



Inputs on Guidelines and Policy Frameworks to Promote Just Transition of the Workforce and the Creation of Decent Work and Quality Jobs

A. GENDER-JUST TRANSITIONS FOR A SUSTAINABLE FUTURE (Chapter 4 of “[Feminist Plan for Sustainability and Social Justice](#)”)

Summary

By revealing how under-prepared the world is for systemic shocks, COVID-19 has refocused attention on another, rapidly escalating crisis: that of environmental degradation and climate change. Only six years ago, the global community agreed the 2030 Agenda for Sustainable Development, recognizing the need for environmental, economic and social transformation to work in tandem to achieve human rights for all. Even before the pandemic, the world was off-track to meet these commitments. Now, with the world at a crossroads, one of the most consequential questions facing governments, business and the global community is whether decisive action will be taken to rapidly transition the global economy to more sustainable patterns of production and consumption to prevent—or at least reduce the extent of—environmental breakdown. There is growing recognition that marketbased solutions are ineffective in driving change at the requisite scale and pace. As the world looks to recover and rebuild after COVID-19, there is an opportunity to advance ‘gender-just’ transitions, a transformative approach that can achieve greater gender equality and set economies on more equitable and environmentally sustainable paths.

Learning the Lessons from COVID-19

LESSONS FROM COVID-19: MAJOR SYSTEMIC CRISES ARE GENDERED, AND THE ENVIRONMENT IS NEXT

The environmental crisis is impacting women and girls the hardest

Women's greater dependence on and unequal access to natural resources, public services and infrastructure mean that they are disproportionately affected by environmental degradation and climate change.

Insecure land rights make women especially vulnerable to land-grabbing for largescale environmental projects.

40% of countries have at least one restriction to women's rights to property.

Every year,

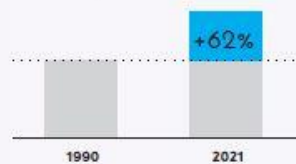
3.8 million people

most of them women and children, are killed by air pollution caused by the use of unclean energy for cooking and heating in households.

The current economic system is causing environmental breakdown

The natural environment and women's labour are both treated as infinite resources and undervalued, even though they are the foundation for all economies.

Greenhouse gas emissions are **62% higher** than when international climate negotiations began in 1990.



Extractive industries are responsible for

50% of the world's carbon emissions and more than **80%** of biodiversity loss

The potential for green recovery and gender-just transitions is so far unrealized

Only **2.5%** of COVID-19 rescue and recovery spending by the world's 50 largest economies in 2020 was green

Amount of climate finance received in 2017-2018:



In 2018, only **15.7%** of Global Environment Facility projects undertook a gender analysis prior to their approval.

- Like COVID-19, the environmental crisis is causing immeasurable human suffering;
- The environmental crisis is gendered;
- The current economic system is causing environmental breakdown;
- Market-based approaches have failed to deliver results;
- The potential for green recovery is so far unrealized.

Vision: An Economy that Enables the Flourishing and Survival of People and Planet

- Instead of imposing the costs of climate change and environmental degradation on the poorest, the wealthiest countries, companies and people would take on the responsibility to reduce their

consumption and provide the financing needed to enable gender-just transitions to environmental sustainability.

- Instead of taking the environment for granted and depleting natural resources on the assumption that degradation and pollution are costless, ecosystems and biodiversity would be regenerated and the rights of the people who rely on and defend them would be recognized and protected.
- Instead of taking their cues from corporate interests and lobbying, policies would be co-created with those most affected by environmental degradation, trusting local communities and Indigenous people, including women, to have the knowledge to devise appropriate solutions.

Accelerating Gender-Just Transitions as Part of Covid-19 Recovery

- **FINANCING - Investing in gender-just transitions:** To achieve gender-just transitions, governments must mobilize all fiscal and regulatory policies at their disposal to divest from fossil fuels and encourage green sectors to thrive. Countries in the Global North bear a particular responsibility for enabling poorer countries to do the same without compromising their economic and social development. To promote gender equality alongside environmental sustainability, it is paramount that resources are spent in ways that benefit women and men equally and account for gender-specific risks and vulnerabilities.
- **PARTNERSHIPS - Empowering local communities for gender-just transitions in energy and agriculture:** Gender-just transitions require new partnerships to create synergies between environmental sustainability, social justice and gender equality goals. Governments must support local communities to lead more sustainable approaches to energy and food production. Decentralized, community-managed mini-grids and energy cooperatives are expanding access to clean energy while creating opportunities for women's leadership and employment. Agroecological partnerships that privilege small producers, mutual learning, Indigenous knowledge and local ecosystems are also critical to promoting sustainable food production.
- **ACCOUNTABILITY - Putting social and gender goals at the heart of environmental sustainability initiatives:** Gender-just transitions can only be achieved through transparent, participatory and accountable processes that centre the rights of women and ensure that local communities have a say in how environmental sustainability initiatives are designed and implemented. This requires support for women's organizations to ensure they can participate meaningfully in policy processes, as well as robust measures to protect women human rights defenders. Integrating gender into emerging environmental justice activism to set new legal and normative standards to hold power-holders accountable is also a priority.
- **METRICS - Filling data gaps to support accountability:** Addressing data and evidence gaps will be essential to support gender-just transitions, by ensuring that progress can be monitored over time and decision-makers can be held to account. This will require further conceptual and methodological work to translate the findings of qualitative studies into meaningful statistical indicators as well as enhanced data collection and analysis, including on gender and environmental policymaking.

B. GREEN JOBS FOR WOMEN IN AFRICA (REPORT and POLICY BRIEF)

The report and policy brief use a methodology to apply a gender lens to job creation in the green transition in Sub-Saharan Africa and map opportunities for women in the green economy.

It assesses opportunities for women’s participation in green jobs in key sectors driving growth in African economies, explores obstacles limiting women’s access to those jobs, and identifies policy solutions to overcome them and promote job opportunities for women. In the process, it identifies which sectors will offer “quick wins” – relatively rapid access to green jobs – or “slow wins”, requiring long-term strategies to remove legal barriers and change social norms.

As an analytical method, this report follows a step-by-step process: 1. Define green jobs. 2. Identify those sectors likely to offer the most green job opportunities. 3. Determine women’s current labour participation in these sectors. 4. On the basis of step 3, assess the potential for women’s participation in green jobs, including the potential for high-level jobs.

Key findings:

- Women are well positioned in many of the sectors where green jobs will be created
- However, women are underrepresented in key sectors of the green economy that will offer the best green jobs. Those sectors most likely to create higher-end green jobs include energy (especially wind and solar), transportation, construction and some niche areas of services (e.g., green advisory). Women are overrepresented in agriculture, waste management and certain areas of renewable energy (biomass), which are likely to create mostly lower-end jobs.
- Even in sectors where women are not well represented, they are finding niches, often as small women-led businesses in indirect jobs in green construction, renovation or energy efficiency
- Women face several structural barriers that may limit their full access to green jobs in the coming years.

Key recommendations:

