Diallo, Laura Alfors, Aroa Santiago, Zehra Rizvi, Rebecca Holmes, Juan Gonzalo Jaramillio Mejía, and Constanza Tabbush. 2022. "Gender-Responsive Social Protection post-COVID-19: Investment in Gender-Responsive Social Protection Systems and Evidence Is Key to a More Equal Future Post-COVID-19." *Science* 375 (6585): 1111–1113.

GEM (Global Entrepreneurship Monitor). 2022. *GEM 2021/22 Women's Entrepreneurship Report: From Crisis to Opportunity*.

Ghana, MESTI (Ministry of Environment, Science, Technology and Innovation) and MoGCSP (Ministry of Gender, Children and Social Protection). 2021. *Climate Change Gender Action Plan*.

Globalagriculture.org. n.d. "Women in Agriculture", available at: <https://www.globalagriculture.org/report-topics/women-in-agriculture.html>.

Green Climate Fund. 2019. *Gender Assessment – FP085: Green BRT Karachi*.

Guevara, Catalina and Lorena Álvarez. 2019. "Public Transport System Design: A Gender Perspective from Chile." *In Transport Connectivity. A Gender Perspective* (ITF).

Health Care Without Harm. 2019. *Health Care's Climate Footprint: How the Health Sector Contributes to the Global Climate Crisis and Opportunities for Action*.

Honduras, Government of Honduras. 2021. *Actualización de la Contribución Nacional Determinada de Honduras*.

IBE-UNESCO (International Bureau of Education of the United Nations Educational, Scientific and Cultural Organization). 2017. *A Resource Pack for Gender-Responsive STEM Education*.

IDB (Inter-American Development Bank) and ILO. 2020. *Jobs in a Net-Zero Emissions Future in Latin America and the Caribbean*.

IEA (International Energy Agency). 2023. "Access to Clean Cooking", available at: <https://www.iea.org/reports/sdg7-data-and-projections/access-to-clean-cooking>.

IFC (International Finance Corporation). 2017. *Creating Markets for Climate Business: An IFC Climate Investment Opportunities Report*.

ILO. 1970. *Minimum Wage Fixing Convention (No. 131)*.

———. 2001. *Reducing the Decent Work Deficit: A Global Challenge*, Report of the Director-General, International Labour Conference, 89th Session, Geneva.

———. 2011. *Gendered review of SME policy*.

———. 2013a. "The Role of Active Labour Market Policies for a Just Transition", ILO Just Transition Policy Brief, June.

———. 2013b. "Women in the Transport Sector: Promotion Employment by Preventing Violence against Women Workers", ILO Transport Policy Brief.

———. 2014a. "The Gender Dimension: Integrating the Gender Perspective in OSH Policies", available at: https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/organigramme/governance/labadmin-osh/news/WCMS_329109/lang--en/index.htm.

———. 2014b. *Tackling Informality in e-Waste Management: The Potential of Cooperative Enterprises*.

———. 2014c. "The Social and Solidarity Economy", available at: https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---coop/documents/publication/wcms_175515.pdf.

———. 2015a. *Guidelines for a Just Transition towards Environmentally Sustainable Economies and Societies for All*.

———. 2015b. *Illustrated Guidelines for Gender-Responsive Employment-Intensive Investment Programmes*.

———. 2015c. "Engaging Informal Women Entrepreneurs in East Africa: Approaches to Greater Formality", ILO-WED Issue Brief.

———. 2017a. "Gender, Labour and a Just Transition towards Environmentally Sustainable Economies and Societies for All", ILO Green Jobs Programme Brief.

———. 2017b. *Indigenous Peoples and Climate Change: From Victims to Change Agents through Decent Work*.

———. 2018a. *Advancing Cooperation among Women Workers in the Informal Economy: The SEWA Way*.

———. 2018b. *Care Work and Care Jobs for the Future of Decent Work*.

———. 2018c. "Cooperativa de trabajo asociado Planeta Verde. Mejorando las condiciones de vida de los recicladores en Colombia", available at: https://www.ilo.org/global/topics/cooperatives/news/WCMS_638967/lang--es/index.htm.

———. 2018d. *World Employment Social Outlook 2018: Greening with Jobs*.

- . 2018e. *Global Wage Report 2018/19: What Lies behind Gender Pay Gaps*.
- . 2019a. "Building a Gender-Equitable Future through Employment Intensive Investment Programmes", ILO Employment Policy Brief.
- . 2019b. "From Waste to Jobs: Decent Work Challenges and Opportunities in the Management of e-Waste in Nigeria", ILO Sectoral Policies Department Working Paper No. 322.
- . 2019c. "Skills for a Greener Future: Challenges and Enabling Factors to Achieve a Just Transition", ILO Skills for Employment Policy Brief.
- . 2019d. *Women in Business and Management. The Business Case for Change*.
- . 2019e. *Working on a Warmer Planet: The Impact of Heat Stress on Labour Productivity and Decent Work*.
- . 2019f. "Waste Pickers' Cooperatives and Social and Solidarity Economy Organizations", ILO Cooperatives and the World of Work No 12.
- . 2021a. *Violence and Harassment in the World of Work: A Guide on Convention No. 190 and Recommendation No. 206*.
- . 2021b. *Extending Social Security Coverage to Workers in the Informal Economy: Lessons from International Experience*.
- . 2021c. Resolution and Conclusions concerning the Second Recurrent Discussion on Social Protection (Social Security), International Labour Conference, 109th Session, Geneva.
- . 2021d. *World Social Protection Report 2020–22: Social Protection at the Crossroads – In Pursuit of a Better Future*.
- . 2021e. *Transition from the informal to the formal economy - Theory of Change*.
- . 2022a. "América Latina y el Caribe: Políticas de igualdad de género y mercado de trabajo durante la pandemia", Panorama Laboral en América Latina y el Caribe, Nota Técnica.
- . 2022b. *Care at Work: Investing in Care Leave and Services for a More Gender Equal World of Work*.
- . 2022c. "Childcare Leave and Services from a Woman's Entrepreneurship Development Perspective", ILO Brief, December.
- . 2022d. *Just Transition: An Essential Pathway to Achieving Gender Equality and Social Justice*.
- . 2022e. "Gender Equality, Labour and a Just Transition for All", ILO Just Transition Policy Brief, October.

- . 2022f. “Sectoral Policies for a Just Transition towards Environmentally Sustainable Economies and Societies for All”, ILO Just Transition Policy Brief, August.
- . 2022g. “Skills Development for a Just Transition”, ILO Just Transition Policy Brief, October.
- . 2022h. “Preparing Future Generations of Women for New Job Demands: Skilling, Re-Skilling, Digitalization and Automation”, paper prepared for the UN Women Expert Group Meeting on Innovation and technological change, and education in the digital age for achieving gender equality and the empowerment of all women and girls, 10–13 October.
- . 2022j. *Women Entrepreneurs Leading the Way: Promoting a Circular Economy and More Sustainable Practices in the Garment Sector*.
- . 2022k. Theory of Change towards a Transformative Agenda for Gender Equality in the World of Work”, ILO Theory of Change Brief, September.
- . 2022l. “Advancing Social Justice and Decent Work in Rural Economies”, ILO Policy Brief, October.
- . 2022m. *Guide on Gender-Responsive Procurement for Employment-Intensive Investment Programmes (EIIPs): Creating Decent Jobs and Generating Equal Labour and Business Opportunities for Women and Men*.
- . 2022n. “The Role of Social Dialogue and Tripartism in a Just Transition towards Environmentally Sustainable Economies and Societies for All”, ILO Just Transition Policy Brief, August.
- . 2022o. *Decent Work and the Social and Solidarity Economy*, ILC.110/VI.
- . 2022p. *Social Dialogue Report*.
- . 2023a. *Achieving a Just Transition towards Environmentally Sustainable Economies and Societies for All*, ILC.111/Report VI.
- . 2023b. *Creating a Conducive Environment for Women’s Entrepreneurship Development: Taking Stock of ILO Efforts and Looking Ahead in a Changing World of Work*.
- . 2023d. *Empleos verdes, una oportunidad para las mujeres en América Latina: Cambio climático, género y transición justa*.
- . 2023e. Resolution concerning a just transition towards environmentally sustainable economies and societies for all, ILC.111/Resolution V.
- . 2023f. “Social Protection for a Just Transition”, ILO Just Transition Policy Brief, January.
- . 2023g. “The Role of Active Labour Market Policies for a Just Transition”, ILO Just Transition Policy Brief, June.

- . 2023h. “Cooperative Care Provision as a Gender-Transformative Decent Work Solution”.
- . 2023i. Proposed Resolution and Conclusions Submitted to the Conference for Adoption, ILC.111/Record No.7A,
- . Forthcoming. “Gender-Responsive Social Protection: An ILO Perspective”, Working Paper.
- ILO, Circle Economy, and S4YE (Solutions for Youth Employment). 2023. *Decent work in the Circular Economy: An Overview of the Existing Evidence Base*.
- ILO and IOE (International Organisation of Employers). 2024. *Women in Business: How Employer and Business Membership Organizations Drive Gender Equality*.
- ILO and FAO (Food and Agriculture Organization). 2021. *Extending Social Protection to Rural Populations: Perspectives for a Common FAO and ILO Approach*.
- ILO and UNICEF (United Nations Children’s Fund). 2021. *Child Labour: Global Estimates 2020, Trends and the Road Forward*.
- International Transport Forum. 2018. *Women’s Safety and Security: A Public Transport Priority*. OECD.
- IOE (International Organisation of Employers). n.d.-a. “Climate Change and Just Transition”, available at: <https://www.ioe-emp.org/policy-priorities/climate-change-and-just-transitions>.
- . n.d.-b. “Gender Equality and Diversity Working Group”, available at: <https://www.ioe-emp.org/policy-priorities/gender-equality-and-diversity/gender-equality-diversity-policy-working-group>. IPCC (Intergovernmental Panel on Climate Change). 2001. *TAR Climate Change 2001: The Scientific Basis*.
- . 2014. *Climate Change 2014: Impacts, Adaptation and Vulnerability* (New York, Cambridge University Press).
- . 2022. *Climate Change 2022: Impacts, Adaptation, and Vulnerability* (New York, Cambridge University Press).
- IPU (Inter-Parliamentary Union) and UN Women. 2023. “Women in Politics 2023”, infographic.
- IRENA (International Renewable Energy Agency). 2019. *Renewable Energy: A Gender Perspective*.
- . 2022. *World Energy Transitions Outlook 2022: 1.5°C Pathway*.
- IRENA (International Renewable Energy Agency) and ILO. 2021. *Renewable Energy and Jobs: Annual Review 2021*.
- . 2023. *Renewable Energy and Jobs: Annual Review 2023*.

ISSA (International Social Security Association). 2017. *Megatrends and Social Security: Family and Gender*.

ITUC (International Trade Union Confederation). 2022. *ITUC's Gender-Transformative Agenda for Recovery and Resilience*.

Jafino, Bramka Arga, Brian Walsh, Julie Rozenberg, and Stephane Hallegatte. 2020. "Revised Estimates of the Impact of Climate Change on Extreme Poverty by 2030", World Bank Policy Research Working Paper No. 9417.

Jordan, Ministry of Environment. 2021. *Updated Submission of Jordan's 1st Nationally Determined Contribution (NDC)*, October.

Juhász, Réka, Nathan Lane, and Dani Rodrik. 2023. "The New Economics of Industrial Policy", paper prepared for the *Annual Review of Economics*.

Khalid, Sayed Mohammad Naim, and Shukrullah Sherzad. 2019. *Agricultural Extension Manual for Extension Workers*. FAO.

Khan, Micheline, and Eliza Northrop. 2022. "Analysis of Ocean-Based Climate Action in Nationally Determined Contributions", World Resources Institute Technical Note.

Kronsell, Annica, Lena Smidfelt Rosqvist, and Lena Winslott Hiselius. 2016. "Achieving Climate Objectives in Transport Policy by Including Women and Challenging Gender Norms: The Swedish Case." *International Journal of Sustainable Transportation* 10 (8): 703–711.

Kwauk, Christina, and Olivia Casey. 2021. *A New Green Learning Agenda: Approaches to Quality Education for Climate Action*. Center for Universal Education at the Brookings Institution.

LeBlanc, Jillian, and Charles McIvor. 2020. "Gender and the Green Transition", Nesta Project Update, 22 September.

LinkedIn. 2022. *Global Green Skills Report 2022*.

Lippe, R.S., J. Schweinle, S. Cui, Y. Gurbuzer, W. Katajamäki, M. Villarreal-Fuentes, and S. Walter. 2022. *Contribution of the Forest Sector to Total Employment in National Economies: Estimating the Number of People Employed in the Forest Sector*. FAO and ILO.

MIT Climate Portal. n.d. "Public Transportation Explainer", available at: <https://climate.mit.edu/explainers/public-transportation>.

NDC Partnership. 2021. *Developing Gender-Responsive NDC Action Plans: A Practical Guide*.

Nesbitt-Ahmed, Zahrah. 2023. *How Gender-responsive Age-sensitive Social Protection is Related to the Climate Crisis: A Summary of the Evidence*. UNICEF.

Nordic Council of Ministers. 2023. *Bridging the Green Jobs Divide: Nordic Gender Barriers and Opportunities in the Spotlight*.

- Novello, Amanda, and Greg Carlock. 2019. *Redefining Green Jobs for a Sustainable Economy*. The Century Foundation.
- OECD (Organisation for Economic Co-operation and Development). 2021. *Gender and the Environment, Building Evidence and Policies to Achieve the SDGs*.
- . 2022. *Development Finance for Gender-Responsive Climate Action*.
- . 2023. *Job Creation and Local Economic Development 2023: Bridging the Great Green Divide*.
- Omer, Ozlem, and Jeronim Capaldo. 2023. "The Risks of the Wrong Climate Policy for Developing Countries: Scenarios for South Africa." *Ecological Economics* 2111: 107874.
- Orton, Ian; Kroum Markov, and Maya Stern-Plaza. 2024. "What Role for Emergency Basic Income in Building and Strengthening Rights-Based Universal Social Protection Systems?" *International Social Security Review* 77 (1–2).
- Oxfam. 2020. "Protecting People and the Forest: Bolsa Verde, Brazil".
- . n.d. "Empowering Women Farmers to End Hunger and Poverty", available at: <https://www.oxfam.org/en/empowering-women-farmers-end-hunger-and-poverty>.
- Razavi, Shahra, Christina Behrendt, Ian Orton, Lou Tessier, Veronika Wodsak, Alix Machiels and Krithi Dakshina Ramaswamy. 2024. "Making Protection Work for Gender Equality: What Does It Look Like? How Do We Get There?", ILO Working Paper.
- Ritchie, Hannah, Pablo Rosado, and Max Roser. 2020. "Emissions by Sector: Where Do Global Greenhouse Gases Come From?", available at: <https://ourworldindata.org/emissions-by-sector>.
- Ritchie, Hannah. 2023. "Global Inequalities in CO2 Emissions", available at: <https://ourworldindata.org/inequality-co2>.
- Robalino, David, and Eléonore D'Achon. 2023. *Improving the Impact of Public Policies and Budgets on Employment Outcomes: Guide for the Review of Employment-Related Public Expenditures and Application to Six Pilot Countries*. ILO.
- S&P Global Mobility. 2022. "CY 2022 Vehicle Registration Data".
- Sakamoto, Akiko, and Johnny Sung (eds). 2018. *Skills and the Future of Work: Strategies for Inclusive Growth in Asia and the Pacific*. ILO.
- Schalatek, Liane. 2022. "Género y financiamiento para el clima", Heinrich Böll Stiftung Climate Funds Update.
- Schwarzer, Helmut, Clara van Panhuys, and Katharina Diekmann. 2016. "Protecting People and the Environment: Lessons Learnt from Brazil's Bolsa Verde, China, Costa Rica, Ecuador, Mexico, South Africa and 56 Other Experiences", ILO Extension of Social Security Working Paper No. 54.

Senegal, Ministry of Environment and Sustainable Development. 2022. *Stratégie Genre de l'Environnement et du Développement Durable*.

Senegal, Ministry of Women, Family and Children. 2016. *Stratégie Nationale pour l'Équité et l'Égalité de genre 2016–2026*.

Serrano, Melisa R., and Verna Dinah Q. Viajar. 2022. *Transformative Strategies Towards Gender Equality in Trade Unions: A Handbook*. FES.

South Africa, Presidential Climate Commission. 2022. *A Framework for a Just Transition in South Africa*.

Spain, Government of Spain. 2020. *Just Transition Strategy*, available at https://www.miteco.gob.es/content/dam/mitesco/es/ministerio/planes-estrategias/transicion-justa/Just%20Transition%20Strategy_ENG.pdf.

Tirivayi, Nyasha, Marco Knowles, and Benjamin Davis. 2016. "The interaction between social protection and agriculture: A review of evidence". *Global Food Security*, 10, 52–62.

UN (United Nations). 2015. Paris Agreement.

———. n.d. "What Is Climate Change?", available at: <https://www.un.org/en/climatechange/what-is-climate-change>.

UN (United Nations), Human Rights Council. 2019. *Analytical Study on Gender- Responsive Climate Action for the Full and Effective Enjoyment of the Rights of Women*, A/HRC/41/26.

UN Women. 2009. "Women, Gender Equality and Climate Change", UN WomenWatch Fact Sheet.

———. 2021. *Gender in Climate Action Training Pack: A Resource for Practitioners*.

UN Women and ILO. 2021a. "How to Assess Fiscal Stimulus Packages from a Gender Equality Perspective", Policy Tool, March.

———. 2021b. "Assessing the Gendered Employment Impacts of COVID-19 and Supporting a Gender-Responsive Recovery: A Country Policy Tool", Policy Tool, March.

UN Women and UNIDO (United Nations Industrial Development Organization). 2023. *Gender Equality in the Sustainable Energy Transition*.

UNDRR (United Nations Convention to Combat Desertification). 2021. "Gender and Land Restoration", Global Land Outlook Working Paper.

UNDP (United Nations Development Programme). 2010. *Women's Green Business Initiative: Turning Climate Change Challenges into Economic Opportunities for Women*.

———. 2017. Gender and REDD+.

———. 2021. "Press Release on Empowered Women: Meet the Women Training to Become Clean Energy Entrepreneurs in Peru", 8 March 2021.

———. 2022. "Inclusion of Informal Waste Workers (IWWs) in the Transition to Sustainable Waste Management", UNDP Issue Brief, June.

———. 2023a. *Gender-Responsive Climate Change Actions in Africa*.

———. 2023b. "The Climate Dictionary: an Everyday Guide to Climate Change". *UNDP Climate Promise Blog*, 2 February.

UNEP (United Nations Environment Programme). 2018. *Annual Report 2018: Putting the Environment at the Heart of People's Lives*.

———. 2019. *Gender and Waste Nexus: Experiences from Bhutan, Mongolia and Nepal*.

UNEP (United Nations Environment Programme) and IETC (International Environmental Technology Centre). 2022. "The Role and Experience of Women in E-waste Management".

UNESCO (United Nations Educational, Scientific and Cultural Organization). 2019. "Gender-Responsive STEM Education: Empowering Girls and Women for the Jobs of Today and Tomorrow", Education 2030 Brief.

UNFCCC (United Nations Framework Convention on Climate Change). 2021. *Net Zero Financing Roadmaps, Key Messages*.

———. 2022a. *Nationally Determined Contributions under the Paris Agreement: Synthesis Report by the Secretariat*, FCCC/PA/CMA/2022/4.

———. 2022b. *Dimensions and Examples of the Gender-Differentiated Impacts of Climate Change, the Role of Women as Agents of Change and Opportunities for Women*, FCCC/SBI/2022/7.

———. 2023a. *Implementation of Just Transition and Economic Diversification Strategies: A Compilation of Best Practices from Different Countries*.

———. 2023b. *Women Engage for a Common Future (WECF)*.

———. 2023c. *Nationally Determined Contributions under the Paris Agreement: Synthesis Report by the Secretariat*, FCCC/PA/CMA/2023/12.

———. 2023d. *Gender Composition: Report by the Secretariat*, FCCC/CP/2023/4.

Ventures Africa, n.d. "What is the significance of women owning lands in Sierra Leone", available at <https://venturesafrica.com/what-is-the-significance-of-women-owning-lands-in-sierra-leone/#:~:text=Sierra%20Leone%20is%20the%20latest,women's%20empowerment%20bill%20into%20law>.

WECAN (Women's Earth and Climate Action Network) International. 2023. *Prioritizing Care Work Can Unlock a Just Transition for All*.

WECF (Women Engage for a Common Future). n.d. "WECF", available at: <https://www.wecf.org/>.

WEDO (Women's Environment and Development Organization). 2016. *Gender and Climate Change: Analysis of Intended Nationally Determined Contributions (INDCs)*.

WHO (World Health Organization). n.d. "Climate Change", available at: https://www.who.int/health-topics/climate-change#tab=tab_1.

Women and Gender Constituency. 2021. *Gender Just Climate Solutions*, 6th edition.

Women's Budget Group and Wen. 2022. *A Green and Caring Economy: Final Report*.

Womankind Worldwide. 2019. "Intersectionality 101: What Is It and Why Is It Important?". *Womankind Worldwide News*, 24 November 2019.

WOCAN (Women Organizing for Change in Agriculture and Natural Resource Management). n.d. "The W+ Standard", available at: <https://www.wocan.org/learning/the-wplus-standard/>.

World Bank. 2004. *Sustaining Forests: A Development Strategy*.

———. 2015. "Index-Insurance: Protective Women Farmers against Weather Risk", available at: <https://www.worldbank.org/en/news/feature/2015/03/06/index-insurance-protecting-women-farmers-against-weather-risk>.

———. 2019a. *Reducing Deforestation and Forest Degradation with a Focus on Women*.

———. 2019b. *Women, Business and the Law 2019: A Decade of Reform*.

———. 2019c. *Costa Rica: Gender Action Plan of the National REDD+ Strategy*.

———. 2021. *Climate Smart Agriculture*.

———. 2022. *Just Transition for All: A Feminist Approach for the Coal Sector*.

———. 2023. *Women, Business and the Law 2023*.

———. n.d. "Employment in Agriculture, Female (% of Female Employment)", *World Development Indicators database*, available at: <https://data.worldbank.org/indicator/SL.AGR.EMPL.FE.ZS>.

World Bank, FAO (Food and Agriculture Organization) and IFAD (International Fund for Agricultural Development). 2015. *Gender in Climate-Smart Agriculture*.

Zimbabwe, Government of Zimbabwe. 2021. *Zimbabwe Revised Nationally Determined Contribution*.

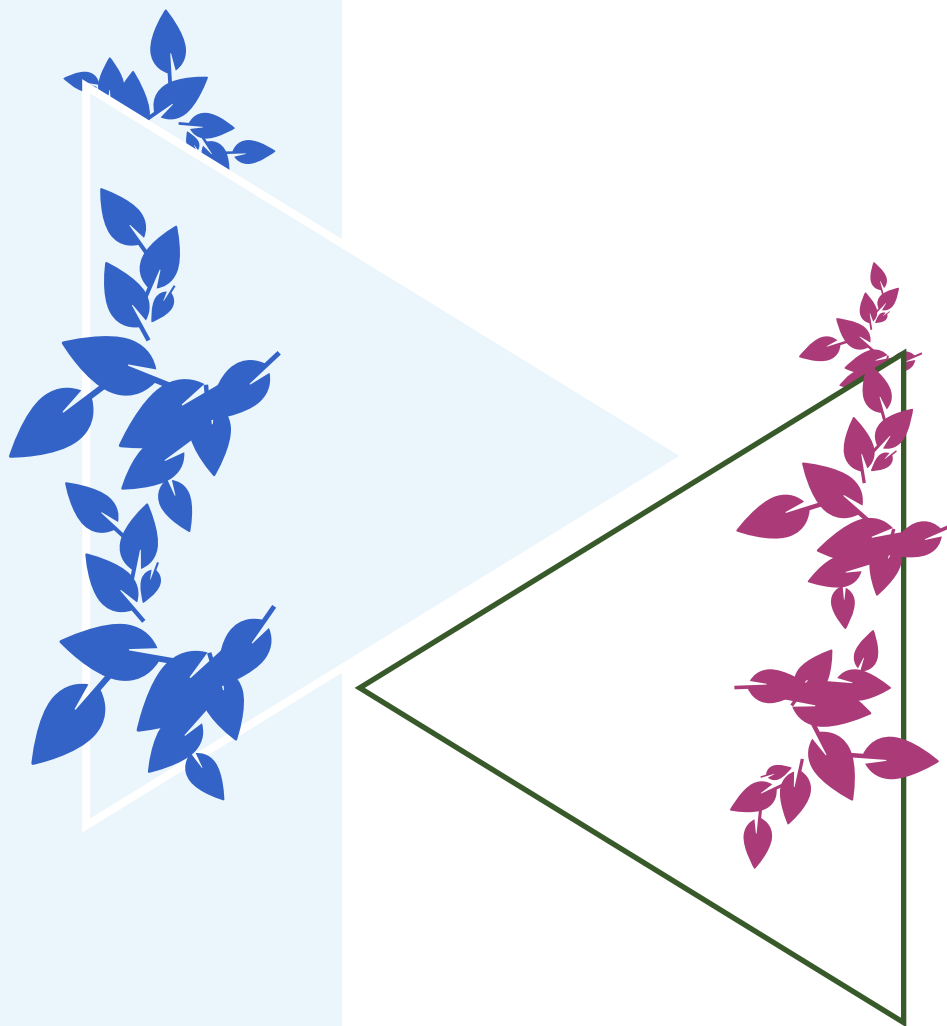
**Advancing social justice,
promoting decent work**

The International Labour Organization is the United Nations agency for the world of work. We bring together governments, employers and workers to drive a human-centred approach to the future of work through employment creation, rights at work, social protection and social dialogue.

With funding from the



Federal Ministry
for Economic Cooperation
and Development



ilo.org

International Labour Organization
Route des Morillons 4
1211 Geneva 22
Switzerland