

Gender equality, employment and green transition: policies for inclusive development

Honduras in the «Fair transition energy and green job creation» study

COUNTRY
HONDURAS



Within the regional context of Latin America and the Caribbean, Honduras has a particularly prominent role in combating climate change, being one of the countries internationally committed to the Paris Agreement and the reduction of emissions through a fair energy transition, reflected among other actions in the periodic update of the Nationally Determined Contribution (NDC), the ultimate goal of which is to reduce emissions to 16% by 2030. On the other hand, the country has shown a growing concern for the situation of women and their full integration into society through the formulation of public policies aimed at the inclusion of women in the labour market, the rights of indigenous women and women of African descent, and the eradication of gender-based violence, among other issues. The plans for gender equality and equity included in the National Women's Policy, whose last revision covered the years 2010-2022, and the Gender Equality Strategy 2023-2026 carried out with the support of UNDP. In parallel, specific plans and policies for the integration of historically disadvantaged groups have been developed, as is the case of the 2019 Plan for Indigenous and Afro-Honduran Peoples (PPIAH), the 2012-2013 Political Agenda for Indigenous and Afro-Honduran Women. In the same vein, Honduras has worked to develop national employment policies that combine concern for the environment and a just transition with gender equality and the creation of decent and decent jobs, as the National Employment Policy 2017 or the proposals made by CEPAL in the document Policies for the occupational integration of women and young people in Honduras (2009). In general terms, it can be seen that the country has made numerous organizational and programmatic efforts to strengthen the fight against climate change and promote gender equality, the sum of its results and progress being described in the last update (2021) of its Nationally Determined Contribution.

1. Public Policy Review

1.1. National policies for a just and energy transition

* [Country Vision 2010-2038 and National Plan 2010-2022](#): key document for the coordination and development of development-oriented plans and strategies of Honduras in all fields, The overall framework is divided into 4 objectives and 23 national targets including the expansion of renewable energy use, ecological restoration, sustainable development, equal opportunities and adaptation and mitigation to climate change.

* [National Women's Policy - II Plan for Gender Equality and Equity in Honduras](#): developed by the National Institute of Women in 2010 to cover the period 2010-2022, contains an extensive and transversal analysis of the situation of Honduran women in various fields, including gender and sustainable use of natural resources and promotion of economic rights and access to employment. Highlights the fact that the Plan includes its own monitoring and

follow-up system with customized success indicators.

* [Integrated employment and social protection policy in Honduras](#): carried out with the support of the ILO and based partly on previous documents of recommendations made by this same international institution. The Plan, published in 2017 by the Ministry of Labour and Social Security, is fully aligned with the 2030 Sustainable Development Goals. It defines a number of key principles that include Gender Equity, sustainable economic growth and inclusion and equal employment opportunities for women.

* [Plan for Indigenous and Afro-Honduran Peoples \(PPIAH\)](#): base document updated on several occasions, the most recent being the one corresponding to the 2019-2023 framework. Includes the results of the various strategies and programmes aimed at improving the lives of the country's indigenous and Afro-descendant populations, as well as the impact and measurements carried out through a monitoring and evaluation system.

* [National Employment Policy of Honduras](#): formulated by the Ministry of Labour and Social Security in 2017. As part of the guiding principles for actions aimed at achieving decent, sustainable employment and reducing environmental

vulnerability, it includes concepts such as gender equity, sustainability and the employability and inclusion of women.

1.2. Planning tools and instruments

* [Update of the Nationally Determined Contribution of Honduras \(May 2021\)](#): it contains the concrete actions and contributions made by the country to reach the emissions reduction goal that marked the Paris Agreement for Honduras. The document is built around several components, including social inclusion, which includes the dimension of gender equality and equity and the integration of indigenous peoples, and the adaptation component, that defines the climate change policies implemented and the strategic sectors of greatest interest for fair transformation.

* [Political Agenda of Indigenous and Afro-Honduran Women](#): document drawn up between 2012 and 2013 for the generation of a policy that guarantees the fulfilment of the rights of indigenous and Afro-descendant women, including the right to decent work, the regulation and formalisation of domestic work, closing the wage gap and access to finance.

* [Gender Equality Strategy Honduras 2023-2026](#): developed by UNDP to analyse in depth the situation of women in Honduras at

various scales: migration, education, access to technology, employment, care, among other topics. The document was created to serve as a reference for the development of future programmes with a gender perspective in the country, promoting projects in coordination with Honduran institutional, public and private bodies.

* [National Climate Change Strategy](#): framed within the 2010-2022 National Plan, defines and foresees the situation of the country in the fight against climate change. It also analyzes Honduran society and its response capacity in order to provide theoretical support for the development of public policies, taking into account the nationally determined contribution and its transversal axes. It does not have a gender-specific or green job creation approach, but its proposed measures contribute directly to the fair transition and improvement of living conditions for Honduran women.

* [National Strategy for the conservation and use of wildlife, promoting alternatives for job creation \(ENCOAVIS\)](#): developed in 2024 with support from the European Union, it envisages a scenario of green job creation in the forestry sector with a view to 2029, in relation to national legislation and the SDGs and Agenda 2030.



* [National Climate Change Adaptation Plan](#): developed in 2018 by the Ministry of Environment and Natural Resources, considers a series of strategic axes related to the mitigation of climate impacts in an economy and society as vulnerable to extreme environmental phenomena as Honduras. Each axis is intersected by cross-cutting pillars, including gender perspective and inclusion of vulnerable groups.

* [Policies for the occupational integration of women and young people in Honduras](#): planning developed by ECLAC to assist in the creation of gender-specific employment policies and programmes in Honduras, based on an in-depth analysis of previous programmes and context to make its own proposal for updating programmes and projects, as well as relevant conclusions and recommendations.

* **Gender units**: advisory and support structures set up in numerous Honduran public institutions to ensure the implementation of specific actions aimed at promoting equity and women's participation in public life; Including employment and prevention of harassment and violence.

1.3. Inclusion of the gender dimension in public policies

Honduras has made significant progress in incorporating a



cross-cutting gender dimension into its public policies, starting with the Social Inclusion Component of its Nationally Determined Contribution, which focuses on gender equality and equity and the advocacy of indigenous and Afro-Honduran women in relation to access to decent employment, resilience to climate change and access to credit, education and technologies. To achieve these goals, Honduras has launched a number of strategies and policies specifically devoted to women's participation in the creation of decent jobs, green employment, climate adaptation measures, indigenous and

Afro-Honduran integration into the economy and society of the just transition, among other subjects.

2. Analysis of opportunities and potentials

2.1. Identification of policies that promote the employment of women in green jobs

Honduras has started the path for the creation of green jobs in its economic fabric thanks to the support of international bodies such as the European Union, which has promoted the IMPULSA VERDE project in 2025 to promote green

development in the country, is currently implementing a National Strategy for the creation of green jobs in forestry and forest sectors. At the same time, Honduras has specific employment policies for women, as well as national plans and policies that combine adaptation to climate change with sustainable job creation and gender equality. These policies which favour the integration of women into working life are:

- ▶ **Integrated employment and social protection policy in Honduras.**
- ▶ **National Women's Policy - II Plan for Gender Equality and Equity in Honduras.**
- ▶ **National Strategy for the conservation and use of wildlife, promoting alternatives to generate green jobs.**
- ▶ **Policies for the employment of women and young people in Honduras.**

2.2. Recommendations to improve the inclusion of gender in public policies

Honduras is at a fairly advanced stage in the cross-cutting integration of a gender approach into its public policies, plans and Honduras in its approaches to actions and action agendas for development, job creation and adaptation to climate change

and adverse environmental phenomena.

To advance gender mainstreaming and a just transition, it is recommended:

- ▶ Incorporating the gender vision and approach in the green job creation projects that are to come as a result of the European assistance of the IMPULSA VERDE project.

Practices to highlight

Plan for Indigenous and Afro-Honduran Peoples (PPIAH), which gives indigenous communities their own character for the development of employment plans and policies, economic development and climate adaptation, including specific mention of women belonging to these groups.

Integrated employment and social protection policy in Honduras aligned with the SDGs and incorporating a gender approach.

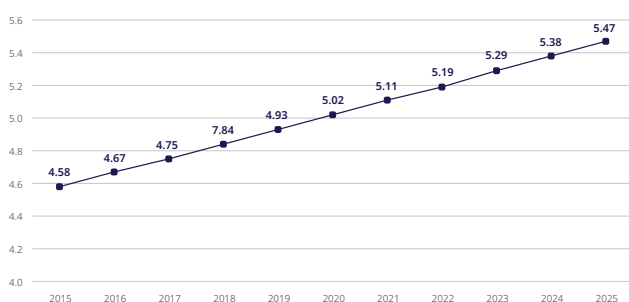
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3. Statistical data

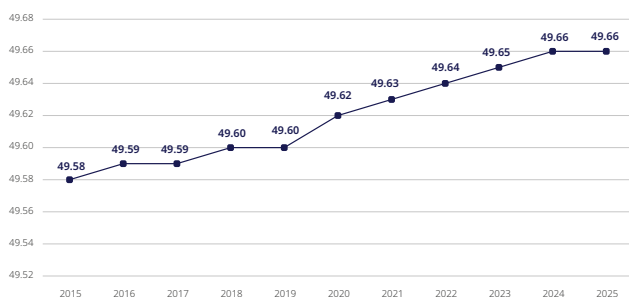
A. Demographic data

Population distribution statistics

Number of woman, millions

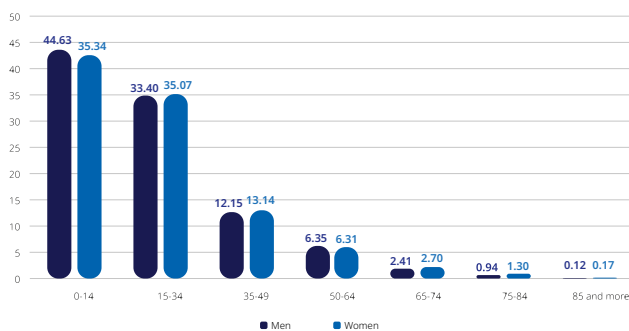


Percentage of woman



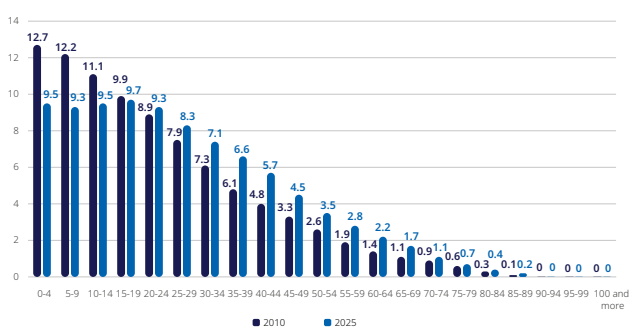
Population distribution statistics by age

Age distribution by sex, percentage



Age distribution statistics

Age distribution of the female population



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Ages	Women			Men		
	2000	2025	Difference in percentage points	2000	2025	Difference in percentage points
0-14	42.57	29.75	-12.82	43.6	30.77	-12.83
15-34	35.15	36.15	1	34.87	37.11	2.24
35-49	13.01	18.89	5.88	12.66	18.89	5.23
50-64	5.99	10.12	4.13	6.22	9.24	3.02
65-74	2.19	3.52	1.33	1.88	2.91	1.03
75-84	0.92	1.32	0.4	0.66	0.95	0.29
85 and more	0.17	0.25	0.08	0.1	0.13	0.03

Interpretation of demographic data

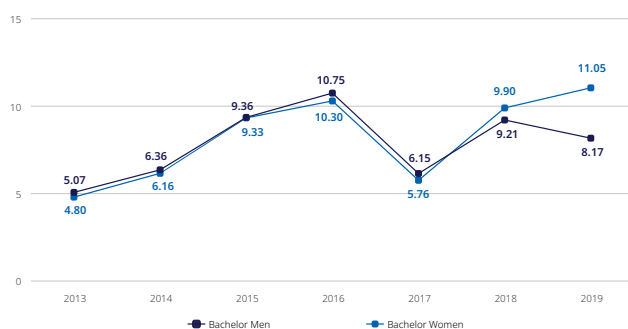
Distribution of the population by age and sex (2000 vs. 2025): Honduras is undergoing a major demographic change. In 2000, 42.6% of women and 43.6% of men were aged 0-14 years. By 2025, this group will be reduced to 29.8% and 30.8%, respectively, representing a fall of more than 12 percentage points. At the same time, the proportion of people aged 35-64 has grown considerably from 19.0% to over 28.0%. This progressive ageing implies an increase in the demand for health services and social protection in the medium term.

Evolution of the percentage of women in the total population (2015-2025): The female proportion remains constant around 49.6% of the total population in the decade 2015-2025. This demographic stability coexists with a progressive feminization of the more advanced age groups.

B. Education level data

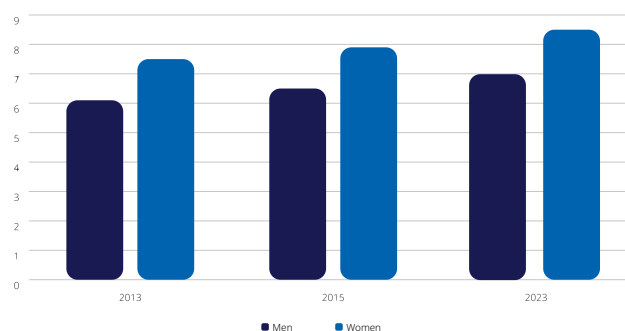
Educational attainment statistics

Percentage of bachelor, population 25+



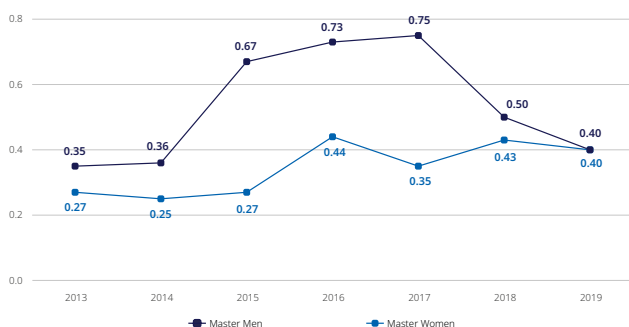
Statistics on years of study

Years of education

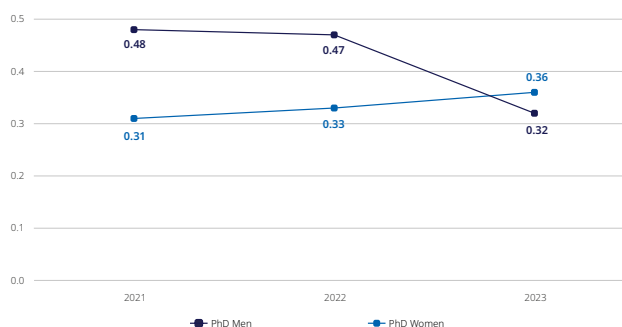


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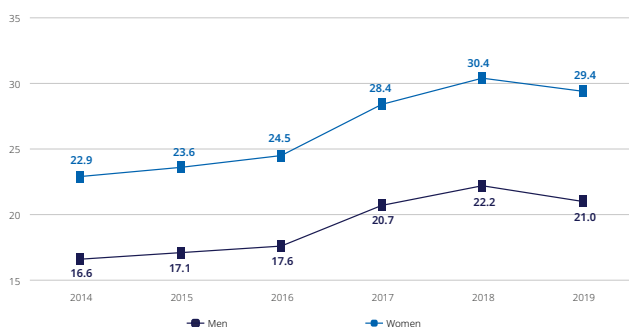
Percentage of master, population 25+



Percentage of PhD, population 25+



Gross tertiary enrolment rate, percentage



Interpretation of training data

Access to tertiary education: the gross tertiary enrolment rate shows a clear advantage for women. In 2019, they reached a rate of 30.4% compared to 28.4% of men, a trend that has been increasing since 2013.

Level of education achieved (bachelor's, master's and doctoral degrees): since 2015, women have outnumbered men in undergraduate studies. In master's programmes, the advantage is maintained, albeit with small gaps. For doctorates (PhD), female participation is marginal and similar to that of men, with values close to 0.4% in 2023.

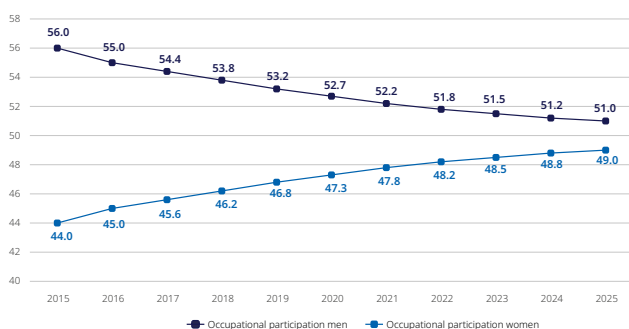
Average years of formal education: in 2023, Honduran women reached an average of 10.75 years of schooling compared with 10.30 years for men, reflecting a slight female advantage that has been consolidated in recent years.

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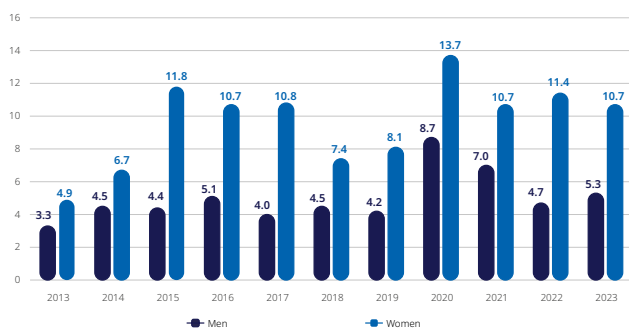
C. Employment data

Employment statistics

Economic participation rate, percentage

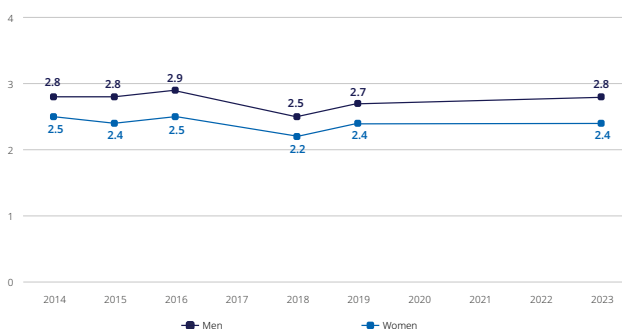


Unemployment rate, percentage

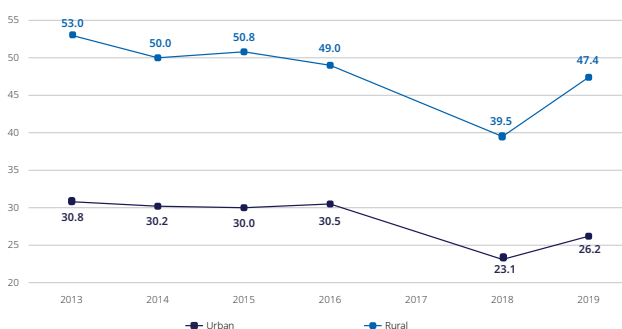


Income Statistics

Average income, in multiples of the poverty line



Percentage of adult women dedicated exclusively to unpaid work



Interpretation of employment data

Economic participation rate: by 2025, women's economic participation is projected to be 49.0%, still below the 51.0% projected for men, although with a trend towards gradual convergence.

Unpaid work: in 2023, 30.0% of urban women and 30.8% of rural women were engaged exclusively in unpaid work, reflecting a significant overburden compared to men, whose participation in these tasks is marginal.

Unemployment rate: women face higher levels of unemployment. In 2023, the female unemployment rate was 13.7%, compared to 7.4% for men.

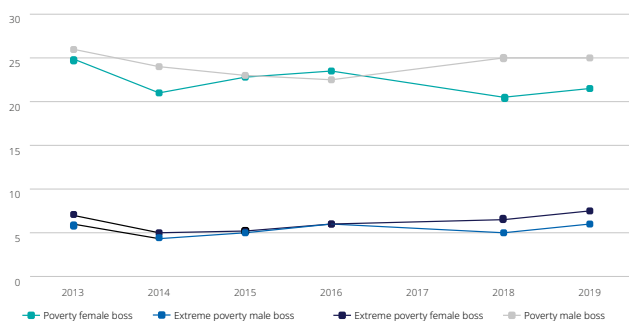
Income: the average income of men is 2.4 times the poverty line, while that of women is only 2.2 times, indicating a persistent income gap.

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D. Poverty data

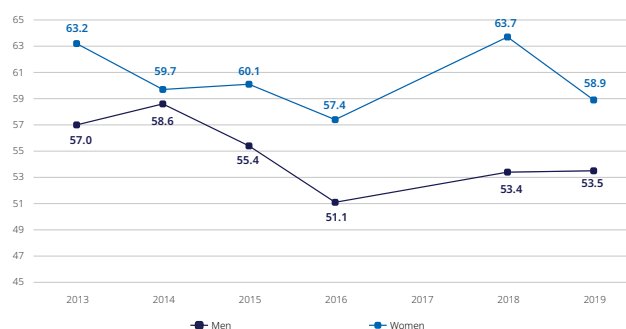
Statistics on poverty and extreme poverty

Poverty gap coefficient, percentage

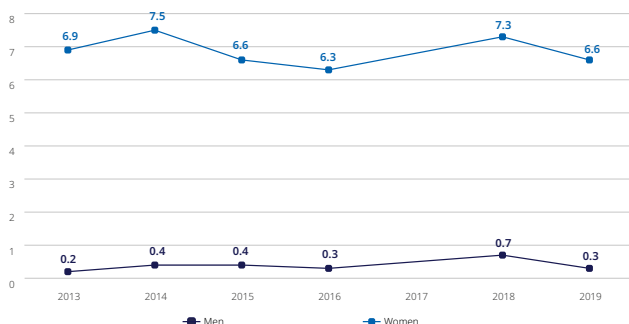


Employment and vulnerability statistics

Total employed in low-productivity jobs, percentage of urban employed population



Employment in domestic work, percentage



Interpretation of poverty and vulnerability data

Low productivity jobs: in 2019, 63.2% of women employed in urban areas were in low productivity jobs, compared to 53.5% of men.

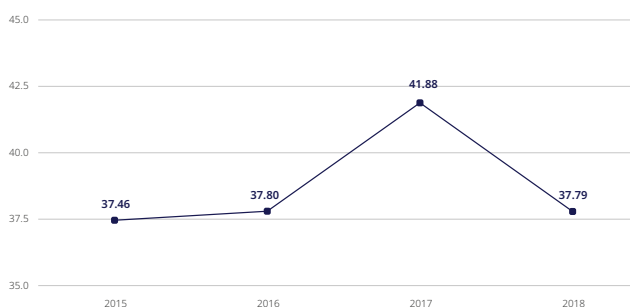
Poverty gaps by type of head of household: female-headed households have higher levels of poverty. In 2019, extreme poverty reached 58.9% of female-headed households, compared to 53.5% of male-headed households.

Integration into paid domestic work: in 2019, 7.5% of women worked in paid domestic work, compared to 0.4% of men, reaffirming the strong feminization of this occupation.

E. STEM education and employment data in the energy and transportation sectors

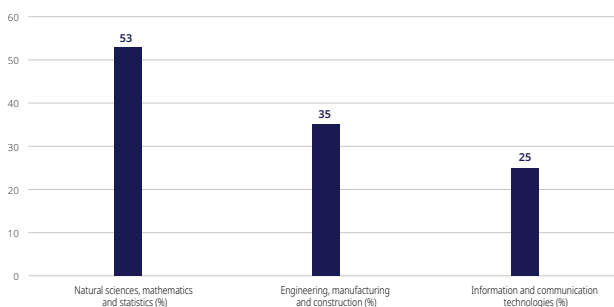
Graduate Statistics

Percentage of STEM graduates



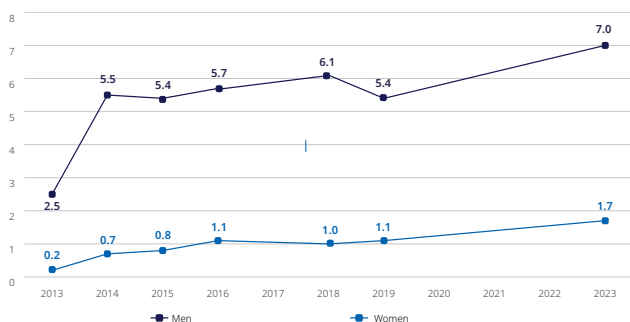
Student statistics by STEM major

Percentage of female graduates from selected STEM majors (2018)



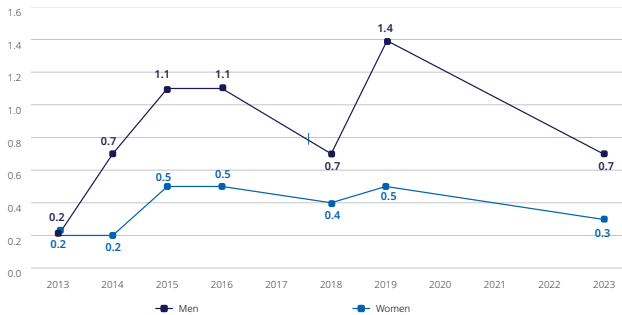
Transportation employment statistics

Population employed in transport, percentage



Energy employment statistics

Population employed in energy, gas and water, percentage



Interpretation of training and employment data in STEM and strategic sectors

Female participation in STEM careers: in 2018, female participation in Natural Sciences was 53%, in Engineering 35% and in Information Technologies just 25%, reflecting a moderate concentration in some areas and an exclusion in others.

Graduates in STEM disciplines: between 2015 and 2018, the percentage of female graduates in STEM careers ranged from 37% to 42%, showing a slight improvement but still below parity.

Employment in strategic sectors (energy and transport): in 2023, only 0.5% of those working in the energy sector were women, compared to 6.1% of men. In transport, female participation was 1.7%, well below the 7.0% recorded for men.

General conclusions

Educational inequality with partial female advantage: women outnumber men in years of schooling and access to tertiary education, although gaps persist in higher academic degrees.

Structural job insecurity: high unemployment rates, concentration in low-productivity jobs and domestic work limit women's economic opportunities.

Care overload: A high proportion of women are engaged exclusively in unpaid work, which hampers their economic participation.

Exclusion of strategic sectors: female employment in STEM areas and sectors such as energy and transport is very low, reflecting persistent gender barriers.