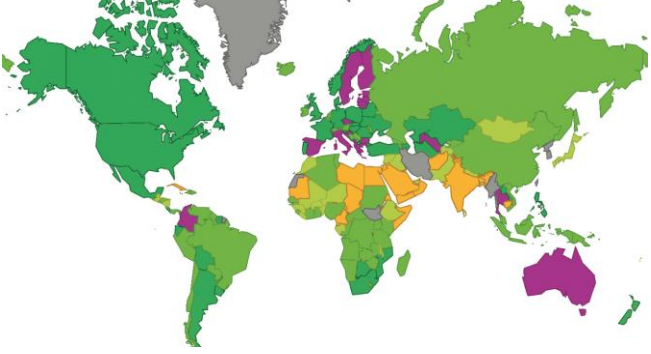


**WE
DO**

The Women's Environment and Development Organization



*For a just world that promotes and protects human rights, gender equality
and the integrity of the environment*



RESPONDING EQUITABLY:

Integrating gender equality into a just transition and decent work for a sustainable future

*Forum on Response Measures, UNFCCC
Bonn, Germany, 5 June 2013*

Rachel Harris, Women's Environment and Development Organization (WEDO)



Gender Responsive Response Measures: Support in COP Decisions



Decision 1/CP.16:

Shared Vision, 7

- ✓ Need to **engage a broad range of stakeholders** at **global, regional, national and local** level
- ✓ **Gender equality** and the **effective participation** of **women and indigenous peoples** for **effective action** on climate change

III. Enhanced action on Mitigation, E. Economic and social consequences of response measures

- ✓ Responses to climate change should be **coordinated with social and economic development** in an **integrated** manner
- ✓ Legitimate **priority needs** of **developing country Parties** for the achievement of **sustained economic growth** must be taken fully into account
- ✓ The **eradication** of **poverty**, and the **consequences for vulnerable groups**, in particular **women and children**

Decision 2/CP.17:

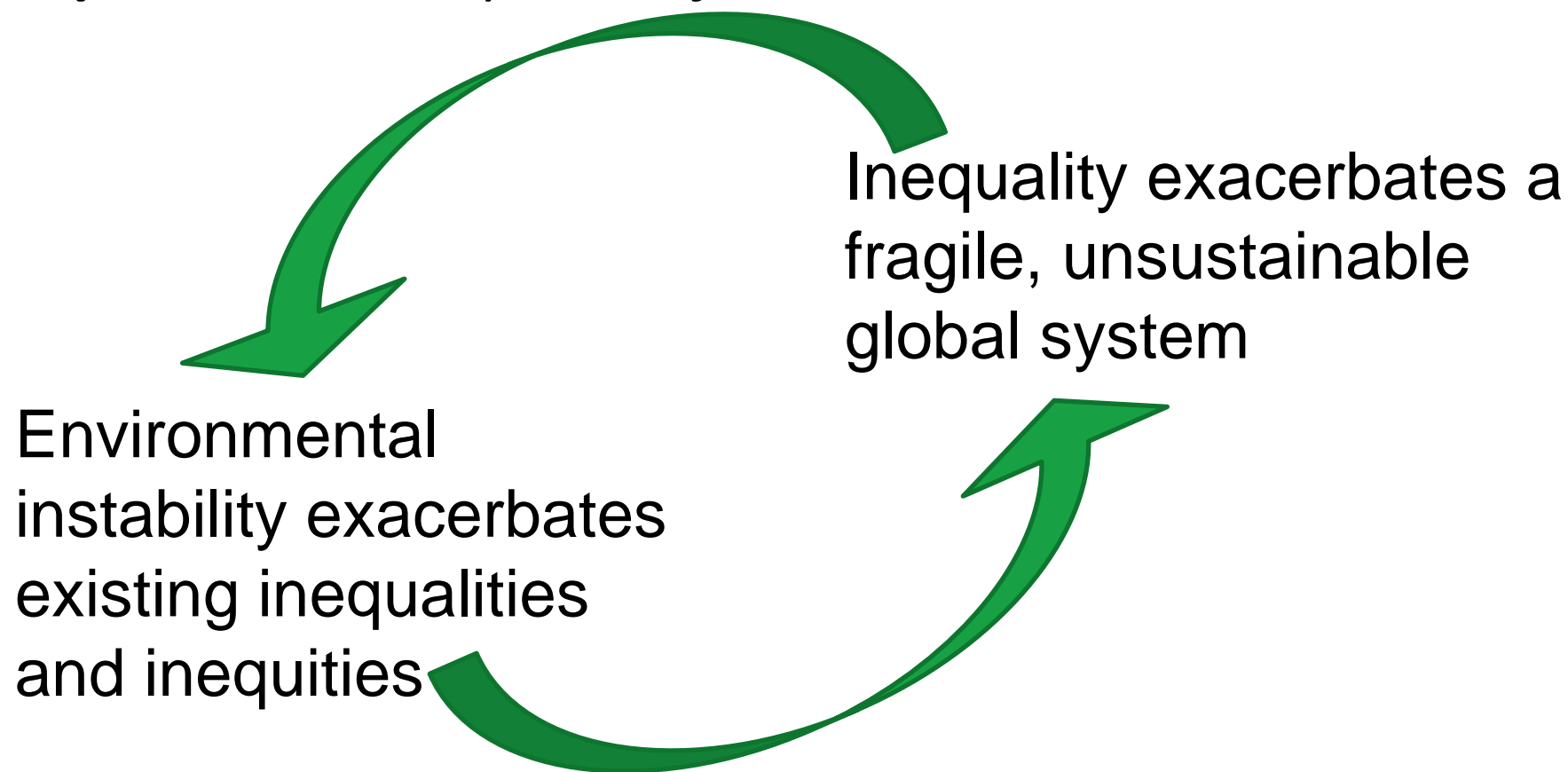
II. Enhanced action on Mitigation, F. Economic and social consequences of response measures

- ✓ **90.** Parties urged to fully consider positive and negative **impacts** of response measures to mitigate climate change on society and on all **vulnerable groups**, in particular **women** and children



Equality and Sustainability: connecting the dots

Women have a vital role in environmental management and development. Their full participation is therefore essential to achieve sustainable development. – Principle 20 of the Rio Declaration



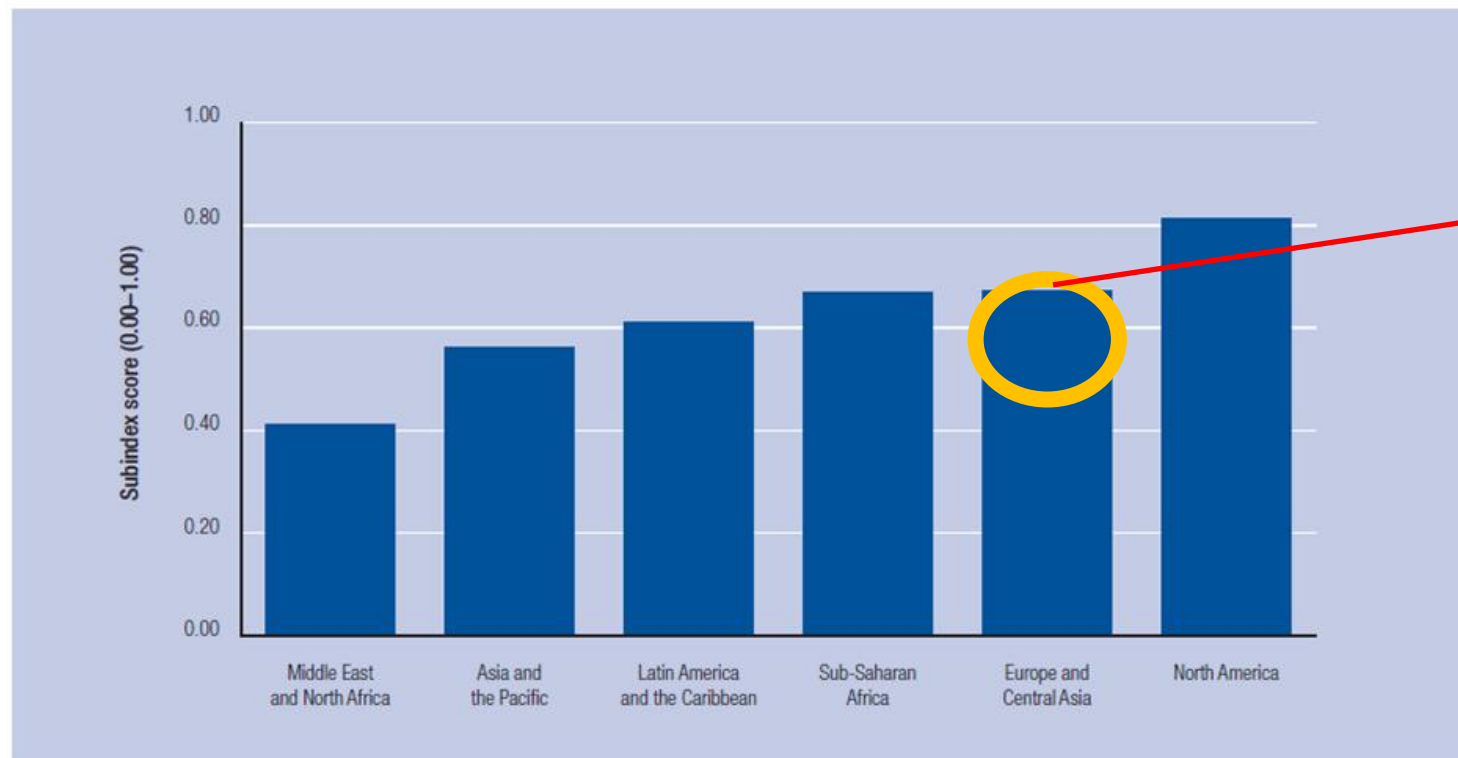
Just transition of the workforce & creation of decent work and quality jobs



*A just transition of the workforce must **ensure the elimination of discrimination** on the basis of **social factors** including sex, age, geography, ethnicity, indigenous or minority status, disability, etc...*

*In the creation of **decent work and quality jobs**, those previously not able to participate in the formal economy should be given the opportunity to benefit from economic diversification and to **join the formal economy**. An **enabling environment** should be created to **remove barriers** for women to participate in the formal economy, including **access to education, credit, healthcare, etc.**, and **improving/enforcing social protection measures**.*

Current status of gender gaps in economic participation



Nordic countries rank highest overall as these countries have the smallest gender gap; not only due to high incomes but also by how equitably income, resources and opportunities are distributed between women and men

Studies show that closing the employment rate gap between men and women can boost gross domestic product in many countries

Towards a Just Transition of the Workforce that is gender just



- ✓ **Equal opportunities** for both **women** and **men** to participate in job **trainings** and **employment**
- ✓ Creating **work atmospheres** that are **comfortable** and **conducive** to diverse employees
- ✓ **Recognition** and **use of skills** acquired from **unpaid/care labor**
- ✓ **Consultation** and **mediation** with those transitioning from the previous/obsolete job sector and those transitioning into the new work force—whether for the 1st time or from other kinds of jobs—**to ensure needs and concerns of all stakeholders are met** and incorporated into new jobs framework

Equal opportunities in the creation of decent work and quality jobs



- ✓ Ensuring employee **safety, security** and **well-being** at the workplace
- ✓ **Technologies** used in the workplace are **accessible** to diverse employees
- ✓ Adequate **compensation** for **unpaid/care work**
- ✓ Workers' **rights/safeguards** and **social protections**
- ✓ **Incentives** for private sector **to promote gender equality standards** for decent work and quality jobs.

First Steps



- **Focus on enabling conditions** that will ensure that job transitions can be gender responsive
- **Create multi-stakeholder dialogue platforms** to ensure needs and preferences of both women and men are valued and taken into account
- **Pilot projects** that can later be scaled up



many thanks

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