Global Gateway

Cofinanciado por la Unión Europea

cooperación alemana

Gender equality, employment and green transition: policies for inclusive development in Latin America and the Caribbean

Fair Transition and Green Employability with a Gender Focus: Public policy analysis in 14 countries of Latin America and the Caribbean

PART 1

Implemented by

fiap

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Juan Andrés Casas Monsegny - Technical support to the presidency.

This publication has been produced with financial support from the European Union through the Global Gateway strategy. The content is the responsibility of the authors and does not necessarily reflect the views of the European Union.

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Acknowledgments

This study has been promoted by the Regional Working Group on Gender and Environment of the Forum of Ministers of the Environment of Latin America, within the framework of the EUROCLIMA LAC programme, whose commitment to a fair transition, Gender equality and sustainability has been central to its realization. We express our special thanks to the national focal points on gender and environment in the 14 countries of Latin America and the Caribbean involved in this study. Their involvement, willingness to share information, key documents and field experiences has been essential in understanding national realities and building a regionally focused, relevant and localized analysis. We also acknowledge the valuable collaboration of the University of Valladolid and the Institute for European Studies, whose technical and academic assistance has enriched the conceptual and methodological frameworks of the document. Our thanks go in particular to Professor Guillermo A. Pérez Sánchez, for his support in the collection of sources, systematization of data and review of content. Finally, we thank all the public institutions, civil society organizations and experts who, from their different contexts, have contributed with their knowledge, good practices and proposals to move towards a fair, feminist and sustainable transition in the region.

Abbreviations

LAC - Latin America and the Caribbean

ASEAN - Association of Southeast Asian Nations

BID - Inter-American Development Bank

BM - World Bank

CEDAW - Convention on the Elimination of All Forms of Discrimination against Women

CELAC - Community of Latin American and Caribbean States

CICC - Interministerial Commission on Climate Change

CIPPEC - Center for the Implementation of Public Policies for Equity and Growth

UNFCCC / UNFCCC - United Nations Framework Convention on Climate Change / United Nations Framework Convention on Climate Change

CNPE - National Council for Energy Policy

CONPES - National Council for Economic and Social Policy

COP - Conference of the Parties

DANE - National Administrative Department of Statistics (Colombia)

ECyT - Science and Technology Strategy

ENACE - National Action Strategy for Climate Empowerment

ENUMeC - National Strategy for the Use of Carbon Markets

FAE - Energy Access Fund

FARN - Foundation for Environment and Natural Resources

FIAP - Foundation for the Internationalization of Public Administrations

FODIS - Fund for the Development of Distributed Renewable Energy Generation

GIZ - Deutsche Gesellschaft für Internationale Zusammenarbeit (German Agency for International Cooperation)

IBT - Biennial Transparency Report

INE - National Institute of Statistics

INMUJERES - National Institute of Women (Mexico)

IPCC - Intergovernmental Panel on Climate Change (IPCC)

MESol - Brazilian Network of Women in Solar Energy

MINEM - Ministry of Energy and Mines

MINMUJER - Ministry of People's Power for Women and Gender Equality

MME - Ministry of Mines and Energy

NDC - Nationally Determined

SDG / SDG - Sustainable Development Goals / Sustainable Development Goals

ILO - International Labour Organization

UN - United Nations

PNAyMCC - National Plan for Climate Change Adaptation and Mitigation

PNCC - National Climate Change Policy

PNPM - National Women's Policy Plan

PNTE - National Energy Transition Policy

UNEP / UNEP - United Nations Environment Programme / United Nations Environment Programme

PPA - Multiannual Plan

PSDI - Sectoral Plan for Integral Development

PTJ - Fair Transition Program

SENPLADES - National Secretariat for Planning and Development

SERNAM - National Service for Women and Gender Equity (Chile)

SERNAP - National Service for Protected Areas

SIS - Sustainability Information System

SISNAM - National Environmental System

STEM - Science, Technology, Engineering and Mathematics

EU - European Union

Executive Summary

This study is part of the regional project on Fair Transition and Green Employability with a Gender Focus in Latin America and the Caribbean, Promoted by the Regional Working Group on Gender and Environment of the Forum of Ministers of the Environment of Latin America, under the EUROCLIMA LAC programme. Its objective is to identify opportunities, challenges and public policies that facilitate the insertion of women in strategic sectors of energy transition and green economy in 14 countries of the region.

The paper is based on a conceptual analysis that defines fair transition, green employment and gender approach as inseparable pillars for moving towards sustainable, inclusive and low-carbon economies. In Latin America and the Caribbean, structural inequalities, including gender gaps, informal employment and climate vulnerability, disproportionately affect women, especially indigenous women and those of African descent. Therefore, the study emphasizes the need to adopt intersectional policies that promote equity and recognize the key role of women in sustainability.

Through a review of each country, the study documents policy frameworks, plans, financing instruments and initiatives that incorporate, at varying degrees of progress, the gender dimension in energy and climate transition. It also identifies replicable good practices, common challenges (such as low female participation in STEM sectors) and recommendations to strengthen women's inclusion in green jobs. Taken as a whole, the report provides useful evidence to guide future public policies and ensure that changes in production models do not reproduce existing inequalities but contribute to their elimination.

Introduction

This document has been produced in conjunction with the Fair Transition Study, specifically Fair Transition and Green Employability for Women in 14 countries of Latin America and the Caribbean, Supported by the Regional Working Group on Gender and Environment of the Forum of Ministers of the Environment of Latin America under the EUROCLIMA LAC project.

This study provides an in-depth analysis of the gender, environmental and labour policies of the 14 countries of Latin America. In order to identify gender gaps and ways of closing them within the regional framework with the goal of integrating women into jobs generated through a just energy transition, we are faced with global challenges that have not yet been overcome: the challenge of linking vocational training to the needs of the business community, the challenge of overcoming gender-based mental barriers in society at a global level, the challenge of transiting in an efficient and fair way towards economies that are less consumerist and more responsible with the environment and society, among others.

In addition to these global challenges, there are several country-specific challenges. The social, economic and environmental structure of the countries analysed is very diverse, and so, their national policies for both the environment and gender mainstreaming. The progress of one country can serve as a model for others and it is with this approach that we have developed a framework to extract qualitative and quantitative information from each country and reflect best practices in this thematic line.

The countries of Latin America and the Caribbean recognize the importance of fostering an economic recovery that is both sustainable and inclusive. One key challenge they face today is the shaping of a green labour market, appropriate to present needs.

To move in this direction, it is essential to overcome gender stereotypes that limit women's participation in strategic sectors for ecological transition. In the region, for example, the energy sector is still dominated by men, with only 1 in 20 female workers. This gap originates in childhood, when gender roles begin to influence the educational and professional trajectories of girls and young people. Hence the importance of implementing initiatives that promote the empowerment of women in sectors related to sustainability and green economy. It is necessary to generate inclusive educational policies, of quality and that eliminate the stereotypes of today's society. Women's STEM education should be promoted from an early age and incentives for their recruitment or even go beyond and generate policies that promote gender-equitable environments.

Increased employment in these areas is not an automatic consequence of investment in green projects, but requires strategic planning that ensures gender equity. Without deliberate intervention, the growth of new opportunities could consolidate existing inequalities, leaving women out of emerging jobs.

The future of employment is not a static, but an evolving process. It is therefore essential to adopt policies that facilitate the inclusion of women in the labour market, not only as a matter of equity, but also as an engine for strengthening productivity and social responsibility in the region.

The transition to a low-carbon economy has significant potential for job creation. According to IDB and ILO estimates, if appropriate policies are implemented, Latin America could generate 22.5 million jobs by 2030 in sectors such as agriculture, forestry, renewable energy, construction and manufacturing. This would

represent an increase of 15 million jobs, equivalent to 4% of total employment in the region. Among the strategic sectors mentioned, a fair energy transition is expected to lead to an increase of 54% in employment in vegetable agriculture, 6% in forestry, 22% in renewable energies and 2% in construction[1]. The growth outlook for green job-creating sectors in Latin America and the Caribbean is promising in terms of gross volume of job creation, because by 2020 it was estimated that there were 64 million jobs directly related to the strategic sectors for the green transition mentioned above, accounting for 19% of the region's overall workforce[2]. In the same vein, it is estimated that 15 million green-based jobs could be created by 2030 as part of the process of a fair transition and a just energy transition without prejudice to the loss of 7,5 million jobs in sectors that are not environmentally responsible or sustainable[3].

According to LinkedIn estimates, in 2021 only 10% of the hires made through its platform corresponded to green jobs or in the process of transition towards sustainability. This picture also reflects marked gender inequality: for every 100 men who indicated they had green talent-related skills, only 62 women reported having them. In Latin America and the Caribbean, the gap is even greater, with only 58 women with these skills for every 100 men. Over the past few years, this difference has shown little progress, decreasing by only 2% between 2015 and 2021 (Bustelo, Martínez, Suaya y González, 2022).

In addition, the labour market in the region continues to show high levels of informality, affecting women to a greater extent. In 2021, 53.7% of female workers were employed in low productivity and high informality sectors, compared to 49.6% of men, which reveals a gap of 4.1 percentage points (Maurizio, 2021; ILO, 2019b). The transition to a net zero-emission economy is not only essential for combating climate change, but also represents a key opportunity to boost job creation in the region.

If current trends in occupational segregation continue, women may be left behind in accessing these opportunities. Currently, 72% of the female workforce in the region is in the trade and services sectors with a very low presence in activities such as electricity, gas, water, construction and transport, where men have a more balanced distribution across industries.

During this transition process, the growth in demand for environmental services provided to businesses, communities and public institutions can represent an opportunity for women. Areas such as environmental law, communication, community engagement and gender management training in climate projects can benefit from the skills and competencies that women already possess, Facilitating their integration into the green economy in a shorter time.

The transformation of the labour market towards more sustainable models will only be equitable if specific steps are taken to close gender gaps. This will not only ensure that women are actively involved in the ecological transition, but also strengthen the economic and social development of the region as a whole.

1. Saget, Catherine, Vogt-Schlib, Adrien y Luu, Trang (2020*). El empleo en un futuro de cero emisiones netas en América Latina y el Caribe*. Banco Interamericano de Desarrollo y Organización Internacional del Trabajo, Washington D.C. y Ginebra.
2. Saget, Catherine, Vogt-Schilb, Adrien y Luu, Trang (2020). P. 28.
3. Saget, Catherine, Vogt-Schilb, Adrien y Luu, Trang (2020. p. 13.

BLOCK 1

GLOBAL CONTEXT

1.1. Context and Rationale of the Study

In the case of Latin America and the Caribbean, the imperative of a fair transition and green employment has its own dimension with particularities strongly marked by the social, economic, ethnic, geographical and biological conditions of the continental shelf. It represents up to 15% of the land surface at global level and hosts several dozen sovereign states whose combined population represents 9% of the world's population[4]. At the same time, the region combines potential such as its enormous biodiversity in fauna and flora, its mineral wealth and the fertility and availability of soils for forestry, agriculture and livestock; in addition, Latin America is one of the most diverse socio-cultural regions in the world, with a large number of indigenous groups, Afro-descendants, mestizos, mulattos and creoles who have formed a rich cultural tapestry, musical, gastronomic and artistic in the current societies of Latin American countries.

However, the continent is currently in a historical crossroad. In the first place, we find inequality, which is expressed in a double aspect economic and socio-cultural: on the one hand, the inequality in the distribution of wealth is the most extreme at world level[5], there is a small population group that accumulates most of the income generated, which translates into high levels of poverty, especially among vulnerable groups such as indigenous and Afro-descendants[6]. Similarly, this economic inequality is itself reflected in gender inequality, with a number of social and cultural factors preventing the full integration of women into the Latin American world of work. This economic gender inequality is expressed through various channels, such as the prevalence of informal and unregulated employment among women, the almost exclusive reliance on women for childcare and elder care, or unequal access to education and leadership and responsibility positions in family businesses and enterprises.

Secondly, we have the climate threat, which affects Latin America and the Caribbean in a particularly severe way, making the region one of the most affected globally by the effects of climate change. Although in general terms the region is one of the least polluting emissions, by 2022 these are estimated at 8% of the total emitted on a global scale[7]. The impact of climate change has reached very high levels in all countries of Latin America and the Caribbean. The number of natural disasters has steadily increased to 67 major incidents in 2023 alone (cyclones, droughts, landslides, fires, floods, etc.[8]) and the aggravation of extreme weather phenomena such as mega-droughts caused by "el Niño" in the Central American Dry Corridor have caused a serious deterioration in the living conditions of the most disadvantaged social groups. Latin American women have been particularly affected by the negative impacts of the climate emergency, with a higher incidence of harmful effects on physical and mental health than men[9], an increase in gender-based violence and a lower likelihood of recovering jobs lost following natural disasters[10], as shown by studies carried out in areas such as Chile, in which it has been observed that women who are unemployed following events such as the 2010 tsunami or the COVID-19 pandemic have a much lower rate of reintegration into the labour market than men in the same context[11].

4. Maffei, Laura (2021). *Transición justa y empleo verde en el marco de la protección de la biodiversidad en América Latina y el Caribe*. Oficina Regional de la OIT para América Latina y el Caribe, Organización Internacional del Trabajo. p. 9.
5. Grupo Banco Mundial. *LAC Equity Lab: Desigualdad – Distribución de Ingresos.* https://www.bancomundial.org/es/topic/poverty/lac-equity-lab1/income-inequality/income-distribution
6. FERREIRA, Francisco y WALTON, Michael (2005). *La desigualdad en América Latina. ¿Rompiendo con la historia?* Banco Mundial y Alfaomega Colombiana, Bogotá.
7. Climate Watch (2024). Washington, DC: World Resources Institute. Disponible online en: https://www.climatewatchdata.org.
8. Organización Meteorológica Mundial (2024). *Estado del clima en América Latina y el Caribe 2023.* Publicaciones de la OMM.
9. Organización Mundial de la Salud (2016). *Género, cambio climático y salud.* Organización Mundial de la Salud, Ginebra.
10. Valenzuela Ponce de León, María Elena (2023). *Empleos verdes, una oportunidad para las mujeres en América Latina. Cambio climático, género y transición justa.* Organización Internacional del Trabajo y Comisión Europea, Dirección General de Asociaciones Internacionales, Bruselas.
11. PNUD – OIT (2022). *Mujeres y retorno laboral en Chile. Aprendizajes de la pandemia para cerrar la brecha en el empleo.* Programa de las Naciones Unidas para el Desarrollo y Organización Internacional del Trabajo, Santiago de Chile. pp. 14-16.

The dual threat posed by inequality and climate change to the economic and social well-being and independence of Latin American women highlights the need for a reformulation of the economic approach at the regional level, putting the just energy transition and green job creation on the scene. Taking the ILO as a reference, the fair transition aims to eradicate poverty through the creation of fair and inclusive employment for the whole population, while protecting the environment and optimizing the use of energy and natural resources[12]; In this sense, the Latin American context presents an extremely fertile ground for employment and wealth generation, given the pre-eminence of strategic sectors for green transition in regional economies such as: I) bioeconomy (agriculture, livestock, fisheries, forestry); II) construction; III) tourism; IV) energy and mining; V) mobility and transport; VI) waste and circular economy[13]. Women in Latin America, and at a more intersectional level, indigenous women and women of African descent, would benefit greatly from the job creation that would result from the process of energy transition and green job creation, because it is estimated that the change in the paradigm of production and work would lead to the creation of about 4 million jobs for women, especially in the more feminized sectors such as services and commerce, which concentrate 72% of the working women in the region[14].

However, there is a number of barriers and constraints that could act as an obstacle on women's entry into the green labour market. The forecast of green jobs developed by Saget, Vogt-Schlib and Luu for the IDB and the ILO in the strategic sectors already mentioned, envisages that at least half of the jobs generated will require an inter-mediate level of qualification[15]. This is a harsh condition for Latin American women workers since most of the female labour force does not have any academic or training qualifications, with 1 in 2 women workers working in informal sectors and/or without social coverage[16]. Within the educational barriers we find the gender gap in network connectivity and digital illiteracy, which affects women with particular intensity. Studies show that the share of access to internet services is lower for women (57% versus 63% for men); in addition, the increasing sophistication of digital media and software in the enterprise sphere has further displaced women due to lack of financial resources to acquire such technologies or receive training on how to manage them[17]. On the other hand, there are a number of cultural, social and family factors which in many cases hinder women's full integration into the labour market, especially in some of the strategic sectors of the just energy transition, such as construction, mining or transport. These cultural barriers stem from the patriarchal and sexist conception of social order and work, which consider women as unfit for certain jobs; for example, in STEM (Technology Sciences, Engineering and Mathematics) sectors, it is observed that women have a much lower presence than men in formal education and, as a result, in the labour market[18]. The opposite is true in sectors such as tourism, services or health and care where women are generally more represented than men; These are the most easily exploitable female job creation niches with transition to green employment and just energy transition.

At the national level, each country faces its own challenges and approaches the process of fair transition and green job creation from a particular starting point, defined by its economic, legislative, political, geographical and social situation. According to the ILO, the strategic sectors for a fair transition account for 34% of the labour force

12. Organización Internacional del Trabajo (2015). *Directrices de política para una transición justa hacia economías y sociedades ambientalmente sostenibles para todos*. Oficina Internacional del Trabajo, Suiza.
13. Comisión Europea (2022). Estudio sobre acceso de las mujeres al empleo verde en América Latina. Serie de Estudios Temáticos EUROCLIMA+, nº. 21. Programa EUROCLIMA, Dirección General de Asociaciones Internacionales. Comisión Europea. Bruselas, Bélgica. 134 pp.
14. Valenzuela Ponce de León, María Elena (2023). p. 27.
15. Saget, Catherine, Vogt-Schlib, Adrien y Luu, Trang (2020). p. 14.
16. Comisión Económica para América Latina y el Caribe (2021). *Estudio Económico de América Latina y el Caribe, 2021* (LC/PUB.2021/10-P/Rev.1), Santiago. p. 152.
17. I. Vaca Trigo y M. E. Valenzuela, "Digitalización de las mujeres en América Latina y el Caribe: acción urgente para una recuperación transformadora y con igualdad", Documentos de Proyectos (LC/TS.2022/79), Santiago, Comisión Económica para América Latina y el Caribe (CEPAL), 2022.
18. UNESCO (2019). *Informe de Seguimiento de la Educación en el Mundo 2019 – Informe sobre Género*: *Construyendo puentes para la igualdad de género*. Paris, UNESCO

in Uruguay, 30% in Argentina, 62% in Bolivia, 40% in Brazil and 55% in Peru[19]; a great disparity between the countries of the region can be seen, founded in part on the degree of dependence of their economies on sectors such as agriculture, livestock farming or construction, which are traditionally very little feminised at least in the formal work aspect. To exemplify this gender segregation of employment, examples can be found in Argentina, Brazil and Mexico, whose agricultural sectors included 26%, 19% and 5% women respectively, with the trend being even more pronounced in construction, where the presence of women did not exceed 3% in any of the cases; however, the data shows a reverse segregation by gender for the case of the public administration and social services sectors, where women were over-represented with 64, 68 and 60 % respectively[20].

As has been shown in this brief contextualization of the subject of study, the Latin American-Caribbean region is highly vulnerable to the impacts of climate change, with phenomena such as hurricanes, Droughts and floods that disproportionately affect the poorest and most marginalized communities. The 14 countries selected for this study face unique challenges in their transition to sustainable economies. These challenges are exacerbated by gender inequalities, which limit the ability of women and other marginalized groups to adapt and contribute fully to this process.

Mainstreaming gender in the transition to sustainable economies is not only a matter of equity, but also a pragmatic strategy to ensure the success of these initiatives. In the 14 LAC countries, where gender inequalities and environmental challenges are deeply intertwined, this approach is particularly relevant. Policies that promote gender equality, equitable access to resources and inclusive participation in decision-making will contribute not only to a fairer transition but also to a more effective and lasting one. Ultimately, sustainability cannot be achieved without the full participation and empowerment of all actors and groups that make up Latin American societies.

1.2. Conceptual framework of the Fair Transition, Just Energy Transition and Green Employability.

In order to determine the status of the subject of this study, which is very complex in terms of scope and social, cultural, legislative and geographical perspectives, The following are the key themes around which analyses of the situation of women in selected countries in Latin America will be structured.

Fair transition

The concept of a fair transition has its roots in the second half of the twentieth century, in the context of the change in the productive and resource-exploiting mentality of globalized capitalism and Soviet communism following the end of the Second World War, that they were beginning to show their shortcomings and deficiencies in respect for the dignity of the person and in the responsible treatment of natural resources and the environment itself as a generator of conditions, the means and materials that had made human development possible up to that point.

The first historical use of the term appeared in the USA in the 1990s, in the midst of a phase of reconversion of the industrial sectors related to the production of weapons and fossil fuels that led to the demobilization of large working masses. It was precisely from among the trade unions that supported the claims of people

19. Torres, Braulio (2021). Transición justa y empleo verde en América Latina y el Caribe: 10 años de trabajo de la OIT en la región. Organización Internacional del Trabajo, Oficina Regional de la OIT para América Latina y el Caribe. p. 11.
20. ILOStat (2018). *Distribución de empleo por género, países y sectores relacionados.* https://ilostat.ilo.org/es/data/americas/

working at that time in the oil sectors, Chemicals and Atomic Energy from which the first mentions of the need for a financial and educational support system for the conversion of unemployed workers to less hazardous and less polluting sectors emerged[21].

At the same time, environmental organizations and part of the scientific community began to denounce the accelerated deterioration in environmental conditions caused by pollution and the prevailing production and consumption model, alerting to the need to create an alternative model that would protect the environment in order to avoid the possible consequences of climate change, that would arrive on the short term in the form of water and soil pollution and worsening natural disasters and extreme weather events. From the need to combine this change in economic paradigm towards environmental sustainability with improved working, wage, training and living conditions for workers, the modern concept of fair transition and green employment was born, for a decade, it has been theoretically and materially conforming in the governmental and institutional bodies of both national and international organizations, forums, joint declarations and international mechanisms.

In the context of this study, fair transition refers to the process of changing the productive paradigm towards a new sustainable economic model that overcomes the internal contradictions of the previous one, from which fundamental concepts such as climate action, environmental protection and gender equality cannot be separated. The integration of minorities and groups discriminated against and the creation of green jobs and decent jobs that give workers optimal living conditions[22].

Green jobs

In direct relation to the concept of fair transition we find the term "green employment", which defines the effective implementation of the principles of environmental sustainability, decent and transversal work and gender equality in the world of work.

One of the first uses of the term with an intention to transform the prevailing production and labor model took place in 2008, within the framework of the UNEP environmental program of the United Nations, the International Labour Organization and the International Trade Union Confederation, through which these organizations launched the Green Jobs initiative[23]. Since then, the definition of green employment has evolved in line with advances in social and environmental sciences as well as programmes and initiatives developed by various international bodies.

There is a wide variety of definitions of green employment, formulated by academics and institutions as well as international agencies, which provide different nuances depending on the source and context in which it was done. However, two specific definitions issued respectively by the International Labour Organization and by the Director-General of Planning and Evaluation of SEMARNAT of the Government of the United Mexican States between 2013 and 2017, Mr. Javier Warman, will be highlighted here.

21. Olsen, Lene y La Hovary, Claire (2021). *User's manual to the ILO's Guidelines for a just transition towards environmentally sustainable economies and societies for all.* Organización Internacional de Trabajadores. P. *11*
22. Valenzuela, María Elena (2023). *Empleos verdes, una oportunidad para las mujeres en América Latina.* Organización Internacional del Trabajo y Comisión Europea, Dirección General de Asociaciones Internacionales Programa EUROCLIMA+. p. 13.
23. The International Labour Organization (ILO); The United Nations Environment Programme (UNEP); The International Organization of Employers (IOE); The International Trade Union Confederation (ITUC) (6 de mayo de 2009 – 30 de noviembre de 2014). *The Green Jobs Initiative*. International Labour Organization Partnering for Development, Projects and Partnerships.

- The ILO has defined green jobs from a technical perspective as: "(...) "green jobs" refers to a subgroup of employment in the environmental sector that meets the requirements of decent work (i.e., adequate wages, safety conditions, workers' rights, social dialogue and social protection)."[24]

- Similarly, the SEMARNAT Director of Planning and Evaluation defined the concept of green employment from an environmental perspective including: "(...) decent jobs that contribute to the preservation and restoration of the environment by incorporating one or more of the following aspects: increasing the efficiency of consumption of energy and raw materials; limiting greenhouse gas emissions; minimizing waste and pollution; protecting and restoring ecosystems; and contributing to adaptation to climate change".[25]

Furthermore, the necessary link between green employment and productivity cannot be ignored, since decent employment must generate wealth and growth that will improve working people's living conditions, reduce unemployment and create quality employment, to activate the economy and, at the same time, be in line with public policies and labour regulations of countries that are committed to this model[26]. Similarly, the gender perspective must be transversal to the idea of green employment, incorporating into the creation of decent jobs aspects as essential for women's empowerment and protection as the prevention and eradication of gender-based violence and sexual harassment in workplaces, the dimensioning of informal and domestic work and the introduction of good practices defined by international conventions[27], among others.

From the combination of both definitions, we can extract, as a summary, the following defining features of green employment: I) it is decent; II) it protects the environment; III) it is socially responsible; IV) it is safe; V) it is transversal and integrative. Our approach to defining green employment for this study will therefore be guided by these fundamental principles.

Gender approach

The change in economic and productive paradigms in which many societies are immersed at a global level would not have any meaning or full validity if it were not accompanied by a review of social and historical gender milestones in the world of work and social and interpersonal relations.

This rethinking and redefinition of the roles and status of women in society has been materially instrumentalized through the so-called gender approach, which, according to UN Women's definition, consists of: "(...) to observe, analyse and promote transformations regarding inequalities and inequities in the status, construc-tion of roles and position of men and women in society.[28]". It is here that the gender perspective links to one of the main pillars of its application in the elaboration of studies, public policies, legislation or international agreements: gender equality.

The creation of green jobs in the context of a fair transition is indivisible from the implementation of a gender perspective that pursues equality, as has been advocated by recent studies on the subject in the region

24. Organización Internacional del Trabajo (2013). *Directrices sobre una definición estadística de empleo en el sector del medio ambiente*. XIX Conferencia Internacional de Estadísticos del Trabajo (CIET), p. 4.
25. Warman, Javier, como se citó en Organización Internacional del Trabajo (2015). *El Programa Empleos Verdes de la OIT.* Folleto informativo, OIT Investigaciones y Publicaciones, Ginebra. p. 4.
26. Oficina Internacional del Trabajo (2016). *Empleos Verdes: Informe de Avance 2014-2015.* Organización Internacional del Trabajo, Ginebra. p. 11.
27. UN-Women (2021). *Concept Note.* Expert Group Meeting on 'Achieving gender equality and the empowerment of all women and girls in the context of climate change, environmental and disaster risk reduction policies and programmes'. Pp. 2,3.
28. ONU Mujeres (2019). *Orientaciones para Incorporar el Enfoque de Igualdad de Género en la Gestión de los Procesos de Evaluación de las Intervenciones Públicas.* ONU Mujeres América Latina y el Caribe. p. 3.

of Latin America and the Caribbean. The goal of creating decent, formal and well-paid employment should have as one of its priorities gender equality in income, leadership positions, strategic sector allocation and family responsibilities[29].

1.3. Importance of the gender approach in the transition to sustainable economies. Relevance of the study for the 14 countries of Latin America and the Caribbean (LAC).

The transition to sustainable economies is a global imperative in the context of climate crisis, environmental degradation and growing social inequality. However, this process cannot be effective if it is not approached from an intersectional perspective that considers gender dynamics. In Latin America and the Caribbean (LAC), a region characterised by its cultural diversity but also by its deep inequalities, the gender approach in sustainable transition is crucial to ensure that the benefits and burdens of this process are distributed equitably. This study explores the importance of integrating a gender approach into sustainability policies and strategies, with special attention to the 14 LAC countries.

The Gender Approach in Fair Transition

The gender approach in transition to sustainable economies involves recognizing and addressing the different ways in which men, women and people of diverse gender identities experience and contribute to economic, social and environmental processes. Women, in particular, are often more vulnerable to the impacts of climate change and environmental degradation due to traditional gender roles, unequal access to resources and limited participation in decision-making. However, they are also key actors in promoting sustainable practices, especially in areas such as agriculture, natural resource management and community care. The main areas in which the gender approach has a greater impact on fair transition are:

- Access to Resources and Opportunities: In many of the countries analysed, women have limited access to land, credit, education and technology, which limits their ability to participate in sustainable economic activities. Policies that promote equitable access to these resources can empower women to lead sustainability initiatives, such as agroecology or renewable energy.

- Participation in decision-making: The inclusion of women in decision-making spaces is critical to ensure that sustainability policies reflect the needs and perspectives of all people. In countries such as Costa Rica and Uruguay, where progressive gender policies have been implemented, there is a greater integration of sustainable approaches into national planning.

- Differentiated impacts of climate change: Women are often the main ones responsible for family care and management of water and food resources, making them more vulnerable to the impacts of climate change. Policies that address these dynamics can reduce the disproportionate burden on women and promote a fairer transition.

- Care economies: The transition to sustainable economies should include a reassessment of care economies, which are primarily at the expense of women. Recognizing and redistributing this unpaid work is essential to achieving real and equitable sustainability.

In the countries of Latin America and the Caribbean, where gender inequality persists in many dimensions, from access to education to participation in the labour market, integrating a gender approach into sustain-ability policies is not only a matter of social justice, but also a strategy to maximise the effectiveness of these

29. Comisión Europea (2022). *Estudio sobre acceso de las mujeres al empleo verde en América Latina*. pp. 22-23.

policies. The need for such policies has proved to be essential in the region, as a positive trend towards closing the gender gap in recovery has been observed following the economic stalemate caused by the COVID-19 pandemic, women continue to have higher levels of unemployment and lower rates of labour participation[30], which is particularly evident in socially and politically marginalized groups and social groups; for example, in countries such as Bolivia and Guatemala, where indigenous women play a central role in the management of natural resources, their exclusion from decision-making processes can undermine conservation and sustainability efforts.

Indigenous women in the face of fair transition and green employment

One of the social groups that have been most excluded from development policies and the dynamics of economic growth and social progress in Latin American countries is indigenous communities, mainly located in rural areas and with an economy based on subsistence farming and crafts. Although the indigenous communities have a variable weight in the population depending on the country chosen for study (from 62.2% of Bolivia to 15.1% of Mexico and 24% of Peru[31]), represent one of the main population groups that make up Latin American societies and, at the same time, one of the most affected by poverty, exclusion in access to education and public services and the impact of natural disasters. Within this ethnic and social context, women have played an even more marginal role and been relegated to second place, despite their heavy involvement in care work and informal, unpaid jobs related to crafts and the countryside. This unequal situation of indigenous women is reflected in data such as those from various poverty measurement studies, which in the case of Mexico reaches 73.1% of indigenous women living in rural areas[32], 34.7[33]% in Colombia and 35% in Peru[34], with higher peaks of extreme poverty in extended single-family households where women are almost entirely devoted to care.

The relationship between indigenous communities and the natural environment through the production of handicraft products, animal husbandry and the collection of agricultural and forestry products, is associated with an environmentally friendly exploitation based on traditions and ancestral knowledge[35]. Improving economic capabilities and management and finance training and education can help strengthen the resilience of indigenous women and their communities, facilitating the integration of indigenous women into the labour market generated by fair transition and green job creation, which would also provide the formality and training necessary to achieve greater personal and economic autonomy, and thereby alleviate poverty and improve their living conditions.

1.4. Relevance of this study for the 14 LAC countries

In the context of this general framework presented to understand what we mean by fair transition, green employment and gender perspective and having briefly glimpsed the socio-economic situation of Latin America and the Caribbean as a global region, it is necessary to establish the relevance of carrying out a study such as this in the specific area of the 14 selected countries, Taking into account the particularities of

30. Naciones Unidas y RCP LAC (2024). *Perfil Regional de Igualdad de Género para América Latina y el Caribe.* Plataforma de Colaboración Regional en América Latina y el Caribe. p. 66.
31. IDEHPUCP (2017). Situación de las mujeres indígenas en el Perú. Notas informativas, Instituto de Democracia y Derechos Humanos.
32. CONEVAL (2023). Medición de la pobreza 2022. Consejo Nacional de Evaluación de la Política de Desarrollo Social. Agosto de 2023.
33. DANE y UNFPA Colombia (2021). Día Internacional de las Mujeres Indígenas. Departamento Administrativo Nacional de Estadística, Fondo de Población de las Naciones Unidas.
34. Banco Mundial (2023). Resurgir fortalecidos: Evaluación de pobreza y equidad en el Perú. Oficina de Lima, Perú: Grupo Banco Mundial.
35. Delalande, Laure; Genís, Néstor y Criado, July (2023). Recuperación resiliente de comunidades indígenas rurales frente a la crisis. Alianza Latinoamérica Sostenible ALAS.

each and the basis on which future public policies and programmes for integrating women in green employment should be built.

Before making a specific assessment of the status of the issue in each of the countries analysed in the study, it is necessary to establish a general framework for the adherence of Latin America and the Caribbean to the treaties, international agreements, commitments and forums related to gender equality, fair transition and green employment, on whose concrete implementation in each of the states depend to a large extent the present and future policies, programmes and measures.

International forums, agreements, treaties and conferences

Chronologically, the oldest international forum in force in the region is the Regional Conference on Women of Latin America and the Caribbean, established in 1977 and reserved for member states of ECLAC (Economic Commission for Latin America and the Caribbean); the Regional Conference has had 16 editions to date, its main achievement being the formulation and adoption of the Regional Gender Agenda. Two years prior to the first AL-C Regional Conference in 1975 (International Women's Year), the First World Conference on Women took place in Mexico, and laid the foundation for the creation of institutions and funds that would play a key role in developing gender policies in the region.

At the same time, the General Assembly of the United Nations was engaged in the development of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which came into being in 1979. A few decades later, in 1995, the Fourth World Conference on marked a turning point in the recognition of gender equality at global level and the need to address critical areas of action through policy measures. The Beijing Conference resulted in the Beijing Platform for Action, which set out the scope, barriers and areas of commitment by states. The Beijing Conference has been regularly reviewed and updated, currently at the milestone of Beijing+25 (year 2020).

Similarly, the United Nations has sought to involve and engage the countries of Latin America and the Caribbean in the fight against climate change and fair transition through their participation in the various UN Conferences on Climate Change that have celebrating since 1995, the COP21, held in 2015 in Paris, which allowed to reach a global pact materialized in the so-called "Agreement of Paris".

From a regional point of view, spaces for exchange and connection have been created between the different countries that make up the Latin American tapestry to fight inequality, climate change, gender discrimination or poverty.

The Forum of Ministers and Ministresses of the Environment of Latin America and the Caribbean, held within the framework of the UNEP of the United Nations and which currently has about 40 editions, in which the public policy alignments and planning for climate change, fair transition and energy transition are discussed. In addition, various thematic forums such as the Ministerial Forum for Latin American and Caribbean Devel-opment coexist, the Joint Declaration of Bridgetown[36] on socio-economic development in the region in conjunction with the closure of the climate crisis and environmental risk; the Latin American and Caribbean Forum on Sustainable Development, 2024, promoted by the Economic Commission for Latin America and the Regional Forum of Women Ministers, held for the first time in 2025 under the institutional framework of the Community of Latin American and Caribbean States (CELAC).

36. Declaración de Bridgetown. XVI Foro Ministerial para el Desarrollo de América Latina y el Caribe. 5 de noviembre de 2024. www.undp.org/es/latin-america/

BLOCK 2

GENDER EQUALITY, EMPLOYMENT AND GREEN TRANSITION: POLICIES FOR INCLUSIVE DEVELOPMENT IN THE 14 COUNTRIES COVERED BY THE STUDY

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

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

COUNTRY

ARGENTINA

The energy transition in Argentina is framed within a comprehensive climate policy that seeks to reduce dependence on fossil fuels and promote sustainable development with a focus on social justice. This process is aligned with international commitments, such as the Paris Agreement (2015), the UN 2030 Agenda, and Nationally Determined Contributions (NDC, 2021), which set an emissions limit of 349 MtCO2e by 2030 and national regulations such as the 27.520 Law. In June, 2025, climatic management was divided between the Ministry of Economy and the Cabinet Head while the Ministry of Women, Gender and Diversity was dissolved and absorbed by the Children's, Adolescence and Family Secretariat within the ministry of human capital.

1. Public Policy Review

1.1. National policies for a just energy transition

* **First Biennial Transparency Report of Argentina (IBT1 -2024) and National Action Strategy for Climate Empowerment (ENACE 2023):**

promotes the progressive decarbonisation with carbon neutrality by 2050, increasing renewable energy, strengthening the green hydrogen sector, the electrification of public transport and the implementation of a joint transition for the protection of employment in the energy sector and the training and reintegra-tion of workers into new sustaina-ble industries.

* **2030 Energetic Transition Plan**: seeks to transform the country's energy matrix through a long-term vision based on four key dimensions: energy security, social equity, climate change mitigation and techno-industrial development.

* **Projections to 2050**. Argentina has outlined the "**Guidelines and Scenarios for the Energy Transition to 2050**", prioritizing the incorporation of Renewable Ener-gies and the generation of interna-tional alliances for the exchange of technologies and know-how in clean energy.

* **The National Climate Change Adaptation and Mitigation Plan (NAPyMCC, 2022 - 2030)** under **Law 27.520 (2019)** systematizes actions and defines instruments for the implementation of an energy and productive transition that includes a strengthening of institutional capacities, the creation of climate financing mechanisms and a plan for biodiversity conservation and ecosystems.

1.2. Instruments and Tools for the Implementation of the Energy Transition

Regulatory instruments

* **Law 27.520 (2019)**: establishes the minimum budgets for adaptation and mitigation, creates the National Cabinet on Climate Change (GNCC) and states that

the productive sectors must develop strategies to reduce greenhouse emissions.

* **Law 27.191 (2015)**: establishes a regulatory framework to promote energy generation from renewable sources, with the goal of achieving 20% of the national energy matrix by 2025. The expiration of the law in 2025 exposes that an update of the legal framework is required to continue promoting investments in this area.

* **Regulatory Decree 1030/2020** establishes mechanisms for interministerial coordination in the implementation of public policies related to climate change.

* **DNU 70/2023:** eliminates the incentives and tax benefits of the 27.424 Law, affecting v ital funds for the adoption of clean energy.

Financial Instruments

* **Green Climate Fund**: international financing projects supported by the IDB and the World Bank.

* **Programme RenovAr (2016 - 2023)**: has generated more than 6,000 MW of installed capacity in renewable energies, although since 2023 there have been no announcements of new investments. In this framework, by 2025, priority is being given to the exploitation of hydrocarbons (Vaca Muerta) and nuclear energy, reducing the incentives to renewables.

* **Subsidies for energetic efficiency**: support programmes for industries to reduce energy consumption through tax credits. Since December 2023, no new subsidy or tax incentive programmes for energy efficiency have been announced. Currently prioritizing the reduction of public spending and deregulation of the energy market.

Implementation Tools

* **Climate Action Plan 2023 -2030**: it was designed to establish specific measures aimed at reducing greenhouse gas emissions in Argentina, in line with the commitments made in the Paris Agreement.

* **National Strategy for the use of Carbon Markets-(ENUMeC, 2023)**: established a framework for developing carbon markets. Its objective was to reduce greenhouse gas emissions and promote sustainable development through emission offsetting mechanisms for industrial sectors.

* **Conversion Programme and Energy Efficiency:** promotes the acquisition of energy efficient technology, thanks to a soft credit line agreement with the Banco Nación on the purchase of selected products in Tienda BNA.

* **Agreement with the European Union for the Development of renewable hydrogen - (2024):** cooperation agreement in the development of renewable energies, with a

special focus on hydrogen, within the framework of the EUROCLIMA programme.

1.3. Inclusion of the gender dimension in public policies

The gender dimension in public policies in Argentina has made significant progress over the last decades, with the implementation of laws and institutions aimed at promoting equality that are currently being reviewed.

2. Analysis of opportunities and potential

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

The derogated Ministry of Environment and Sustainable Development produced the document: **"The gender and diversity perspective in Argentina's climate policy: Energy sector"** (2023) with the objective of analyzing the relationship between gender and climate change in the energy sector. It proposed methodological tools for mainstreaming gender into climate policies, highlighting the importance of recognizing gender-differentiated contributions and needs in climate change adaptation and mitigation measures. The FARN published **"Recommendations for a fair energy transition in Argentina: an integral view"** (June 2024): addressing the need for an energy transition that considers social, economic and environmental aspects. It highlighted the low participation of women in the energy sector and proposes recommendations to promote their inclusion, especially in non-conventional renewable energies such as wind and solar.

2.2. Recommendations to improve gender inclusion in public policies

Include specific gender objectives in energy transition policies, with quantifiable targets and improve the monitoring and evaluation mechanisms of gender equi-ty in energy policies.

Strengthen incentives for the employment of women and diversity in the energy sector.

Expand training in clean technologies for displaced fossil fuel industry workers, as well as the implementation of training programmes for women in STEM and renewable energy-oriented technical and scientific careers.

Facilitate access to finance for women-led energy ventures.

Promotion of women's leadership in the energy sector, creation of mentoring programmes and access to management positions and leadership in decision-making on energy and climate change.

Incorporate a gender perspective in energy investment planning, ensuring that benefits reach all populations equitably.

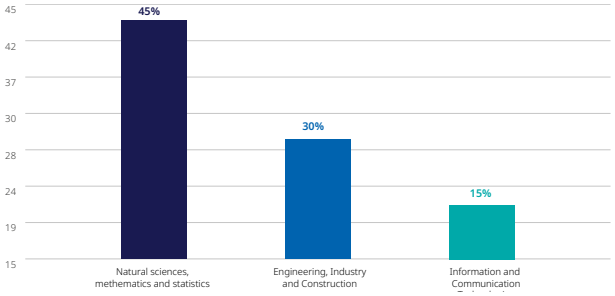
Practices to highlight

Triangular cooperation: Argentina-Mexico-Germany: partnership between Argentina, CONUEE of Mexico and GIZ of Germany to adapt Mexican methodologies on energy efficiency learning networks. Led to the launch of the first Energy Management Systems Learning Network in Argentina.

3. Statistical data

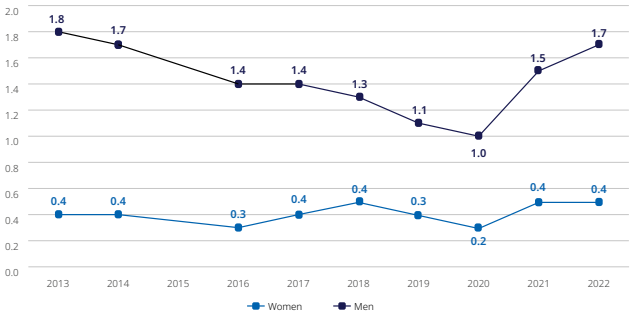
Although more than half of the economically active population in Argentina are women (52.0% in 2015 to 54.1% in 2024), their income is usually lower than that of men. In 2023, women's average income was 2.2 times the poverty line, while men's average income reached a 2.9. In 2022, 11% of households with a female head were in poverty, while for households headed by a man the percentage was 7%. In terms of technical preparation, and consistent with the previous analysis, women finish a STEM career to a lesser degree, as seen in this graph:

Percentage of women graduates by selected STEM careers

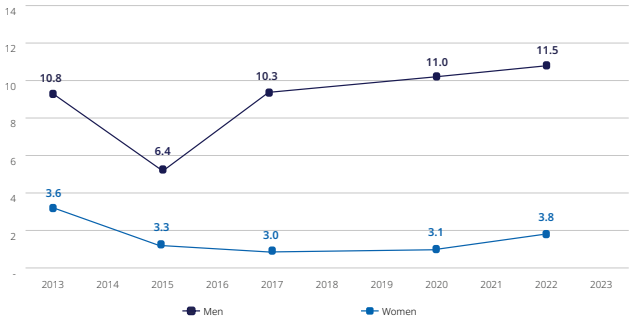


The percentage of 30% in the "Engineering, Industry and Construction" course is a concern which, within the framework of the just energy transition, is considered to be of utmost importance. Consistent with the above graph, it is shown below, showing the population employed in energy, gas and water on the one hand, and transport on the other; in percentages:

Population employed in energy, gas and water



Population employed in transport



Indeed, male employment in these areas of the energy transition is considerably higher than that of women.

For more information click **here**

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

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

COUNTRY
BOLIVIA

1. Public Policy Review

In Bolivia, the energy transition is being carried out through a comprehensive approach that combines energy sovereignty, the promotion of renewable energies and import-substitution industrialization. The country has reaffirmed its commitment through its Economic and Social Development Plan 2021-2025, entitled *Rebuilding the Economy to Live Well, Towards Industrialization with Import Substitution.* This plan, which represents the medium-term strategy of the Plurinational State of Bolivia, contributes significantly to the construction of a cleaner energy matrix, together with the Nationally Determined Contribution (NDC) and the Sectoral Plan for Integral Development (PSDI) for Living Well in the Energetic Sector 2021-2025.

1.1. National policies for a just and energy transition

* The **Economic and Social Development Plan (PDES) 2021-2025** and the **Patriotic Agenda 2025** promote the use of renewable sources such as solar, wind and hydro energy, with the aim of achieving universal energy coverage and reducing emissions.

* **The Plurinational Climate Change Policy**, updated in 2023 by Ministerial Resolution No-369/2023, has as its main objective to promote the management of the climate crisis at all levels of the State. This policy is aligned with the updated Nationally Determined Contribution (NDC) for the 2021-2030 period and incorporates principles of climate justice, intergenerational equity and a gender approach.

* **Alternative Energy Policy** (2011), updated by the Ministry of Hydrocarbons and Energies). The Alternative Energy Policy for the Electricity Sector was approved in 2011 and establishes the main guidelines for the development and use of renewable energy sources in the country. This policy seeks to diversify the energy matrix, contribute to energy security and promote universal access to electricity service.

1.2. Planning instruments and tools to promote the integration of women into green jobs

The following instruments articulate mitigation and adaptation policies incorporating a gender approach in Bolivia, although they do so in an incipient manner. The current policy framework recognizes the need for participatory and inclusive governance, although monitoring and reporting mechanisms disaggregated by sex are still limited.

* **Integrated Sectorial Plan for Living Well** (PSDI) Energy 2021-2025) is a management instrument that seeks to harmonize the vision and action of the Plurinational State in the field of energy. This plan articulates the planning of hydrocarbons, electricity, alternative energies, renewables, nuclear energy, hydrogen and evaporics. Its purpose is to contribute to the diversification of the energy matrix, ensure energy security and sovereignty, and promote universal access to electricity service, in line with the principles of "Living Well".

* **National Green Hydrogen strategy (2024)** establishes a roadmap to diversify

the energy matrix, promote decarbonization, stimulate industrial development and enhance energy export. This strategy, projected to 2050, anticipates the generation of thousands of jobs linked to green hydrogen, opening up new job opportunities, especially for women. Includes a methodology for estimating employment potential by gender.

1.3. Inclusion of the gender dimension in public policies

* **National Plan for Opportunity Equality** (2008), approved by Supreme Decree No. 29850, is the instrument to structure public actions towards gender equity. Within its economic, productive and labour fields, it promotes women's access to decent work, productive property, technology and training.

* **Law 348** ("Comprehensive Law to Guarantee Women a Life Free of Violence"), and the aforementioned Equal Opportunities Plan: although they are not energy policies, they provide the basis for ensuring the par-ticipation of women in all se-ctors, including training, Decent employment and access to resources.

* Update of the PNCC: In 2022, gender guidelines were developed that qualify in climate change policy, in a participatory process with people linked to agricultural systems, food security and water security, as well as with local leaders and national policy managers/s. In July of 2022, the meeting was held «**Building roads for life. Women and Climate Change**» with the participation of more than 200 women representatives from producer organizations in the country, with the objective of raising information and proposals for the design of gender guidelines in the Plurinational Climate Change Policy.

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

Bolivia has an energy transition policy and programming framework that can be used to promote a fair transition, including women in green jobs. Institutionalizing the gender approach in energy planning is key. It is recommended to incorporate gender indicators in all energy and climate programmes, allowing the impact of transition on labour equity to be measured, Establish quotas for inclusion in technical training and recruitment programmes in emerging renewable energy sectors. It is also recommended that the links between the Equal Opportunities Plan and the different energy plans be made

explicit and strengthened, ensuring cross-sectoral coherence. On the other hand, it will also be important to secure funding for women-led projects in green economy through climate funds and rural development programmes.

Practices to highlight

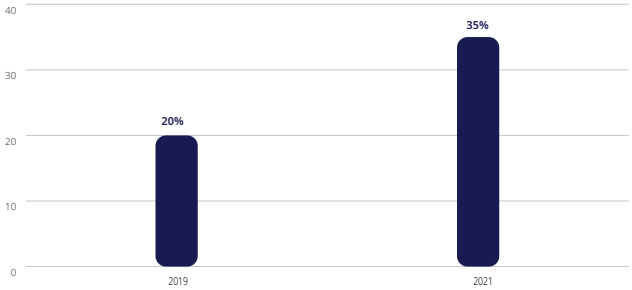
The Andes Resilient to Climate Change Regional Project (Phase 2) seeks to strengthen the resilience and adaptability of rural Andean populations in situations of poverty and vulnerability, improving their food and water security. To this end, it articulates actions with public and private actors with competences in rural development in the Andean regions of Bolivia, Ecuador and Peru. As a facilitator, the project impacts policies, strengthens interventions, innovates processes, transforms practices and improves services. The project incorporates a gender perspective in climate adaptation and family farming, promoting female leadership.

Emprende Verde Project Bolivia aims to support green entrepreneurship in sectors related to the circular economy and the fight against climate change, create decent jobs and improve working conditions in the circular economy and climate change. Although its main focus is on youth, it promotes productive and commercial innovation by encouraging the participation of young women in sustainable economic activities.

3. Statistical data

In the case of Bolivia, women have managed to gain an increasing representation in STEM careers; however, their presence is still under-represented compared to men, with women standing at 35% of all graduates by 2021.

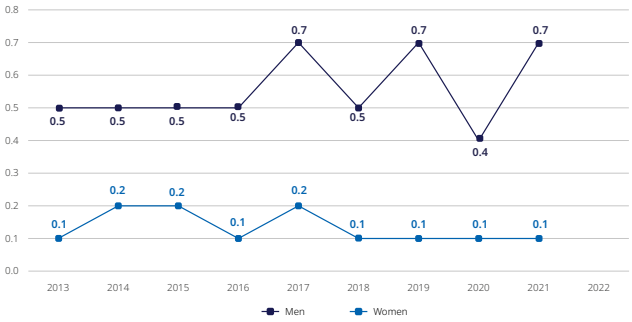
Participation in STEM careers



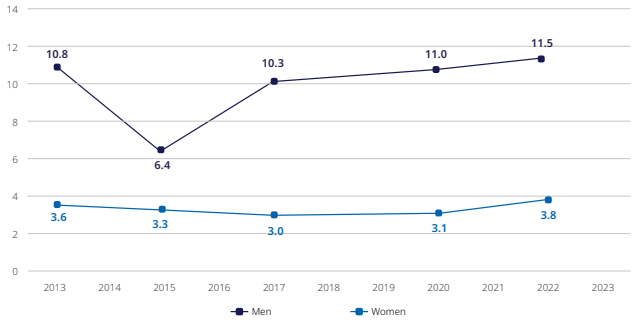
In the workplace, women are strongly concentrated in low-productivity sectors and domestic work, while their representation in strategic sectors such as energy and technology remains marginal.

In line with this trend, the following graph shows that women are very poorly integrated into the working environment of the energy and transport sectors.

Population employed in energy, gas and water



Population employed in transport



As a result, female heads of household face higher rates of poverty and extreme poverty. This vulnerability is associated with cumulative inequalities in education, employment and income, reinforced by social norms that perpetuate the unequal distribution of care responsibilities.

For more information click **here**

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

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

COUNTRY

BRAZIL

Brazil advances in its energy transition, reaffirming in 2024 its climate commitment to the Second NDC. It has the cleanest electricity grid in the G20, with strong growth in wind and solar energy. The PPA 2024-2027 incorporates a Women's Transversal Agenda, and the Ecological Transformation Plan promotes the creation of green jobs with an equity approach. However, women represent only 22% of the energy workforce, with less presence in leadership. Initiatives like MESol seek to address this gap through training and visibility for women in solar energy.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Energetic Transition Policy (PNTE):** established in 2024, it directs the transfo-rmation of the energy matrix towards low-carbon sources. It has an explicit focus on a just and inclusive transition, with principles of equity, social par-ticipation, gender and combating poverty.

* **National Energy Plan 2050:** approved in 2024 by the CNPE, is a long-term strategy that guides the transition to a cleaner, more secure and sustainable energy matrix. It sets targets for expanding renewable energy, improving efficiency and reducing emissions.

* **Low Carbon Hydrogen Law**: approved in 2024, establishes a comprehensive regulatory framework for the development and use of hydrogen as clean energy, with measures to extend its benefits to vulnerable communities.

* **National Climate Change Adaptation Plan**: formalized in 2016, establishes strategies to reduce climate risks and increase resilience by integrating adaptation measures with a focus on vulnerable groups, including indigenous populations, such as quilombolas, on the basis of gender and ethnicity.

1.2. Planning tools and instruments

* **Second Nationally Determined Contribution (NDC):** it is aimed at achieving climate neutrality by 2050, supported by the Climate Plan, with sectoral mitigation and adaptation plans. Its implementation drives a sustainable model that combines economic prosperity, climate justice, employment and technological innovation.

* **Brazil's Ecologic Transformation Plan**: strategy launched in 2024 to drive a green, inclusive and low-carbon economy. Prioritizes renewable energy, energy efficiency and industrial decarbonization, with goals to reduce inequalities of gender, race and region through green jobs and equitable distribution of wealth.

* **Energetic Expasion Plan 2034:** is a key tool of the Government of Brazil to plan the growth of the energy sector. Highlights the importance of a fair and inclusive transition, with attention to energy poverty and territorial and social equity.

* **Climatic and Ecologic Transformation Investment Platform (BIP):** this government initiative, launched in 2024, brings together projects oriented towards development and climate transition, creating an investment ecosystem to accelerate economic decarbonization and foster green reindustrialization.

- **Green Growth National Programme**: launched in 2021, this program offers funding and subsidies for sustainable projects, prioritizing the generation of green jobs in areas such as forest conservation, sanitation, regenerative agriculture and clean energy.

- **Plurianual Plan (PPA) 2024 –2027:** defines goals, guidelines and programs to promote sustainable and inclusive development in Brazil. Aims to reduce structural inequalities through intersectional policies and gender-sensitive targets.

- **National Pact for Women in Energy and Mining**: signed in 2024 by the Ministry of Mines and Energy (MME) and the Ministry of Women of Brazil. This agreement aims to promote gender equity in the energy and mineral sectors, fo-cusing on increasing women's par-ticipation in leadership and man-agement as well as technical and managerial training of women.

1.3. Inclusion of the gender dimension in public policies

Brazil's Multiannual Plan (PPA) 2024-2027 for the first time explicitly incorporates a Women's Transversal Agenda, promoting a just energy transition with female participation in key sectors. The **PNPM**, launched in 2004, is the main state strategy for gender equity, reinforced by **The National Conferences on Public Policies for Women in Brazil**. In addition, the **The National Plan for Equal Pay and Work for Women and Men 2024-2027**, launched in September 2024, directly addresses gender inequalities in employment.

2. Analysis of opportunities and potential

2.1. Identification of policies that favor the integration of women in green jobs

The inclusion of women in green jobs remains limited, especially in leadership positions in renewable energy and energy efficiency. Public policies have begun to address these inequalities, promoting more equitable conditions for women's participation in the sector.

- **National Green Growth Program (2021).**
- **Multiannual Plan (PPA) 2024-2027.**
- **Brazil's Ecological Transformation Plan.**

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

Brazil has integrated gender principles into its energy transition and promotion of green jobs, but to consolidate these advances specific gender indicators and resources are needed for programmes targeting women. One key action is to encourage their participation in decision-making:

It is recommended that women's leadership spaces be created in public and private institutions of the energy sector to boost their role in the formulation of energy and climate policies.

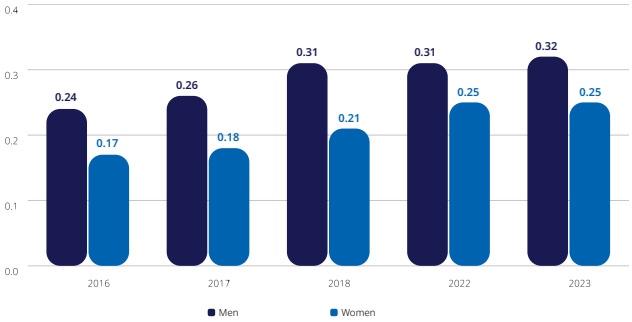
Practices to highlight

BloombergNEF Brazil Transition Factbook 2025 emphasises the crucial role of Brazil in the global energy transition, highlighting both its advances and remaining challenges, serving as a key tool to guide public policies that support both decarbonization and social inclusion, particularly of women in the energy sector.

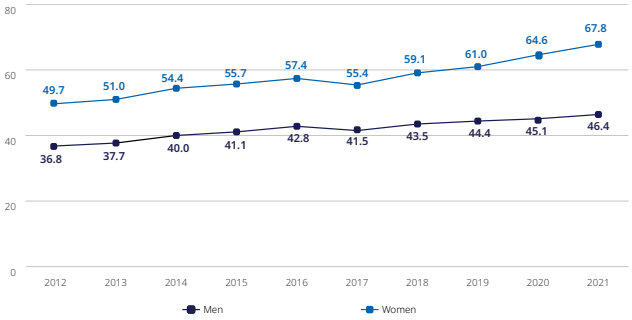
3. Statistical data

In Brazil, women have shown a strong educational advance: in 2021 they reached an enrollment of 67.8%, surpassing men by more than 20 points (46.4%). In 2022, they recorded an average of 12 years of schooling compared to 10.8 years for men, reflecting greater educational equity. In 2017, women accounted for 36.6% of STEM careers in Brazil, but gaps persisted: only 15% in ICT and 33% in Engineering and Manufacturing in 2018. Despite educational advances, the participation of women in the Brazilian labor market remains lower. By 2025, it is estimated that 41.6% of women will be economically active compared to 58.4% of men.

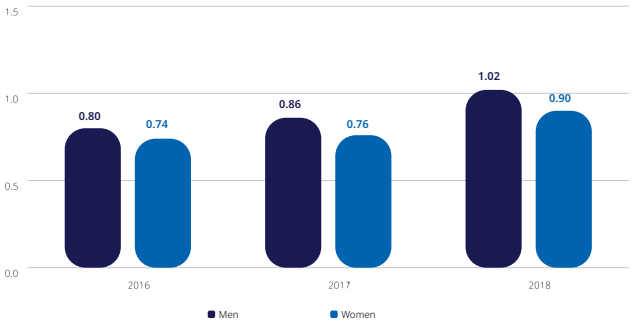
Percentage of PhD, population 25+



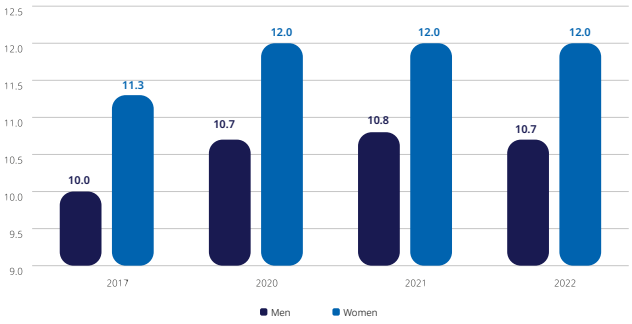
Gross tertiary enrolment rate, percentage



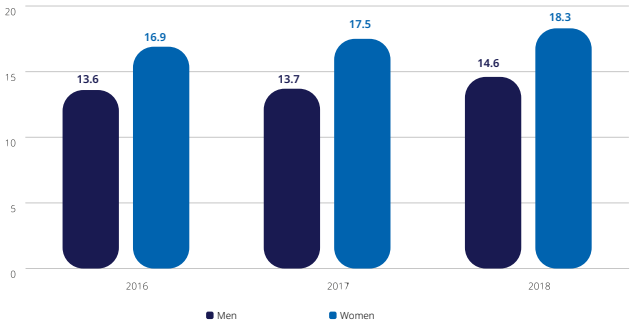
Percentage of master, population 25+



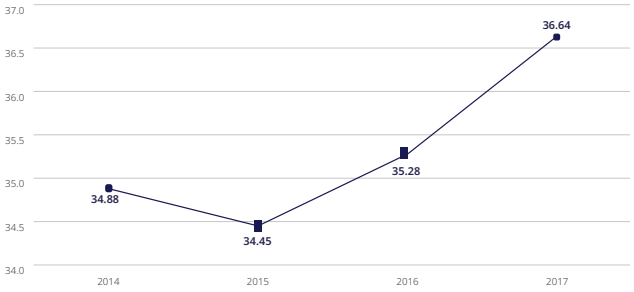
Years of education



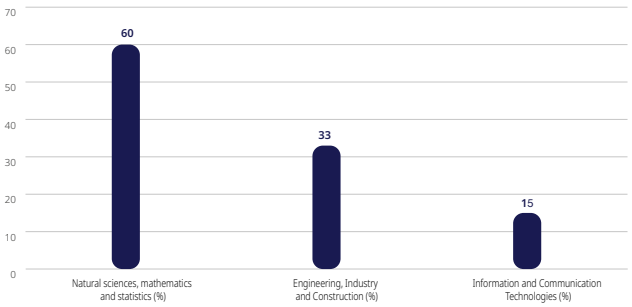
Percentage of bachelor, population 25+



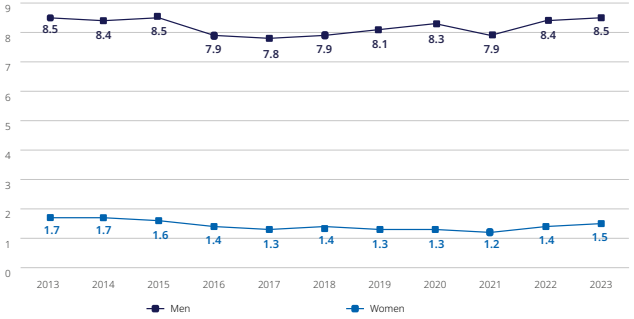
Percentage of STEM graduates



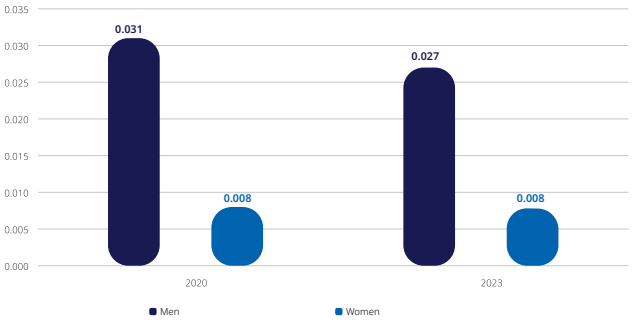
Percentage of women graduates by selected STEM careers



Percentage of population employed in transport



Population employed in energy, gas and water, percentage



Female employment in strategic sectors remains low. In 2023, only 1.5% of employment in energy and 8.5% in transport was accounted for by women, showing a marked sectoral inequality. Although women outnumber men in schooling and higher education, this does not translate proportionately into employment or income.

For more information click **here**

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

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

COUNTRY
CHILE

In the last two decades, a fair and sustainable energy transition in Chile has been encouraged to face climate change, to reduce inequalities and promote gender inclusion. Historically, the senior positions in this sector have been monopolized by men, however, women currently make up 21.3% of the workforce in the country's energy industry, an increase from the 16.1% recorded in 2022.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **Roadmap 2050**: the Roadmap 2050, published in 2015, laid the foundations for sustainability in the energy sector in Chile, promoting low carbon development and greater citizen participation. Although it did not include specific measures to reduce gender gaps, it did mention the need to ensure equitable access to energy and symmetrical participation.

* **Energy Agenda 2022-2026**: published in 2022, it incorporated fair transition as a central axis, highlighting the **decarbonization** of the country, the inclusion of **indigenous peoples** in the design of energy policies and the **creation of green jobs** with a **gender approach**.

* **National Energetic Transition Policy:** update of the **National Energy Policy 2050** included for the first time a **fair transition and gender equity approach**, as well as **equality in managerial positions** and **pay equity by 2040**, as well as the inclusion of women in renewable energy projects. **Monitoring tools were also developed** to assess equity in access to sustainable jobs and ensure a fair transition for vulnerable communities.

* **National Policy on Gender Equality in Science, Technology, Knowledge and Innovation**: dedicated to the promotion of the inclusion of women in **STEM** higher education, it has achieved remarkable success in increasing the **presence of women in STEM areas**, as well as scholarships and awards.

1.2. Planning instruments and tools to promote the integration of women into green jobs

* **4th National Plan for Equality between women and men 2018-2030**: generated after the COVID-19 pandemic, it incorporates a women's economic rights approach by linking specific targets and an indicator-to-time relationship.

* **Local Action Plans for a Fair Energy Transition**: it generates sustainable employment opportunities in municipalities affected by the closure of coal-fueled power plants.

* **Tocopilla Fair Socio-economic Transition Plan**: energy conversion plan in line with the update of the NDC in 2020.

* **Energetic Information System:** database that allows monitoring of gender equity in the energy sector by providing data disaggregated by gender.

* **Permanent Council for Energy Policy**: space for monitoring and supervising progress in gender equity and fair transition.

* **SMART Gender Indicators**: measure the effectiveness of inclusion policies.

* **Programme "Energy+Woman":** promotes the training and participation of women in green jobs, promotes equity in the energy

sector. By 2024, it has integrated 72 media platforms.

- **Gender and Human Rights Office of the Ministry of Energy (2022):** supported by UN Women, it promotes policies for the energy sector with a gen-der perspective.

- **National Electric Mobility Strategy** (2021): includes programs for the training of women in maintenance and oper-ation of electric vehicles.

- **National Green Hydrogen Strategy** (2023): promotes the inclusion of women and en-sures quotas for female participa-tion in emerging technologies.

- **Renewable Energy Training Programme for Women (2024).**

- **Energy Access Fund** (FAE): funds projects led by women in vulnerable communities.

- **Gender Management Improvement Programme (GMP)**: a monetary incentive instrument applied in the public services of Chile according to the degree of achieve-ment of management objectives.

1.3. Inclusion of the gender dimension in public policies

The gender approach has passed from being a tangential mention in 2015 to becoming a fundamental pillar of Chile's energy policy by 2022. Key strategies include:

- Quotas of female participation in renewable industries.
- Gender-sensitive training and retraining programmes.
- Strategies to reduce the wage gap in the energy sector.
- Equitable participation in decision-making.

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

The energy transition in Chile shows significant progress in incorporating the gender approach as well as in the investment made to promote Fair Transition and green employability. However, strengthening of the available monitoring mechanisms as well as the generation of new incentives to ensure the equitable participation of women in the sector will be required such as:

- Operational Rules for projects with a gender perspective.
- Expand technical and STEM training programmes for women.
- Strengthen gender equity monitoring mechanisms.
- Incorporate quotas and incentives in new industries such as hydrogen.
- Identify green projects to generate jobs in marginalized areas.
- Promote training, counselling and support of female entrepreneurs.
- Promote regional women-led green proyects.

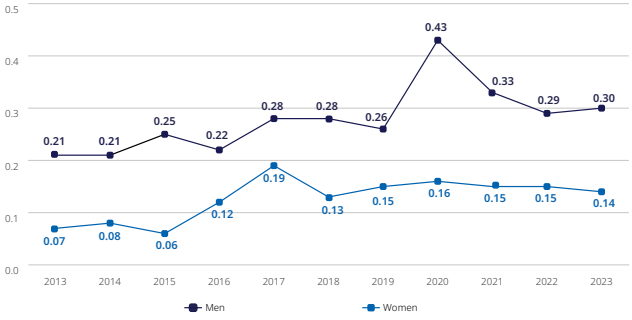
Practices to highlight

- Sustainable Education-Kindergarten Program to reduce unconscious bias from childhood and promote knowledge in energy and STEM program in secular education to foster interest in science in technology in girls and young people.
- Programa Energía +Mujer (2019); a public-private programme that seeks to increase women's participation in the Chilean energy sector, promoting leadership, technical roles and economic equality.
- The "Human Capital" Education Programme, which includes quotas for female participation in highly masculinized educational sectors.
- Gender and Human Rights Office of the Ministry of Energy (2022): mainstreams a gender and human rights approach in policy-making in the energy sector and develops mechanisms for monitoring gender gaps in energy.
- Gender and Human Rights Office of the Ministry of the Environment supported by UN Women (announcement in 2022): it seeks to incorporate the gender perspective into environmental policies in Chile, supporting a feminist agenda.

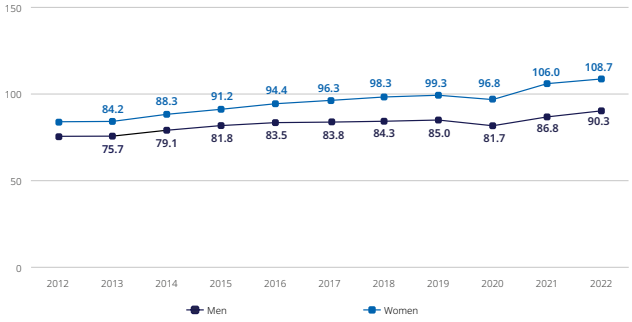
3. Statistical data

Chilean women have outperformed men in obtaining bachelor's degrees since 2013 and this gap has been consolidated over time. They also have advantages in master's degrees, especially as of 2017 when their completion rates consistently exceed those of men. In doctoral (PhD), although the difference is smaller, women also achieve comparable or higher levels.

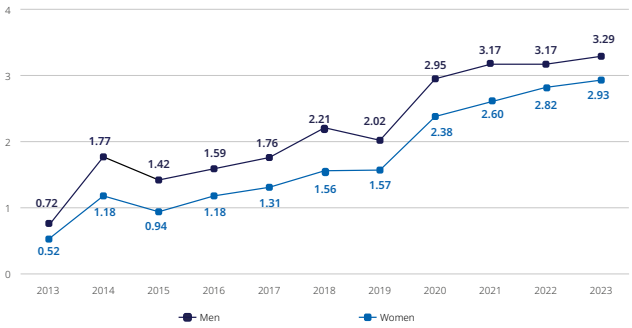
Percentage of PhD, population 25+



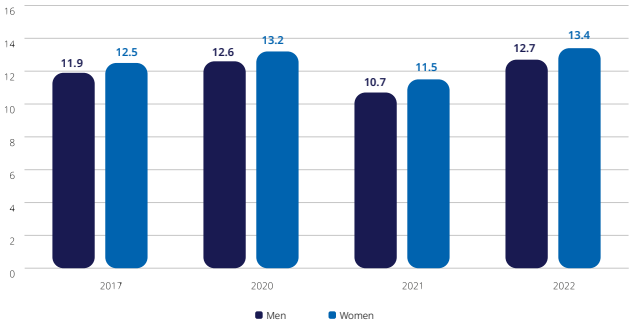
Gross tertiary enrolment rate, percentage



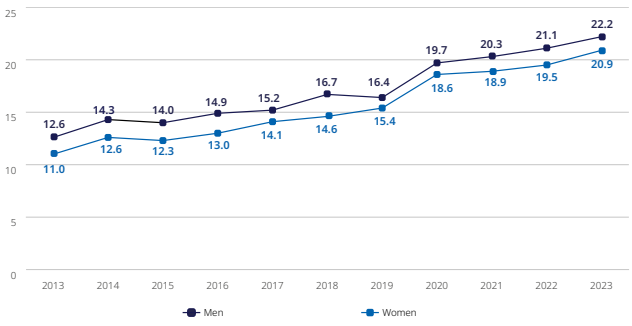
Percentage of master, population 25+



Years of education

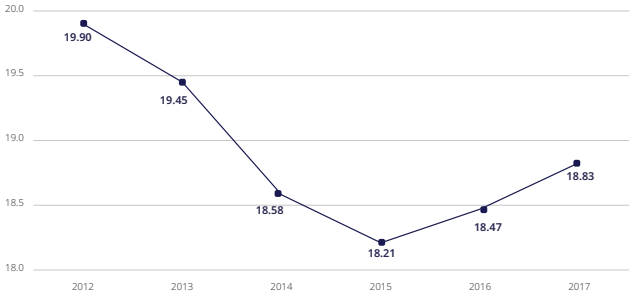


Percentage of bachelor, population 25+

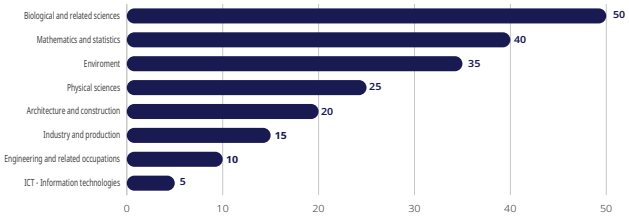


Despite educational advances, female participation in the Chilean labor market remains lower than male. By 2025, the projected participation rate for women is 46.6% compared with 53.4% for men, thus reflecting persistent barriers such as the unequal distribution of domestic work and gender stereotypes.

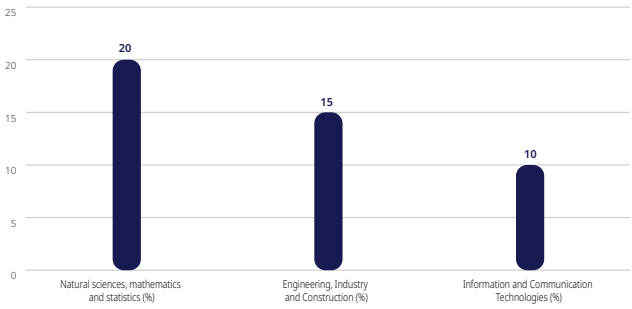
Percentage of STEM graduates



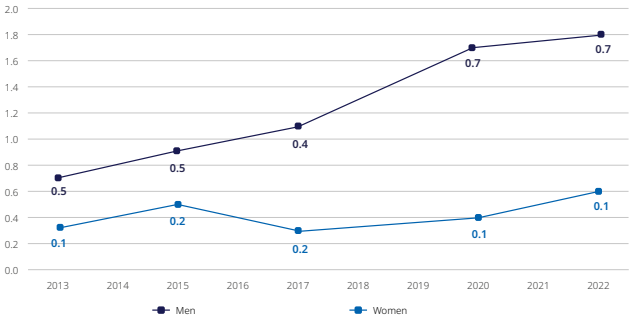
Female participation in STEM



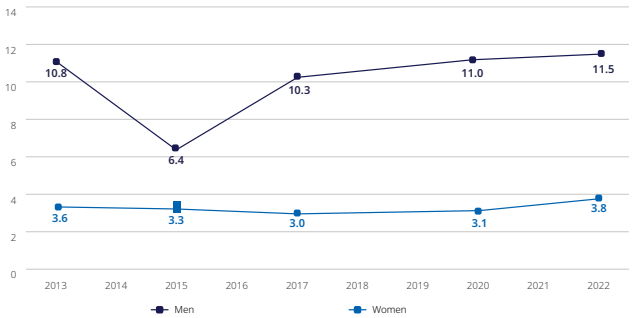
Percentage of women graduates by selected STEM careers



Percentage of population employed in transport



Population employed in energy, gas and water, percentage



Female participation in STEM careers is low, especially in technological disciplines. In 2022, women accounted for just 10% of engineering and related occupations, and 5% of information technology. Between 2012 and 2017, the percentage of women graduates in STEM disciplines ranged from 18% to 20%, with a slight downward trend. Besides, women's presence in sectors such as energy and transport is marginal. In 2022, only 0.6% of the staff employed in the energy sector were women. In the transport sector, it reached a 3.8%, which shows an almost total exclusion from these sectors, both for cultural and institutional reasons.

For more information click **here**

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

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

COUNTRY
COLOMBIA

Colombia promotes a just energy transition based on equity, sustainability and social participation. This process seeks to ensure labour rights, inclusion, environmental and energy justice, and a more equitable distribution of benefits. It also promotes democratic energy management and the binding participation of affected communities, with investment in knowledge to generate employment and economic alternatives.

1. Public Policy Review

1.1. National policies for a just energy transition

* **National Development Plan 2022-2026 (PND 2023)**: which declares Colombia as a "World Power of Life", and prioritizes the decarbonization of the economy by expanding renewable energy sources and reducing dependence on fossil fuels.

* **National Climate Change Policy (PNCC)**: serves to promote an integrated management of climate change that promotes sustainable development. It integrates GHG mitigation, adaptation and institutional strengthening actions. Colombia is committed to reducing its GHG emissions by 51% by 2030 and achieving carbon neutrality by 2050.

* **Green Growth Policy** (**CONPES 3834, 2018**): this policy is articulated in 5 pillars: sustainable economic diversification, efficient use of natural resources, strengthening human capital, promotion of science and innovation, and inter-institutional coordination for its implementation.

1.2. Energy Transition Implementation Tools and Instruments

* **National Level Determined Contribution Actualization (NDC) (MinAmbi-ente, 2020)**: it sets a goal to reduce GHG emissions by 51% by 2030 and commits the country to the principles of fair transition, gender equality, Human rights and inclusion of vulnerable communities.

* **Colombia's Climate Change and Gender Action Plan (PAGCC-CO)**: recognizes the link between gender and climate change, and promotes the inclusion of women from all social groups in mitigation and adaptation measures.

* **Base Diagnosis for the Fair Energetic Transition (Ministerio de Minas y Energía, 2024)**: provides an in-depth analysis on renewable technologies (solar, wind, biomass, geothermal), the challenges of the electricity sector and the social impacts of the extractivist model.

* **National Green Business Plan 2022-2030 (MinAmbiente, 2022)**: seeks to strengthen productive sectors with positive environmental impact by promoting sustainable value chains such as biotrade, ecotourism, circular economy and ecosystem services.

* **The Comprehensive Climate Change Management Plans (PIGCCS** and **PIGCCT**) at **sectorial** or **territorial** level, allow an inter-institutional articulation in the implementation of policies for adaptation to and mitigation of climate change.

* **Law 2169 de 2021 or Climate Action Law** establishes mechanisms for the transition of the labor force to sustainable activities and explicitly recognizes the role of green employment in improving quality of life and social inclusion.

1.3. Inclusion of the gender dimension in public policies

* **Women's Gender Equality Public Policy (CONPES 4080 de 2022; DNP, 2022)**: is an

instrument (2022-2030) that seeks to close structural gaps and mainstream the gender approach in public policies, including employment, education, environment and economy.

- **Gender Workforce Inclusion Policy**: aims to promote gender equality in companies as an axis of competitiveness, reduce gaps through unbiased labor policies and redistribute social roles, promoting the inclusion of women in male-dominated sectors.

- **1496 Law of 2011** guarantees equal pay and remuneration between women and men, establishing mechanisms to eradicate any form of discrimination in the workplace.

- Creation in 2023 of the **Equity and Equality Ministry**: the main objective of the ministry is to address social and economic inequalities affecting women, communities of African descent, indigenous people, LGBTIQ+ population and other vulnerable groups.

- A feminist foreign policy through which Colombia intends to incorporate the gender perspective into its bilateral, multilateral and international cooperation relations.

- Creation (**2025**) of the **National Care System** an initiative aimed at recognizing and redistributing unpaid care work, promoting gender equity and improving the living conditions of those responsi-ble for care in the country.

2. Analysis of Opportunities and Potentialities

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

- **National Green Business Plan 2022-2030** explicitly recognizes the need to design incentives and programs that ensure equal access for women and youth in these emerging sectors.

- **Green Employment for Peace Programme** (MinTrabajo, 2017) promotes sustainable rural entrepreneurship in communities affected by armed conflict, with the active participation of women.

- **Green Business Outlets in Regional Autonomous** (MinAmbien te, 2022): have accompanied more than 4,000 sustainable productive initiatives, many led by women

2.2. Recommendations for Improving Gender Inclusion in Policies

Include gender targets and indicators in climate, energy and labour policies.

Design specific calls and funding lines for women green entrepreneurs.

Promote gender-sensitive technical training programmes in areas such as renewable energy, waste management, sustainable agriculture and clean technologies.

Implement awareness campaigns on gender roles in traditionally masculinized sectors.

Practices to highlight

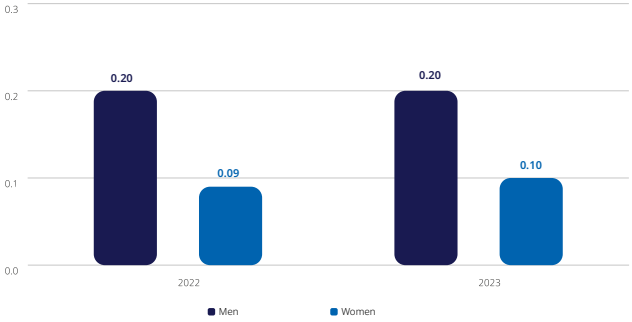
- In **Bogota,** the **Bioeconomy Hub** has trained young women in biotechnology, and sustainable product design (Empleos Verdes Bogotá, 2024).
- In the **Cauca** region, **Afro-Colombian** women lead ecological restoration and biofertilizer projects with ethnic focus.
- In **Magdalena Medio,** women victims of the conflict have set up ecotourism and certified organic production companies, supported by the SENA and the Ministry of Labour.
- The **Green Talent Strategy of the Public Employment Service** links training with green labor demand (ILO, 2023).
- **In La Guajira,** Wayuu women participate in community solar energy projects as technicians and promoters (ILO, 2022).
- The **Bioexpo Colombia,** a green business fair with a gender focus, showcases women's entrepreneurship in natural cosmetics, sustainable fashion and organic agribusiness.

- Promote the equal participation of women in territorial governance and local energy planning processes.

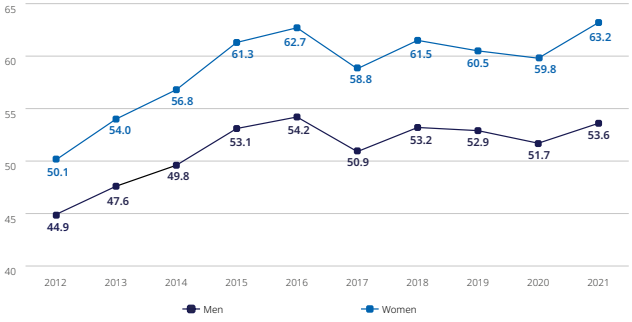
3. Statistical data

Women have surpassed men in access to tertiary education. In 2021, they reached a rate of 63.2% compared to 59.8% for men, consolidating a positive gap throughout the decade.

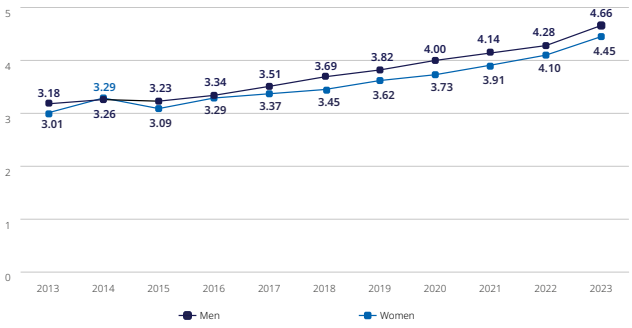
Percentage of PhD, population 25+



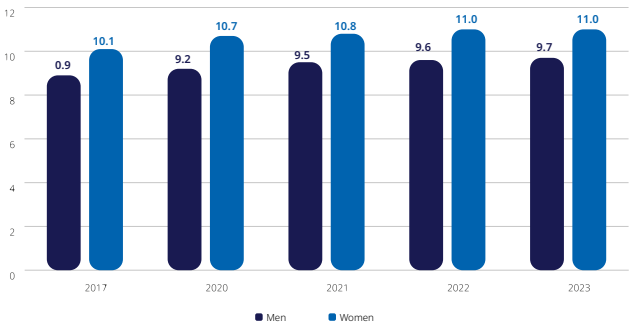
Gross tertiary enrolment rate, percentage



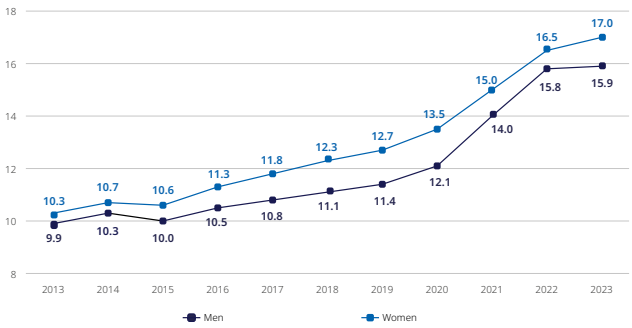
Percentage of master, population 25+



Years of education

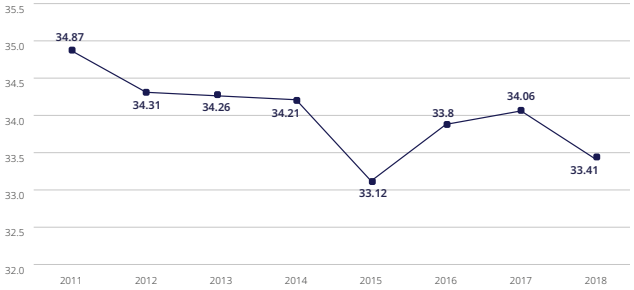


Percentage of bachelor, population 25+

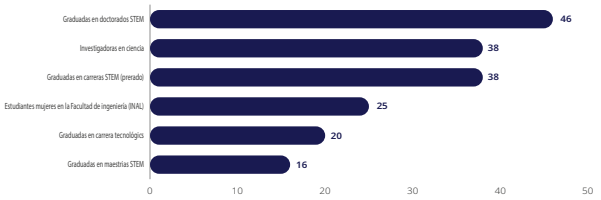


Women represent only 30% in STEM (2022) and less in engineering and ICT, which restricts their access to quality jobs. In 2025, their labor participation will be 49%, but they remain excluded from sectors such as energy and transportation (0.3%-0.4%).

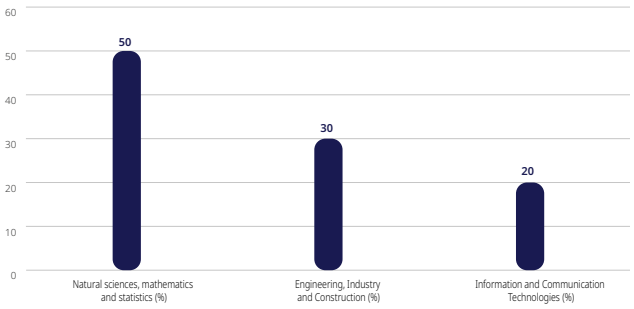
Percentage of STEM graduates



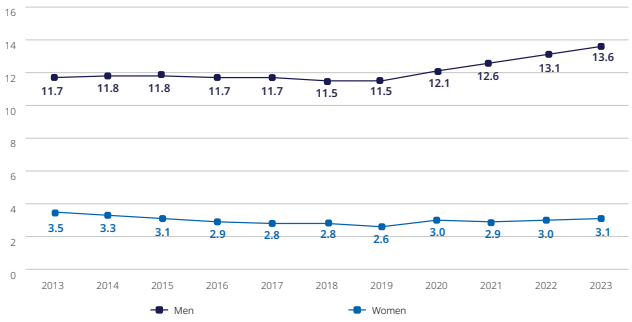
Female participation in STEM



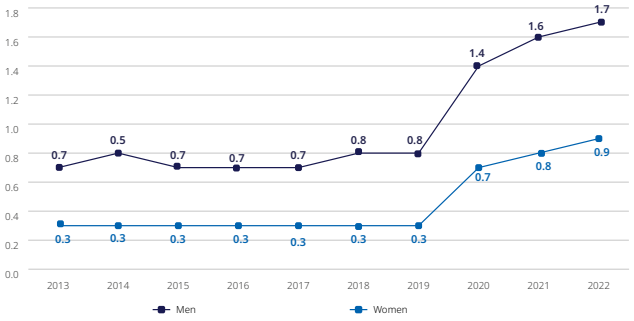
Percentage of women graduates by selected STEM careers



Percentage of population employed in transport



Population employed in energy, gas and water, percentage



For more information click **here**

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

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

COUNTRY

COSTA RICA

Costa Rica, committed to the Paris Agreement, presented its NDC in 2015 and updated it in 2020, reaffirming its commitment to a just and sustainable energy transition. In 2022, it created a High Level Working Table with entities such as MINAE, INAMU and MTSS to coordinate decarbonization with an inclusive approach. The National Action Plan on Gender Equality in Climate Action (2023) integrates the gender approach in climate policies. The development of green jobs is presented as an opportunity to address the environmental and labor crisis, also promoting gender equality.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Climate Change Adaptation Policy 2018-2030**: establishes a strategic framework to strengthen the country's resilience to the adverse effects of climate change. The commitment to gender equality is reflected as a cross-cutting approach to reducing community vulnerability, given that women and girls are most affected by climate change.

* **National Circular Economy Strategy (ENEC):** seeks to strengthen the economy, competitiveness and social welfare through the circularity of material flows in the productive sectors. The ENEC creates conditions for a fair and inclusive transition, decentralizing development opportunities, generating quality employment and attracting investments in technology-based businesses. It also fosters public-private and academic partnerships to foster innovation and gender equality.

* **National Effective Equality Policy 2018-2030 (PIEG)**: responds to international commitments on human rights and effective equality, setting as a priority the reduction of structural knots that perpetuate inequalities between women and men, and on the other hand promoting a framework of respect for human rights and the inclusion of economic diversities, age, ethnic, cultural and geographical.

* **National Energy Plan 2015-2030**: it is based on the explicit formulation of the long-term national energy policy, based on the National Development Plan 2015-2018. Focuses on improving energy efficiency, promoting distributed generation and self-consumption of electricity, and updating the legal and institutional framework for energy efficiency. However, it does not incorporate specific considerations on gender equality or women's empowerment in the energy sector.

* **Decarbonization National Plan 2018-2050**: sets the goal of achieving net zero emissions by 2050. This plan covers ten strategic axes that seek to transform key sectors of the Costarrican economy and society to achieve effective decarbonization. The plan includes a strategy on human rights and equality, with the aim of promoting gender equality in govern-ance structures to address climate change.

* **National Gender Action Plan of the National Strategy REDD+**: this document was developed as a road map, strategy and guide to implement measures aimed at achieving cross-cutting gender equality in such important aspects as the legal review, the incorporation of a gender approach in public policy-making, etc.

1.2. Planning tools and instruments

* **Nationally Determined Contribution (NDC)**: NDC 2020 is an update and improvement of the first contribution submitted in 2015. The contribution follows the logic of climate action, which integrates mitigation and adaptation measures. To support a fair transition, this document includes actions that focus on social and climate justice, emphasizing gender equality in actions to reduce emissions.

* **National Strategic Plan Costa Rica 2050**: is the main instrument of long-term planning in the country, designed to guide sus-tainable development until 2050. This plan sets out a future vision that seeks to transform the current development model into one more decentralized, digitized and decarbonized. It also considers the need to increase women's participation in the labour market.

* **National Development and Public Investment Plan 2023-2026:** is the main planning instrument of the government for this period, aimed at establishing strategic priorities for the country's development. The PNDIP seeks to align government policies with the SDGs. Presents a 21.2% of targets with gender criteria, which include providing training processes for employability with a gender perspective in the **EMPLÉATE** program, specifically aimed at vulnerable young people.

* **Nation Gender Equality on CLimate Action Plan**: aims to integrate a gender perspective in policies and actions related to climate change in Costa Rica, recognising and empowering the role of women in mitigating and adapting to the effects of climate change.

* **National Employability and Talent Strategy 2023-2027:** also known as the 'Estrategia Brete', seeks to improve the employability of people in situations of labour exclusion in Costa Rica, through cross-cutting actions that promote gender equality, social inclusion and adaptation to new technologies.

* **National Climate Change Consultive Council (5C):** is a consultative and deliber-ative space that seeks to collaborate in the design and implementation of national climate change policies. Has developed mechanisms to ensure equitable gender representation in its processes.

* **Joint programme to accelerate the energy transition through the National Biomethane Strategy**: an initiative of the United Nations (UNDP) and the Government of Costa Rica, which seeks to promote the energy transition with a focus on the inclusion of women and vulnerable populations.

* **Forest and Territorial Environmental Plans (PAFT):** they are one of the results of the consultation process carried out by the Government with the indigenous peoples in Costa Rica for the processes of the National REDD+ Strategy. These are instruments of planning indigenous territories in which the projects to be implemented with the resources of climate finance are embodied and where safeguards of participation and inclusion are established, seeking to address women's participation in benefit-sharing schemes.

1.3. Inclusion of the gender dimension in public policies

Costa Rica has shown a strong commitment to gender equality in the energy transition and climate action, aligned with PIEG 2018-2030 and NDC 2020. INAMU, the governing body for gender issues, promotes institutional policies that integrate a gender approach in areas such as the environment. Its environmental policy promotes the protection of women's rights and sustainability, highlighting the link between gender equity and environmental sustainability.

2. Analysis of opportunities and potential

2.1. Identification of policies that favor the integration of women in green jobs

NDC 2020 envisages the development of a Fair Transition Strategy for the country, accompanied by

a National Green Jobs Policy. Although this policy is still in the process of definition, Costa Rica has implemented several strategies that integrate the gender perspective in the field of work and environment:

- **National Strategy for Employability and Human Talent.**
- **National Circular Economy Strategy (ENEC).**
- **National Action Plan on Gender Equality in Climate Action.**

The study "**Green Employment in Costa Rica**: Decent work for social ecological transformation" analyses the state of green jobs in the country, identifying strategic areas and opportunities for their promotion, with special emphasis on young people and women. This document highlights the need for public policies that promote the creation of green jobs as a way to improve competitiveness and living conditions, in line with the commitments made in NDC 2020.

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

Costa Rica is leading the energy transition in Latin America, generating more than 98% of its electricity from renewable sources, mainly hydroelectric, without using coal or natural gas. Its sustainable model has received international recognition, and in 2025 it will chair the OECD Ministerial Meeting focusing on resilient, inclusive and sustainable prosperity.

To advance the integration of gender and just transition it is recommended to develop a national diagnosis of green and blue jobs with gender focus: conduct a study that analyzes the current status of these jobs in Costa Rica, disaggregated by gender, identifying value chains, Employment opportunities for women and barriers to their integration.

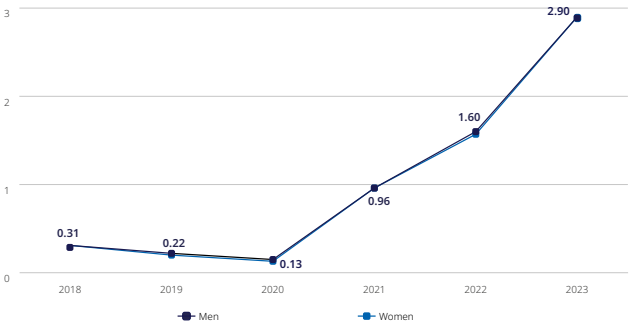
Practices to highlight

Good Labor Practices with Gender Equality and Equity (BPLEIG) Model from INAMU: aimed at micro and small enterprises, this model offers guidelines for implementing actions that promote equal opportunities and treatment between women and men in the workplace.

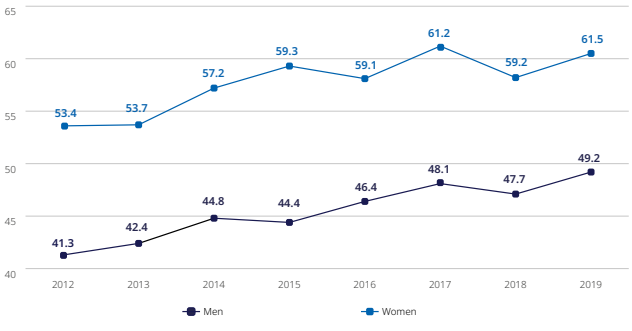
3. Statistical data

In Costa Rica, women outnumber men in **higher education** since 2012, but their presence in **STEM careers** remains low (15% in ICT and 20% in engineering by 2022). Only **0.8%** of employment in **energy** and **3.8%** in **transport** is accounted for by women, reflecting **structural barriers** in key sectors.

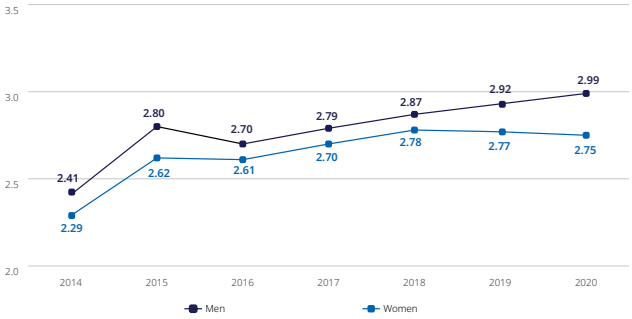
Percentage of PhD, population 25+



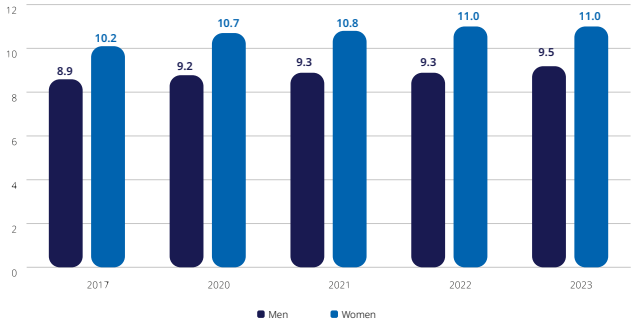
Gross tertiary enrolment rate, percentage



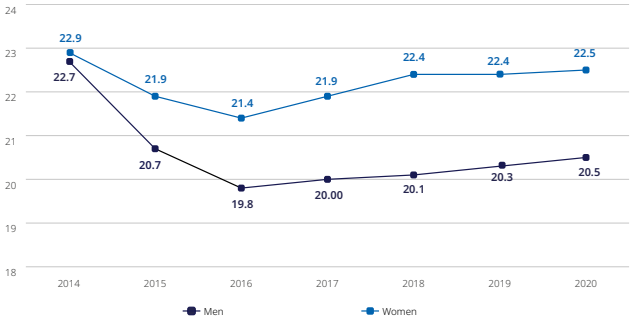
Percentage of master, population 25+



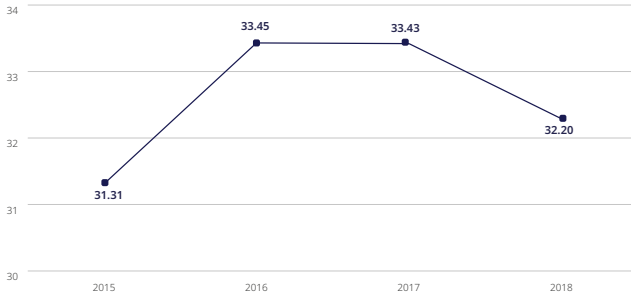
Years of education



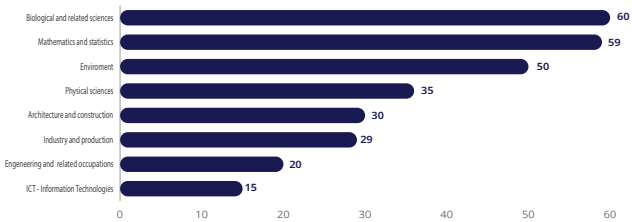
Percentage of bachelor, population 25+



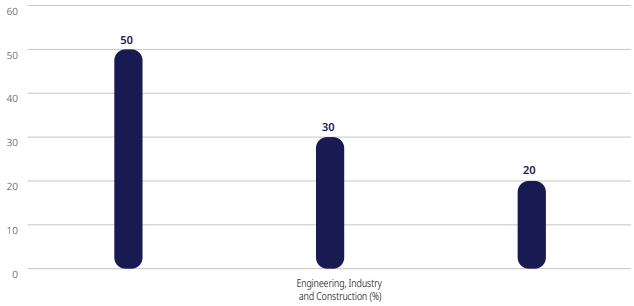
Percentage of STEM graduates



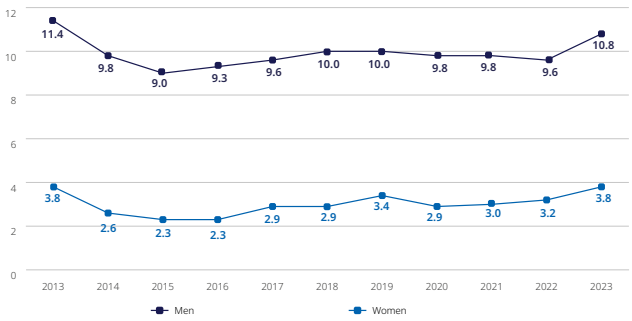
Female participation in STEM



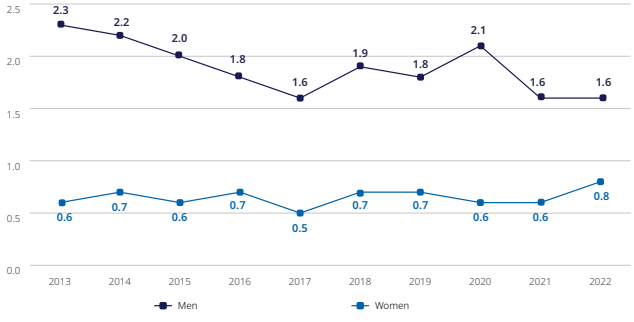
Percentage of women graduates by selected STEM careers



Percentage of population employed in transport



Population employed in energy, gas and water, percentage



For more information click **here**

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

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

COUNTRY

ECUADOR

Ecuador has taken a firm step in the face of the global climate crisis with the official presentation of its Second Determined Contribution at National Level in 2025, although Ecuador accounts for only 0.16% of global emissions. Ecuador has established a solid legal and political framework to address the challenges of climate change. The Inter-institutional Committee on Climate Change (ICCC), coordinates and implements public policies such as the National Climate Change Strategy 2012-2025 and the National Action Plan on Gender and Climate Change 2024 that seek to empower women, especially those of indigenous peoples and nationalities, Afro-descendants and montuvias.

1. Public Policy Review

1.1. National policies for a just and energy transition

- **2008's Ecuador's Constitution**: recognizes the importance of protecting the environment and the right to live in a healthy environment. Art. 413 promotes **energy efficiency** and the **use of renewable and low-impact energies**.

- **Energetic Competitivity Law 2024:** this law aims to promote economic solutions and power generation to overcome the country's energy crisis, Optimizing the management of public in the public and private spheres.

- **National Climate Change Strategy 2012-2025**: it reduces vulnerability and greenhouse gas emissions, aligning with international commitments and **integrating gender** into the category of priority focus groups.

- **National Climatic Financing Strategy (ENFC)**: launched in 2021, seeks to mobilize financial resources for climate change mitigation and adaptation projects, **integrating gender equa lity** as a key opportunity.

1.2. Planning tools and instruments

- **Second Nationally Determined Contribution 2026-2035:** proposes the implementation of **81 initiatives** (55 mitigation and 26 adaptation) between 2026 and 2035, prioritizing sectors such as energy and including **gender, intergenerational and intercultural** cross-cutting themes. It focuses on **women empowerment** and resource control as well as resilience and adaptation capacities.

- **National Climate Change Mitigation Plan 2024- 2070**: among its lines of action it **prioritizes the energy sector** and, advocating for a just and equitable transition, **focused on reducing gender inequalities**, **strengthening capacities**, and promote **research and technology transfer** to reduce the workload and improve women's life quality.

- **Climate Change and Gender Action Plan 2024**: this plan seeks to integrate the gender approach in the management of climate change. It includes the active participation of women in policy formulation and action in sectors such as energy, agriculture and housing.

- **National Climate Change Adaptation Plan 2023-2027**: it constitutes a key instrument for climate action, which makes possible the

implementation of the ENCC, including a gender approach.

* **Technical Panel on Gender and Climate Change**: is an inter-institutional space, constituted in 2019, that articulates public and social actors to integrate the gender approach into climate action. It highlights the need for climate policies that recognize the care economy and the participation of women and indigenous peoples in a fair ecological transition.

* **National energetic Efficiency Plan 2016-2035**: addresses the need to build an efficiency policy to diversify the country's energy matrix and reduce dependence on non-renewable sources; however, the proposals do not provide gender inclusion or equitable participation criteria.

* **New Ecuador Development Plan 2024-2025**: establishes **political and administrative guidelines** for the imple-mentation of public policies in Ecuador, including **gender, inter-generational and intercultural** approach in its strategies, recognizing the differences in climate change impact between men and women. **Promotes the participation of diverse groups**, including women, in decision-making on infrastructure, energy and environment.

* **Opportunity Creation Plan 2021-2025**: establishes guidelines for the creation of jobs in sustainable sectors, promoting ecological transition and social inclusion. Although no specific actions are detailed, the importance of ensuring women's access to employment opportunities is recognized.

* **Green Employment Strategy**: Ministerial Resolution No. MDT 2022-024, issued by the Ministry of Labour in 2022, establishes guidelines for sustainable development in the field of employment, through a job portal focused on promoting opportunities related to the transition to a green economy.

1.3. Inclusion of the gender dimension in public policies

Ecuador has made significant progress in **integrating a gender approach** into its public policies related to **climate change, energy transition and sustainability**, ensuring the active participation of women, especially those from historically marginalized sectors, as rural, indigenous and Afro-Ecuadorian women. The **Agenda Nacional para la Igualdad de Género 2021–2025** is the main public planning instrument that currently guides gender equality policies in Ecua-dor. This agenda includes the gender approach in various sectors, and one of the most relevant axes is "Environment and Climate Change".

2. Analysis of opportunities and potential

2.1. Identification of policies that favor the integration of women in green jobs

In Ecuador, various public policies have been implemented to promote the employment of women in green jobs, recognizing their contribution to ecological transition. The **National Green Employment Strategy** seeks to create green jobs with a gender focus improving the capacities of the Ministry of Labour and strengthening the public employment. The **Green Jobs Coordination Committee (CCEV)**, created in 2022, articulates environmental, economic and labour policies to promote inclusive green jobs.

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

Although Ecuador has **implemented significant reforms to address gender inequality** in key areas such as the energy transition, **structural barriers** that limit women's full participation still persist such as lack of access to specialized technical training, low representation of women in decision-making positions, and unequal access to financial resources. In order to achieve the **effective inclusion**

of women in these sectors, it will be necessary to **strengthen training and access to technologies** for women in the energy sector and **creating financing funds** for green entrepreneurship led by women.

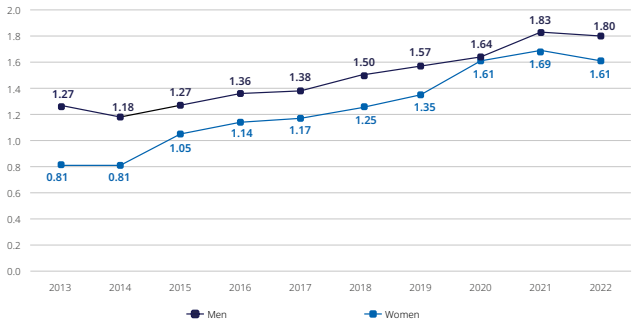
Practices to Highlight

The inter-institutional agreement between OLADE and the Ministry of Energy and Mines (2024) seeks to integrate gender equity in the energy sector through the creation of a **road map** that integrates gender equity in the sector and defines strategies to **increase women's participation** in technical and leadership areas.

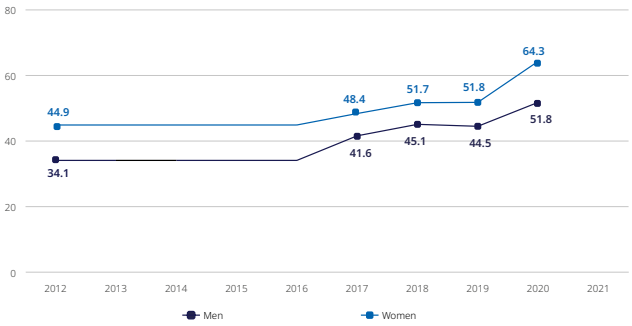
3. Statistical data

In the case of Ecuador, tertiary enrolment rates have risen steadily. In 2021, women reached a rate of 51.8%, compared to 44.5% for men. In terms of average years of formal education, women have equaled or slightly outperformed men in average years of schooling since 2017. In 2023, women reach 10.3 years of age compared to 10.2 for men.

Percentage of master, population 25+



Gross tertiary enrolment rate, percentage



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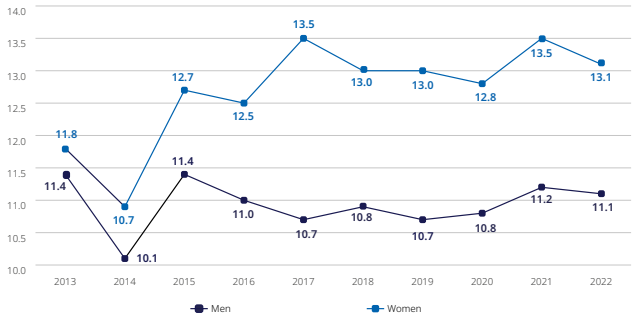
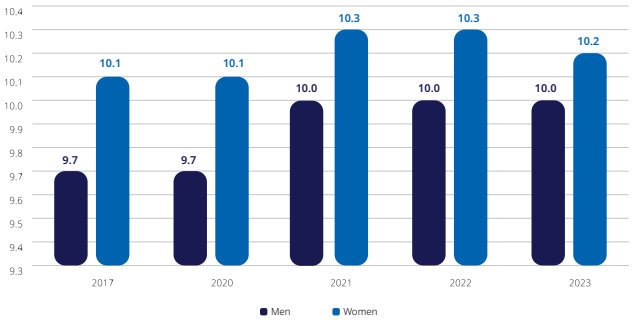
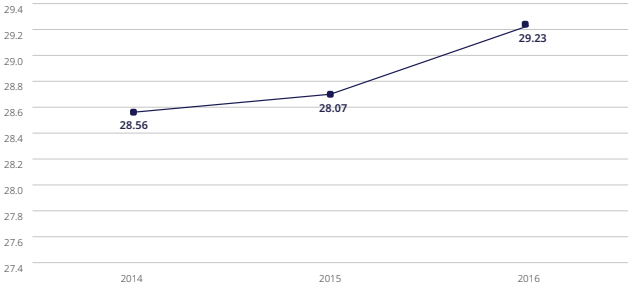


Years of education



Regarding the female presence in STEM careers, it is relevant to note that, in 2018, women represented only 25% of those studying natural sciences, mathematics and statistics, 20% in engineering, manufacturing and construction, and 15% in information and communication technologies.

Percentage of STEM graduates



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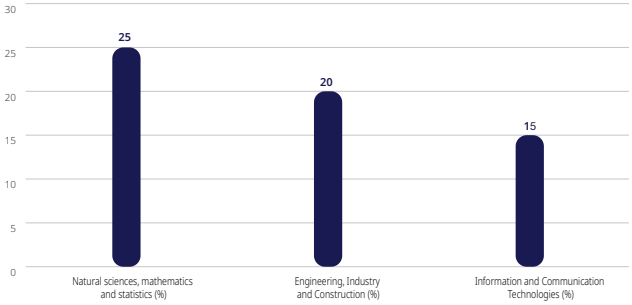

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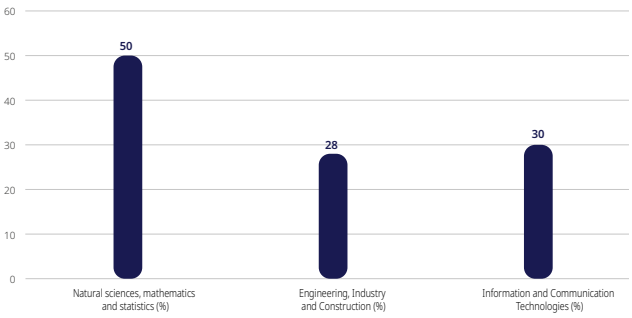

The reflection of this trend in the workplace can be seen in the employment data in green sectors for the year 2023, when only 0.3% of the employment in the energy sector corresponded to women. In transport, women's participation was 2.4%, compared to 10.3% of men. These data reflect a deep exclusion of women in sectors of high technological and economic value.

For more information click **here**