Global Gateway

Cofinanciado por la Unión Europea

cooperación alemana
DEUTSCHE ZUSAMMENARBEIT

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 2

Implemented by

fiap

Authorship
Coordinator: Johannes Karremans.
Specialist in Fair Transition and Gender: Sara Maroto Pérez.
Specialist in Green Employment and Fair Transition: Marcelo Villena Chamorro.
Technical Project Research Expert: Emilio Burgoa Escudero.

Technical supervision and review
FIAP
Lucía Villamayor Moreno - Technical Expert EUROCLIMA LAC.

UNEP - Technical Secretariat of the Regional Working Group on Gender and Environment of the Forum of Ministers of the Environment in Latin America
Beatriz Martins Carneiro - Regional Coordinator of the Subprogramme on Finance and Economic Transformation.
Gloria Ordóñez - Regional Expert, Economic and Financial Transformations Unit - LAC Office.
Lourdes Fernández Felipe-Morales - Green Jobs for Youth Pact.

Chairmanship of the Regional Working Group on Gender and Environment of the Forum of Ministers of the Environment in Latin America
Minister Lena Yanina Estrada Añokazi.
Jessica Pinilla Orozco - Technical support to the presidency.
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.

INDEX

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

El Salvador in the «Just transition energy and green job creation» study

COUNTRY

EL SALVADOR

As a signatory country of the Paris Agreement at COP 21 in 2015, El Salvador has demonstrated its commitment to a fair energy transition and the integration of women into the labour market through the development of public policies and strategies to address socio-economic differences and climate change issues. Salvadoran women face high levels of informal employment and access to the labour market, with a large female population devoted to home care and unpaid work. The process of transition to an economically sustainable model, based on the NDC set at COP 21, presents opportunities for the economic revival of Salvadoran women, that their quality of life could be enhanced by Climate Change plans that seek to promote development and green employment in the country.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Climate Change Plan**: covers the period 2022 -2026 and includes, in addition to specific environmental protection measures, specific components for the transformation of agricultural practices, for the promotion of renewable energies and energy security and urban development.

* **National SLCP Plan and Methane Roadmap:** project developed in 2024 to strengthen institutional capacities by developing policies to mitigate emissions and reduce pollution, directly related to the fair transition and the just energy transition.

* **Institutional Equality and Non-Discrimination Policy:** developed for the period 2024-2026, proposes as one of its main lines of action the closing of the pay gap and the integration of women into the formal labour market, Seeking decent work with a gender focus.

* **Institutional Gender Equity and Equality Policy:** developed in 2015 and updated in 2022, promotes the integration of a gender approach in the workplace to close gaps and meet the country's commitments to equal education and the ratification of international treaties such as CEDAW or the Beijing Declaration.

* **National energetic Policy 2020-2050**: includes a series of key actions for the time horizon that includes education in energy transition, job creation and universal access to a greener and more efficient energy.

* **Coalition of Women and Climate Change:** awareness campaign developed by UN Women El Salvador in 2023 to promote climate adaptation actions with a gender focus.

1.2. Planning tools and instruments

* **Nationally Determined Contributions (NDC):** published regularly and with its last edition dated in 2021, shows the country's commitment to the objectives of the Paris Agreement. Provides relevant data on the country's geographical, environmental, economic and climatic conditions as well as concrete actions taken to mitigate impacts in sectors such as energy, agriculture etc. in line with the SDGs, Including gender equality.

- **Line of Credit for the Development of Women**: a programme to finance Salvadoran women entrepreneurs in strategic productive sectors, including those engaged in a process of fair transition and creation of green jobs.

- **Initiative MIPYMEs Verdes II:** impulse of the energy transition in the Salvadoran industrial sectors boosted by the BCIE, the EU and the German cooperation agency (KfW), supporting the COREN Regional En-ergy Congress held in 2024.

- **Statistics and Monitoring System for Equality:** a tool to monitor the progress made in terms of gender equality by the plans and projects carried out by institutions, including the inclusion of women in the labour market and their eco-nomic autonomy.

- **Monitoring the implementation of NDCs in El Salvador:** project launched in 2018 by FIAP within the framework of the EU-ROCLIMA+ project for the estab-lishment of a virtual system of indicators that will allow the MARN of El Salvador to monitor the actions of the NDC under the Paris Agreement.

- **Gender units:** they operate in various Salvadoran institutions such as the Consumer Ombudsman, the Ministry of Education, the National Academy for Public Safety and the Directorate of Environmen-tal Health. They are responsible for managing the policies of prevention and projection of workplace harassment and gender-based violence, as well as the internal compliance with the institutional gender policy.

1.3. Inclusion of the gender dimension in public policies

Although El Salvador has its own policies for the promotion and defence of gender equality, which include labour-oriented components, the gender perspective has not yet become a cross-cutting element in the plans, Policies and programmes for a fair transition and the creation of green jobs implemented, although it is understood that women are included in the impacts foreseen for the whole of Salvadoran society by national plans, NDCs and road maps. Key strategies for integrating women into the new green economic model include:

Development of institutional policies to integrate gender equality and non-discrimination in all instances of public life in El Salvador.

- Financing instruments for women entrepreneurs.
- Establishment of operational gender units in various government ministries.

2. Analysis of opportunities and potentials

2.1. Identification of policies that promote the integration of women into green Jobs

In the case of El Salvador, there is no specific reference to the integration of women into green employment in any of the policies currently implemented; however, there are support programmes

for women which, Indirectly, they promote the integration of women into the green jobs labour market:

- **Women's Development Credit Line.**
- **Política Institucional de Igualdad y No Discriminación**.
- **Política Institucional de Igualdad y Equidad de Género**.

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

This review of policies, tools and indicators developed in El Salvador to promote a just transition and green job creation, as well as gender equality and women's economic empowerment, has shown promising results that demonstrate the country's involvement in meeting the Paris Agreement commitments on environment and fair energy transition, on the one hand, and equity and non-discrimination of women in domestic settings, public and management. It is recommended to design specific policies and programmes that integrate gender mainstreaming in the creation of green jobs.

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

Develop an integrated national policy that combines green job creation in line with the national NDC integrating a gender approach including financial aspects, education, social and training in the field of fair transition and green employment for Salvadoran women.

Continue to implement and improve gender equality monitoring mechanisms and NDC compliance, integrating the progress made in integrating women into green employment.

Practices to highlight

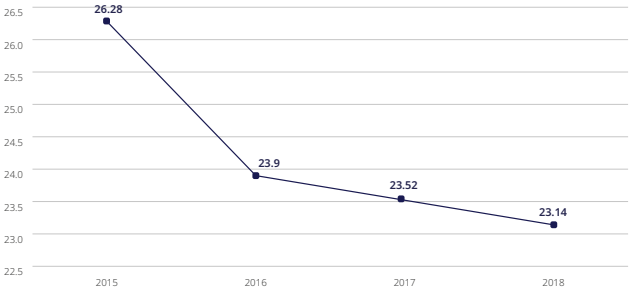
Women's Development Credit Line as an economic stimulus mechanism for the creation or strengthening of women-led enterprises that can become creators of green female employment in sectors relevant to the fair transition in the country.

Institutionalized gender units as guarantors of the implementation of institutional equality policies and the integration of gender equality into governmental practices and the internal functioning of ministries and subordinate institutions.

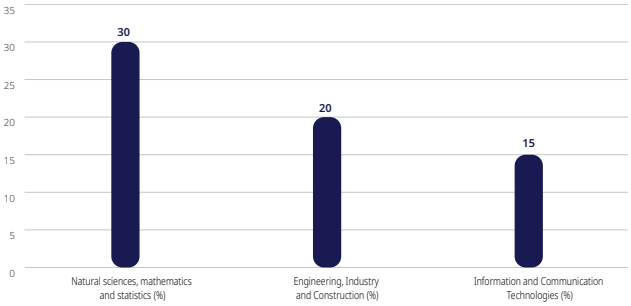
3. Statistical data

In El Salvador, women's economic participation remains below that of men, despite the fact that women have consolidated an advantage in access to tertiary education and outperform men in obtaining bachelor's and master's degrees. In addition, unpaid work continues to fall disproportionately on women: in 2022, 30.2% of rural women and 28.5% of urban women reported full-time dedication to these tasks. The female unemployment rate (4.72%) was higher than that of men (3.19%) in 2023, and wage gaps remain even among people with similar educational levels.

Percentage of STEM graduates



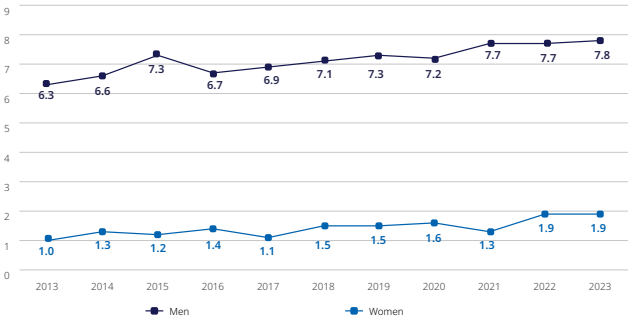
Female participation in STEM



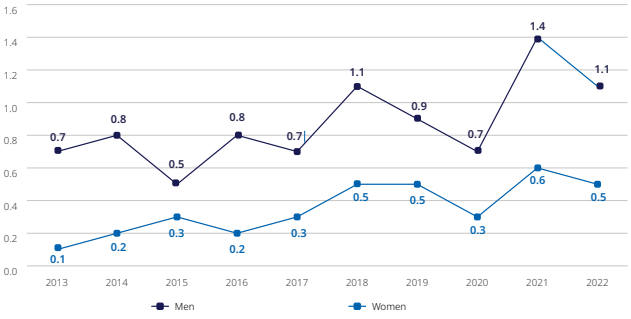
Women are overrepresented in low-productivity jobs (69.0% versus 51.4% men in 2022) and face higher levels of poverty if they are heads of households (55.3% versus 46.1%).

The graph shows that female participation in strategic sectors and STEM disciplines remains low, with particularly low levels in Information Technology and Engineering. In terms of employment, women remain excluded from key sectors such as energy and transport.

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

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

COUNTRY

GUATEMALA

Guatemala is one of the countries with the greatest interest in making a fair transition process in view of the climate vulnerability that the country suffers from phenomena such as prolonged droughts in the Dry Corridor and floods, and the socio-economic gap that affects the population in general and especially indigenous women and rural areas. The country signed the Paris Agreement in 2016, and several updates of its NDC and Development Action Plans have been made since then. In this regard, the country has made important progress in the fight for gender equality by developing specific legislation against violence, trafficking and for the promotion and development of women. Green job creation is still an issue that lacks extensive practical application, although there are studies and academic research that raise the need to change the production model in the agricultural sector, that employs almost one third of the labour force and offers great opportunities for green employment.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Development Policy K'Atun Our Guatemala 2032**: developed in 2014, is the guiding guide that articulates the long-term national development policy in Guatemala, setting objectives, actions, institutional follow-up and responsibilities to achieve a cross-cutting development that integrates gender approaches, integration of indigenous women, introduction of sustainable practices in agriculture and the creation of systems that improve the sustainability and resilience of the economy.

* **National Decent Employment Policy 2017-2032**: coinciding with the objectives of the PND, focuses on labour, population, competitive and economic aspects and in defining the implementation plans to address employment generation, increasing formality, the creation of enterprises and the development of human capital. It incorporates approaches to both sustainability and gender inclusion and equity.

* **National Climate Change Policy**: presented in 2009 as a general framework, defines the foundations, objectives, areas and scope envisaged in line with Guatemalan national legislation and international agreements. While it does not mention fair transition or green jobs, it does lay the groundwork for changing the economic and productive model.

* **Energetic Policy 2013-2027**: planning of the energy development of Guatemala with approaches to sustainable development, but also to improve competitiveness and strengthen infrastructure. Plans to promote renewable energy and training in green technologies to generate sustainable employment and replace polluting sources in households and industry.

1.2. Planning tools and instruments

* **Nationally Determined Contribution (NDC):** this document contains the country's commitment to the objectives assigned in the 2015 Paris Agreement; the last updated version of Guatemala dates from 2022. Defines the geographical, environmental, economic, social and climatic conditions of the country, as well as the concrete actions

out to affirm transversal themes such as the fair transition, gender or indigenous peoples.

* **Gender and Climate Change Action Plan:** develops a detailed analysis of the situation of women in Guatemala by age, origin, and training, by carrying out gender disaggregated analyses in priority economic sectors and proposing a system for implementing measures based on a relationship between objectives, actions, indicators and responsible institutions.

* **Articulated Mayan Garifuna and Xinka Women Agenda** developed in 2010, seeks to serve as a reference for the inclusion of indigenous women in plans, Government programmes and actions aimed at gender equality and the economic and social empowerment of women. It contains specific strategies for environmental sustainability and a fair transition in agricultural work and productive financing.

* **Strategy to incorporate gender considerations in climate change in support of the Nationally Determined Contribution (NDC):** document developed in 2020 to define specific actions aimed at meeting the SDGs and the Paris Agreement through the NDC, with emphasis on climate change mitigation and adaptation by Guatemalan women.

* **National Climate Action Plan**: launched in 2016, serves as a guide for institutions to develop sectoral plans and actions to adapt the Guatemalan economy and society to climate effects, thereby bearing weight in the current process of fair transition and green job crea-tion with a gender focus.

* **Gender Action Plan of the European Union Delegation to Guatemala 2021-2025**: this document defines European action in Guatemala, establishing as a priority area of intervention the economic empowerment of women with a sustainable ap-proach, aligning the proposed ac-tions with the SDGs, EU plans and the PND K'atun 2032 of Guatema-la.

* **Financial Support Policy for the Economic Empowerment of Women Entrepreneurs and/or Owners of micro and small en-terprises with resources from the "Fondo de Desarrollo de la MIPYME":** Credit trust for wom-en-led companies approved in 2024, which provides loans to fe-male entrepreneurs from sectors such as agro-industry, crafts or industry, essential in the fair tran-sition and potential generators of green jobs.

* **National System for Equity be-tween Men and Women:** framework for the rational-ization and follow-up and monitoring of public policies for the development of women in line with PND *K'atun* 2032, developed 2019.

* **Gender units:** present in a large number of the ministries of the Government of Guatemala and responsible for advising on the gender approach and inclusion to the bodies in which they are registered.

1.3. Inclusion of the gender dimension in public policies

Guatemala has made significant progress in integrating gender and sustainability approaches into the formulation of public policies for the country's socio-economic development. Concern for adverse climate effects and the fight against inequality have been two of the main pillars that have characterized policies and action plans over the last decade. Recently, the gender dimension has made its way into the formulation of public policies and action plans, occupying a pre-eminent place among the sustainable and just development goals that Guatemala has set itself as a goal for the coming decades. Key strategies for integrating women into the fair transition model and green job creation include:

- Establishment of a specific policy that links equity and gender equality with environmental adaptation needs in line with the international commitments made by the country.

- Operationalization of a National System for Equity that oversees and controls the inclusion and implementation of gender approaches and programmes.
- Inclusion of indigenous Mayan, Garifuna and Xinka women in gender, employment and climate change policies and action plans through a specific agenda.
- Existence of gender-specific units operating in various public ministries.

2. Analysis of opportunities and potential

2.1. Identification of policies that promote the integration of women into green jobs

As no specific reference has yet been made to green jobs in the employment policy, there is not a clear reference for the integration of women into the labour market. There are, however, policies, plans and public resources to achieve women's economic empowerment, their work and pay equalization with men, and the creation of sustainable and environmentally-friendly employment. These policies, which favour the integration of women into working life, are:

- **National Decent Employment Policy 2017-2032**.
- **Energetic Policy 2013-2027.**
- **Guatemalan Gender and Climate Change Action Plan**.
- **Financial Support Policy for the Economic Empowerment of Women Entrepreneurs and/or Owners of micro and small enterprises with resources from the "MIPYME Development Fund"**.

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

Although Guatemala is well advanced in the formulation of public policies for development, the national authorities themselves (MARN) have expressed that the country needs a National Circular Economy Policy that fits in with other policies aligned with K'atun 2032. The potential development of such a policy could be tapped to include specific references to green job creation and an anticipation of new job creation and labour market integration of women as a result of the implementation of such policies.

Practices to highlight

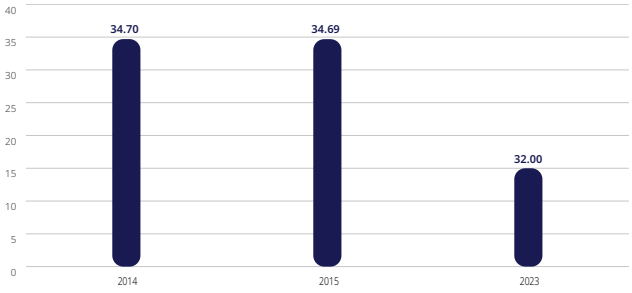
Guatemala's Gender and Climate Change Action Plan as a reference framework for taking concrete measures with a full gender focus in the mitigation of climate impacts among women in areas such as the economy, employment and social spheres.

National System for Equality between Men and Women, which allows a specialized and direct management of gender-specific policies and approaches to gender in public policies, as well as institutional coordination and harmonization to follow the same line of action.

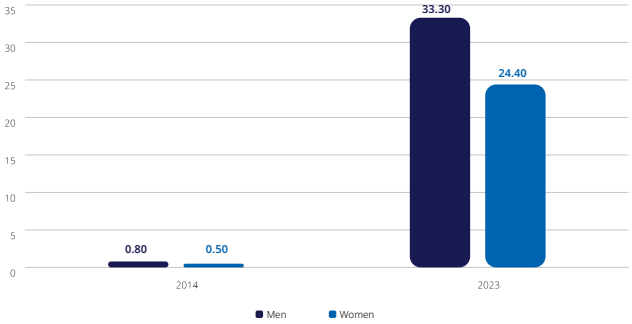
3. Statistical data

In Guatemala, women have improved their access to tertiary education, slightly surpassing men with a enrolment rate of 24.2% in 2020, compared to 19.7% for men. However, significant gaps remain in obtaining university degrees: in 2023, only 4.7% of women had a bachelor's degree, compared to 6.9% of men. Female representation in STEM careers is also low: since 2014 it has remained between 32% and 35%, without progress towards parity. In 2023, women made up only 32% of graduates in these disciplines, showing a stagnation in their entry into these key fields for innovation and economic development.

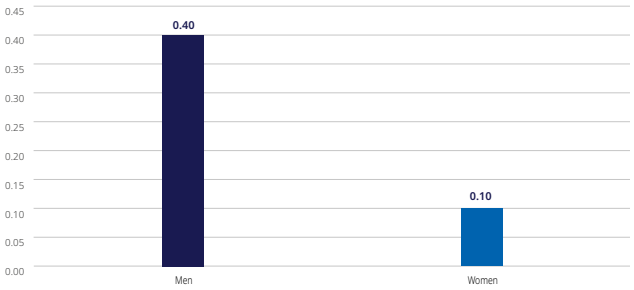
Percentage of STEM graduates



Percentage of population employed in transport



Population employed in energy, gas and water, percentage



In terms of employment, the projected economic participation rate for women by 2025 (50.2%) is close to that for men (50.8%), although there are still significant differences according to geographical area and age group. The burden of unpaid care is alarming: in 2023, 56.6 per cent of rural women and 41.2 per cent of urban women were engaged exclusively in these tasks, a phenomenon that was virtually non-existent among men. Women's participation in strategic sectors is minimal, limiting their opportunities in innovation and development sectors.

For more information click **here**

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

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

COUNTRY
HONDURAS

Within its regional context, Honduras has a particularly important role to play in combating climate change, being one of the countries committed to the Paris Agreement and reducing emissions through a fair energy transition, reflected among other actions in the regular update of the Nationally Determined Contribution (NDC), whose ultimate goal is to reduce emissions by 16% by 2030. The country has demonstrated a growing concern for the status of women and their full integration into society through the formulation of public policies aimed at the inclusion of women in the labour market, the rights of indigenous and Afro-descendant women, and the eradication of gender violence.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **Country Vision 2010-2038 and National Plan 2010-2022:** key document for the coordination of development-oriented plans and strategies in Honduras, with a general framework divided into 4 objectives and 23 national tar-gets, such as the expansion of renewable energy use, eco-logical restoration, sustai-nable development, equal oppo-rtunities and adaptation to and mitigation of climate change.

* **National Women's Policy - II Plan for Gender Equality and Equity in Honduras:** developed by the National Institute of Women in 2010 for the period 2010-2022, contains a cross-sectional analysis of the situation of Honduran women in various fields, including the sustainable use of natural resources, economic rights and access to employment. The Plan includes a system of follow-up and monitoring with customized success indicators.

* **Integrated employment and social protection policy in Honduras:** published in 2017, is fully aligned with the SDGs. It defines a number of key principles that include Gender Equity, sustainable economic growth and inclusion and equal employment opportunities for women.

* **Plan for Indigenous and Afro-Honduran Peoples (PPIAH):** updated several times, until the period 2019-2023, it includes results and impact of the different strategies and programs aimed at improving the lives of indigenous and Afro-descendant populations, through its own monitoring system.

* **National Employment Policy of Honduras**: formulated in 2017, as part of the guiding principles for actions aimed at achieving de-cent, sustainable employment and reducing environmental vul-nerability, including concepts such as gender equity, The sustainability and employability of women.

1.2. Planning tools and instruments

* **Update on the Nationally Determined Contribution of Honduras (may 2021):** contains the specific actions and contributions made by the country to achieve the emission reduction goal, with components such as Social Inclusion, that includes the dimension of gender equality and integration of indigenous peoples, and Adaptation, which defines the climate change policies implemented and strategic sectors for fair transformation.

* **Indigenous and Afro-Honduran women's political agenda:** this document was drawn up between 2012 and 2013 for the generation of a policy that guarantees the fulfilment of the rights of indigenous and Afro-descendant women, including the right to decent work, the regulation and formalisation of domestic work, closing the wage gap and access to finance.

* **Gender Equality Strategy Honduras 2023-2026:** developed by UNDP to analyse in depth the situation of women in Honduras at various scales, such as education, access to technology or employment, as well as to serve as a reference for future programmes with a gender perspective, promoting projects in coordination with institutional, public and private bodies.

* **National Climate Change Strategy**: defines the situa-tion of the country in the face of climate change and analyses the response capacity of Honduran society to be able to provide theoretical support for the elaboration of public policies. It does not have a gender-specific approach or green employment, but its measures contribute directly to the fair transition.

* **National Strategy for the conservation and exploitation of wildlife, promoting alternatives to employment generation** (ENCOAVIS): developed in 2024 with support from the European Un-ion, envisages a scenario of green job creation in the forestry sector towards the year 2029, in relation to national legislation and the SDGs and Agenda 2030.

* **National Climate Change Adaptation Plan:** developed in 2018, includes strategic axes for the mitigation of climate impacts in a society vulnerable to extreme environmental phenomena such as Honduras, with cross-cutting pillars including gender perspective and inclusion of vulnerable groups.

* **Policies for the employment of women and young people in Honduras:** developed by ECLAC to assist in the creation of gender-specific employment policies and programmes in Honduras, Based on an analysis of previous programmes and context to make its own proposal for updating.

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

1.3. Inclusion of the gender dimension in public policies

Honduras has made significant progress in incorporating a cross-cutting gender dimension into its public policies, starting with the Social Inclusion Component of its NDC, which focuses on gender equality and equity and the defence of indigenous and Afro-Colombian women in relation to decent employment, climate resilience and access to credit, education and technologies. To achieve these goals, Honduras has launched various strategies and policies specifically devoted to women's participation in green employment, climate adaptation measures, indigenous and Afro-Honduran integration into the just transition, among other issues.

2. Analysis of opportunities and potentials

2.1. Identification of policies that promote the integration of women into green jobs

Honduras has started the path for the creation of green jobs in its economic fabric thanks to the support of international bodies such as the European Union, which has promoted the IMPULSA VERDE project in 2025 to promote green development in the country, is currently implementing a National Strategy for the creation of green jobs in forestry and forest sectors. At the same time, Honduras has specific employment policies for women that combine adaptation to climate change with sustainable job creation:

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

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

Honduras is at a fairly advanced stage in the cross-cutting integration of a gender approach into its public policies, plans and strategies, including also specifically indigenous and Afro-Honduran women in its development agendas, job creation and adaptation to climate change and adverse environmental phenomena. To advance gender mainstreaming and a fair transition, it is recommended to:

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

Practices to highlight

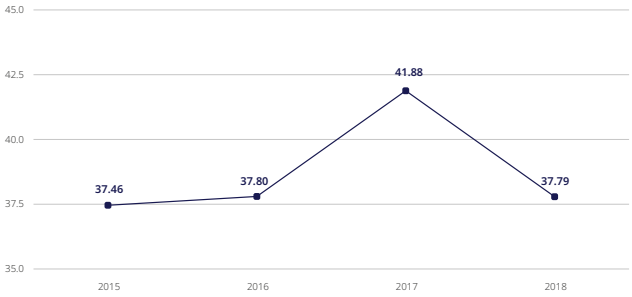
Plan for Indigenous and Afro-Honduran peoples (PPIAH), which gives the indigenous communities a specific character for the development of employment plans and policies, economic development and climate adaptation, including specific mention of women belonging to these groups.

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

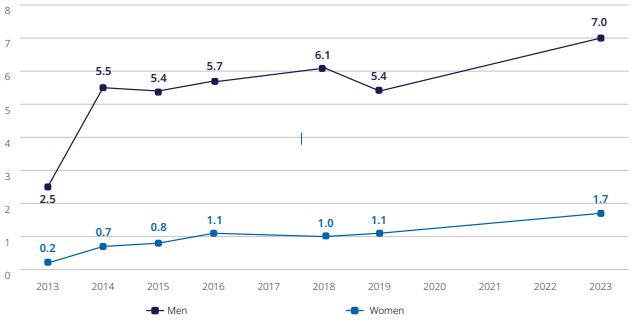
3. Statistical data

In Honduras, women retain an educational advantage at different levels. In 2019, their gross enrolment rate in tertiary education reached 30.4%, surpassing 28.4% of men, with an increasing trend since 2013. Despite these advances, the labour market remains uneven. The unemployment rate for women (13.7% in 2023) is almost double that of men (7.4%), and their earnings remain lagging behind. This precariousness is aggravated by the heavy burden of unpaid work, which is 30% for women.

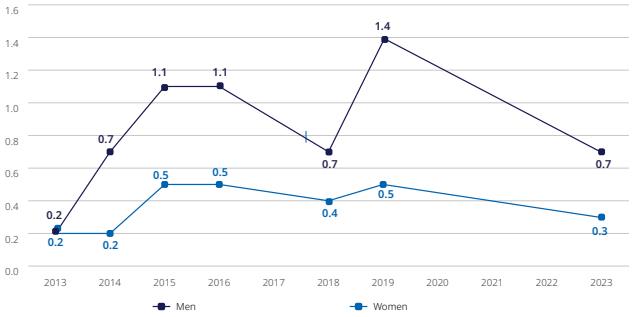
Percentage of STEM graduates



Percentage of population employed in transport



Population employed in energy, gas and water, percentage



In terms of vulnerability, households headed by women are more impoverished and paid domestic work is one of the main forms of female employment, with 7.5% of women employed in this sector compared to only 0.4% of men.

In STEM areas and strategic sectors, female participation is uneven. While in 2018 women accounted for 53% in the natural sciences, their presence in engineering (35%) and information technologies (25%) was noticeably lower. Between 2015 and 2018, the proportion of female graduates in STEM careers remained between 37% and 42%, without reaching parity.

Employment in key sectors also reflects strong barriers, reflecting persistent gender barriers.

For more information click **here**

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

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

COUNTRY

MEXICO

Mexico's public policy on gender and environment has been evolving towards an integral model that mitigates the impact of climate change, guarantees gender equality in all sustainable development actions and promotes mainstreaming in state policies. This vision has been structured into various strategies and policy frameworks that are reviewed and updated on a regular basis. However, challenges remain in financing, institutionalization and equitable participation. Effective implementation of these policy frameworks and strengthening implementation tools will be key to a just and inclusive climate transition.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Gender and Climate Change Action Plan (PN-AGCC, 2022)**: introduces gender equality as a transversal axis in climate policies, promoting the equitable participation of women in the design and implementation of environmental strategies. It is structured in three pillars: 1). Leadership of all women through their participation in decision-making and implementation of climate actions; 2). Building and strengthening institutional-national capacities to effectively integrate a gender perspective into their policies and programmes related to climate change; and 3). Funding and cooperation to secure financial resources and foster cooperation to support initiatives that jointly address gender and climate change.

* **Special Climate Change Programme (PECC) 2021-2024:** defines mitigation and adaptation strategies, prioritizing social and gender inclusion, with emphasis on the resilience of vulnerable communities. Although it focuses on general climate action, its implementation may have gender equity implications by promoting inclusive opportunities in sectors related to the environment sector.

1.2. Planning tools and instruments

* **Nationally Determined Contributions** (NDC, third update in 2022 - Effective until 2030): defines national commitments for the reduction of greenhouse gas emissions with a gender equity and climate justice approach.

* **National Climate Change Strategy ENCC (2013):** sets out a long-term vision to reduce the country's vulnerability to the effects of climate change and promote a competitive and sus-tainable economy. The document recognizes the importance of equal participation of men and women in climate action.

* **General Law on Climate Change (2012, 2024 reform - in force):** establishes mechanisms for adaptation and mitigation of climate change, including measures with a gender equity approach. The latest reform reinforces the need for inclusive climate action. This law was the first to address climate change in Latin America, and the second in the world.

* **Proigualdad 2013-2018:** strategy to ensure substantive equality in the country and close gender inequality gaps. It was succeeded by the Proigualdad 2020-2024, which sets six strategic objectives: economic autonomy, health and well-being, care, non-violence, equal participation and construction of safe and peaceful

environments. The programme is currently being reviewed and updated. In March 2024, the 'right to care' was recognized in the General Law on Social Development, moving towards the creation of a **National Care System**. Since September/October, the Care Act has been promoted to facilitate women's entry into the labour market.

- **National REDD+ Strategy (ENAREDD+, 2017-2022 - In force with adjustments until 2030):** National Strategy for the Reduc-tion of Emissions from Deforesta-tion and Forest Degradation, that it aims to reduce the emission of greenhouse gases caused by de-forestation and degradation, as well as sustainable forest manage-ment and the conservation and increase of forest carbon stocks, through the integral manage-ment of the territory with a sustain-able rural development approach. ENAREDD+ orients its actions in terms of inclusion and social and gender equality, full and effective participation of indigenous and Afro-descendant peoples and communities and local communities.

1.3. Inclusion of the gender dimension in public policies

In 2024, the first **Women's Secretariat** was created, replacing IN-MUJERES and giving it a higher and more relevant administrative rank. This institution coordinates the public actions and policies that are implemented at the national level to promote conditions for moving towards a life free of violence against girls, adoles-cents and women in Mexico.

- **Inter-ministerial Commission on Climate Change** (since 2005): coordinates federal climate policy and its mainstreaming with a gender approach
- **National Climate Change System** (SINACC, since 2012): in-stitutional framework for mon-itoring and evaluating climate change mitigation and adaptation policies

2. Analysis of opportunities and potential

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

- **Climate Change Fund of Mexico (since 2014):** is a financial instrument established by the General Law on Climate Change, for the purpose of raising and channelling public financial resources, private, national and international to support the implementation of actions aimed at adaptation and mitigation of climate change with social inclusion and gender criteria, ensuring equitable financing.

- **Programme for the Strengthening of the Gender Mainstreaming Approach (PFTPG):** an initiative promoted by INMUJERES to effectively incorporate a gender perspective in public policies, programmes, budgets and government actions at all levels. This programme has funded initiatives such as: Gender-Based Diagnosis in Productive Projects in

Quintana Roo (2012), Gender Mainstreaming in Yucatán (2012) and Projects of the Directorate for Strengthening the Gender Mainstreaming in the Federal Entities.

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

In order to progress towards overcoming the country's existing challenges, and building on the solid foundation that has been built in this area, it is recommended:

- Improve gender and cross-sector data collection to ensure a better understanding of employability opportunities for women in general and in the area of climate change in particular.
- Strengthen the participation of women, youth, indigenous peoples and other groups in climate decision-making.
- Ensure specific budget allocations for women in climate action.
- Foster partnerships with the private sector and international cooperation to expand mechanisms for generating green jobs with a gender perspective.

Practices to highlight

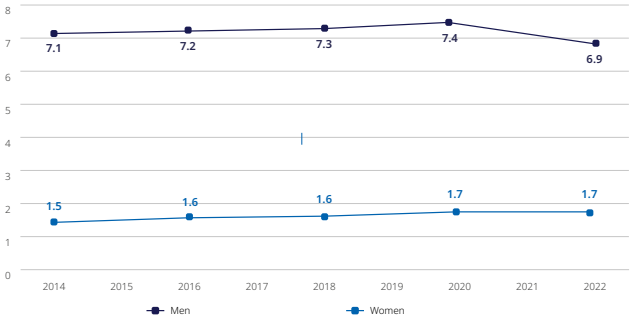
Participation of women in the management of natural resources (Oaxaca): a project involving women in community reforestation and forest conservation. With the objective of recognizing and making visible the role of women in the management and conservation of natural resources, strengthening technical and organizational capacities of women in activities such as reforestation, sustainable agriculture, beekeeping, ecotourism, artisanal production, Promote their participation in environmental governance and community decision-making processes, facilitate access to funding and institutional support for women-led projects, and foster gender-based environmental education in communities.

3. Statistical data

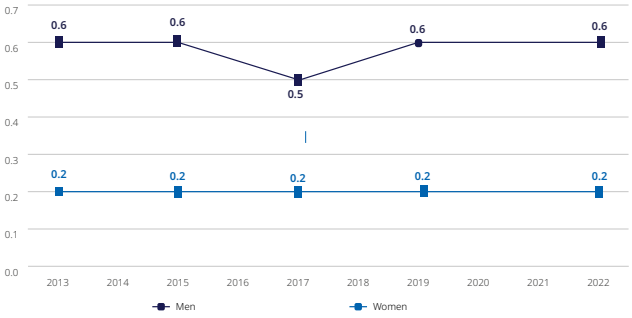
In Mexico, women have a sustained educational advantage over men. By 2021, their gross enrolment rate in tertiary education reached 48.5% compared to 42.9% of men, and since 2013 they have surpassed men in access to undergraduate degrees. However, these developments are not fully translated into the labour market. The burden of unpaid work continues to fall disproportionately on women: in 2023, more than 30% of urban and rural women were engaged exclusively in these tasks, with no counterpart for men.

This overload contributes to their concentration in low-productivity jobs. Thus, women heads of households are more vulnerable to poverty and their presence in strategic sectors remains marginal.

Percentage of population employed in transport

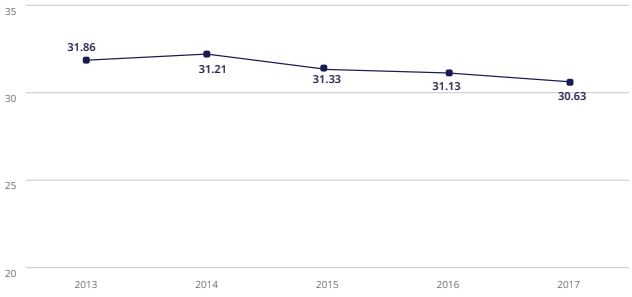


Population employed in energy, gas and water, percentage

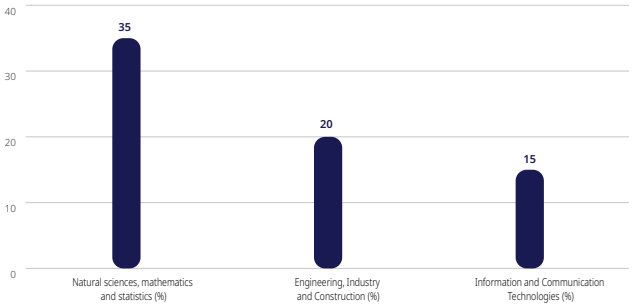


In STEM areas, gaps are also marked. In 2022, only 35% of the natural science students were women, down to 20% in engineering and 15% in information technology. This under-representation is reproduced in employment.

Percentage of STEM graduates



Percentage of women graduates by selected STEM careers



For more information click **here**

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

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

COUNTRY

PARAGUAY

Paraguay has subscribed to the emission reduction targets of the Paris Agreement, derived from COP 21 in 2015, which has been expressed through the formulation and updating of the Nationally Determined Contribution (NDC), the latest version of which was submitted in July 2021. On the other hand, the important commitment made by the country to promote gender equality in all aspects of public policy has been expressly recorded in its 2030 National Development Plan as an essential point of the social development strategy equitable. Green employment is a concept that has not yet been taken up by public authorities in the formulation of specific programmes or plans. Even so, the 2030 Development Plan, which embodies all the goals, targets and actions aimed at empowering the country's social and economic sectors, refers to the importance of a sustainable and environmentally friendly economy.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Development Plan Paraguay2030:** framework plan approved by Decree 2794 in 2014, was launched by the National Government to carry out a transformation of the Paraguayan economy towards a SBC (Behavior-based Security) model and eradicate poverty and social and gender inequality.

* **IV PlaNI National Equality Plan:** carried out in collaboration with UN Women for the 2018-2024 horizon. Integrate the principles of equality and gender approach in the creation of public policies and legislation to advance areas such as economic empowerment, employment, financing, education and inclusion.

* **Jajapo National Poverty Reduction Plan:** launched in 2020, its objective is the reduction of poverty with a gender approach, in line with the National Development Plan 2030 and the SDGs. Includes diagnosis and specific targets for women in employment, education and income.

1.2. Planning tools and instruments

* **Nationally Determined Contribution (NDC):** It lists actions to comply with the commitments of the Paris Agreement in sectors such as energy, agriculture, water and transport. Gender mainstreaming in all its activities.

* **Gender Equality and Main Gender Gaps in Paraguay:** formulated in 2015, is an in-depth study of the situation of women in Paraguay. Its purpose is to serve as a basis for the design of policies aimed at promoting gen-der equality.

* **Decent Work Programme, 2024-2028 and Action Plan 2025:** carried out by the ILO, has among its goals the fair transition towards green employment and the integration of women in the field of training and work. Under the programme, the Labour Market Information System has been developed and Paraguay has joined the World Coalition for Social Justice and the Global Accelerator of Employment and Social Protection.

* **Green Employment in Paraguay. Current Situation, Opportunities and Challenges**

2020 by the EU and the Friedrich Ebert Foundation with the aim of assessing the economic and socio-political landscape of the country and proposing lines of intervention to promote green employment.

* **Fair Transition: opportunities for environmentally sustainable economic development in Paraguay**: ILO technical note of the year 2023, which analyzes the situation of the country and the need for a policy of fair transition and green job creation. Suggests courses of action to achieve the goal, including the participation of the entire population in the process.

1.3. Inclusion of the Gender Dimension in Public Policies

Paraguay has implemented public policies to reduce poverty and promote economic and social development, integrating the commitments of the Paris Agreement and the SDGs, with emphasis on gender equality. The 2030 National Development Plan sets out the framework for future policies to promote green employment and eradicate discrimination and poverty among vulnerable populations. Gender equality has been highlighted as part of this NDP framework, ensuring that all plans and actions include an integrated gender approach. The following are among the policies favouring the integration of women into working life:

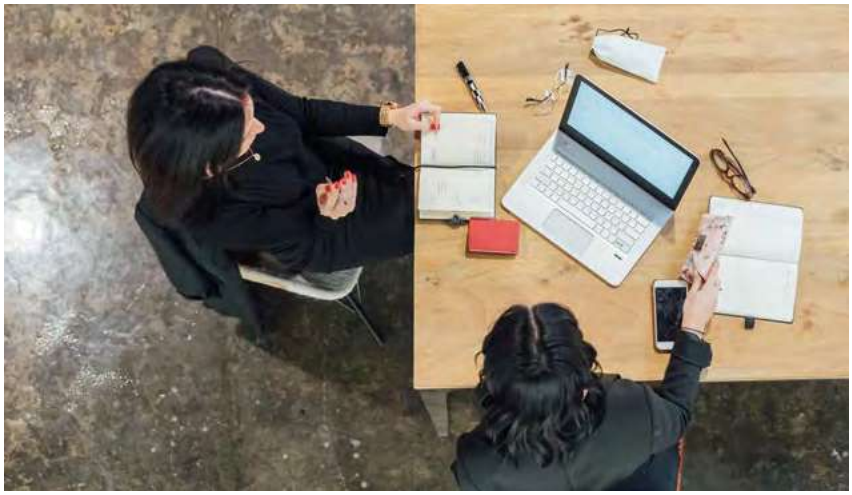
- **National Development Plan Paraguay 2030.**
- **IV National Equality Plan.**

2. Analysis of opportunities and potential

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

Paraguay is currently defining a future Green Employment Plan with the assistance of the EU through studies and projects of social, sectoral and economic analysis that seek to analyze the feasibility and scope of the implementation of green employment in the country. This plan should include a gender-sensitive approach that promotes the integration of women in the jobs to be created, which would be consistent with the approach of the 2030 National Development Plan, that emphasizes gender equality as a cross-cutting axis of public policies and plans to be generated. The studies and programmes that are currently enabling Paraguay to develop its own green employment policy are:

- **Green employment in Paraguay. Current situation, opportunities and challenges.**
- **Decent Job Programme, 2024-2028 and Action Plan 2025.**



- **Fair Transition: opportunities for environmentally sustainable economic development in Paraguay.**

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

Paraguay has a transversal axis that links all its policies related to national development (employment, economy, education, etc.) with gender equality. Similarly, the 2030 Agenda and SDGs, including SDG 5 on gender equality, have been defined as guiding principles for the creation of public policies based on the Nationally Determined Contribution and the 2030 National Development Plan. Thus, the country has a solid regulatory base to generate public policies that incorporate the gender approach.

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

- Develop a national monitoring and control system to ensure that the gender approach is applied in a practical manner and is consistent with the indicators set out in successive public policies.

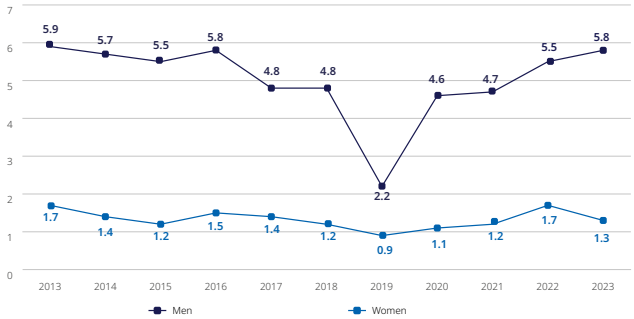
Practices to highlight

Gender Equality and Main Gender Gaps Paraguay is a study carried out by the National Government which analyses in detail, with support from UN Women, the gaps and obstacles faced by women in Paraguay so that problems can be more precisely addressed in the elaboration of plans and public policies, including employment and female labor insertion.

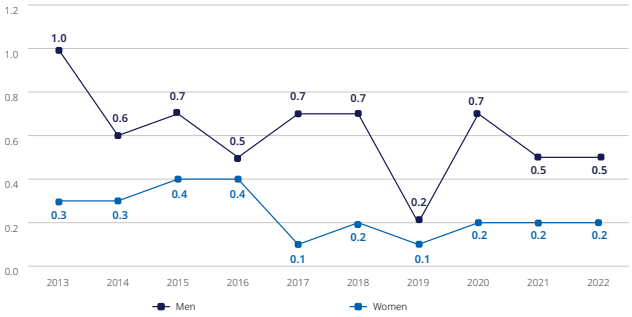
3. Statistical data

In Paraguay, women have advanced in formal education but continue to face barriers in the labour market and income.

Percentage of population employed in transport



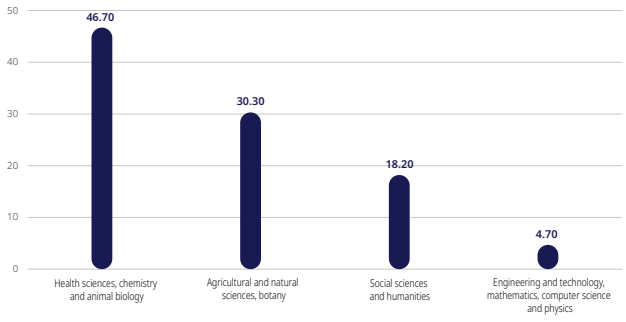
Population employed in energy, gas and water, percentage



In STEM disciplines, female participation is uneven: 46.7% in medical sciences, but only 18.2% in agricultural sciences and 4.7% in engineering, technology and computer science. As regards their employment, the under-representation of women is critical in key sectors for a just energy transition. In addition, women are over-represented in low productivity jobs and in paid domestic work

Low female participation in science, technology, energy and transport reflects persistent barriers in key development areas.

Percentage os women %



For more information click **here**

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

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

COUNTRY

PERU

Peru is at a key moment in the implementation of a fair transition and energy transition model and in the creation of green jobs, as the country has updated its National Determined Contribution for the period 2021-2030. On January 25, 2022, the Ministry of the Environment of Peru declared the climate emergency of national interest by Supreme Decree. Peru is working on the implementation of policies that incorporate gender and interculturality in the articulation of climate action.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **Update of the Contributions Determined at National Level 2021-2030:** Sets targets for the increase in non-conventional renewable energies and energy efficiency. In addition, the update includes gender, interculturality, and human rights as cross-cutting principles.

* **Regulation of the Climate Change Framework Law:** Adopted in 2019, aims to establish the principles for coordinating public policies for the integral, participatory and transparent management of adaptation and mitigation measures, including the shift from the energy matrix to renewable and clean energies.

* **National 2030 Environment Policy:** Adopted in 2021, sets among its objectives to reduce air, water and soil pollution, improve solid waste management and ensure that 64% of the energy in the national electricity grid comes from renewable sources.

* **National Policy: National Strategy for Climate Change 2050:** Adopted in 2024, it is the main instrument for comprehensive management of climate change that guides and facilitates action by the State at the national level on long-term climate change, considering a gender and interculturality approach.

* **National Energy Policy of Peru 2010-2040:** It aims to meet the national demand for energy in a reliable and efficient manner, with emphasis on renewable sources and energy efficiency, self-sufficiency and universal access.

* **National Employment Policy:** Adopted in 2021, seeks to achieve fundamental labour rights and access to employment without gender discrimination, including the promotion of green jobs.

1.2. Planning tools and instruments

* **Wiñay Warmi Strategy:** Promotes better jobs and working conditions for women, thus helping to reduce the gender gap.

* **Conceptualization of green jobs in Peru:** Proposes a definition of green employment for the private sector of Peru and offers ways to measure, with the objective of supporting the Ministry of Labor in collecting information.

* **Gender and Climate Change Action Plan:** Its objective is to incorporate the gender approach in policies and actions for energy efficiency, renewable energies and transport.

* **Indigenous Peoples' Platform to Confront Climate Change:** It arises as a demand from the indigenous population of the country to

articulate and exchange proposals for climate action by indigenous peoples with state actorss.

* **Smart Grid Roadmap for electricity distribution 2023 -2030:** Sets out Peru's strategy to drive the transition from a traditional electricity distribution system to one that uses non-conventional renewable energies.

1.3. Inclusion of the gender dimension in public policies

The **National Gender Equality Policy (NIG)** is an initiative approved in 2019, with the aim of eradicating structural discrimination against women. In order to ensure the effective implementation of the NIG, the National High-level Commission for Gender Equality (CONAIG) was established.

The **National Committee on Women and Climate Change (CONAMUCC)** seeks to promote the active participation of women in the country's climate management, recognizing their fundamental role in the implementation of environmental strategies and measures.

2. Analysis of opportunities and potential

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

The **National Decent Employment Policy** sets out specific guidelines to eliminate gender discrimination and actively promote women's participation in the labour market, including emerging sectors linked to the green economy. In addition, it establishes the need to disaggregate data and monitor equality in employment. It also addresses the formalization of women in productive units, promoting their access to labor and social benefits.

The link between green employment and gender approach is clearly outlined in the **National Strategy for Climate Change 2050,** which establishes the need to integrate gender equality into technical capacities, Dissemi-nation of tools for a fair transition and promotion of green jobs and businesses.

Although the gender approach is present as a cross-cutting principle, one remaining challenge is to strengthen specific actions that ensure the equitable participation of women in the transition to a green economy.

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

The just energy transition in Peru cannot be effective without explicitly integrating the gender approach and active participation of women, especially in rural and indigenous areas. This requires closing gaps in access to clean energy, including women in the governance of energy projects and ensuring that they benefit from the economic opportunities associated with the green transition. To do this, it is necessary to move towards specific training and green employment programmes for women, as well as ensuring that investments in renewables integrate equitable gender participation from project design to implementation.

Practices to highlight

- The National Dialogue of Actors for a Fair Transition in Peru took place on October 10, 2024, with the objective of encouraging inclusive discussions among multiple stakeholders to gather information about perspectives, opportunities, challenges and approaches for a fair transition in the country, as well as to gather information for the Peru NDC update and national position on the fair transition in international negotiations.

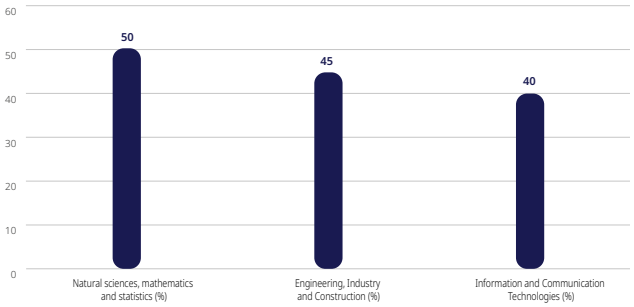
- During her participation in COP28, the Minister of Environment of Peru proposed the creation of a Climate Fund for Indigenous Women to address the impacts of climate change, to strengthen the capacities of indigenous women and facilitate access to small funds for mitigation and adaptation actions in their territories. This initiative strengthens the gender inclusion agenda in climate transition, focusing on empowering indigenous women as key agents of change in climate action and fair transition.

3. Statistical data

In Peru, the participation of women in the economically active population remains low, with a rate of about 36%, compared to 63% for men. This structural gap limits their economic autonomy and is also reflected in lower incomes, higher unemployment rates and high concentration of low-productivity jobs.

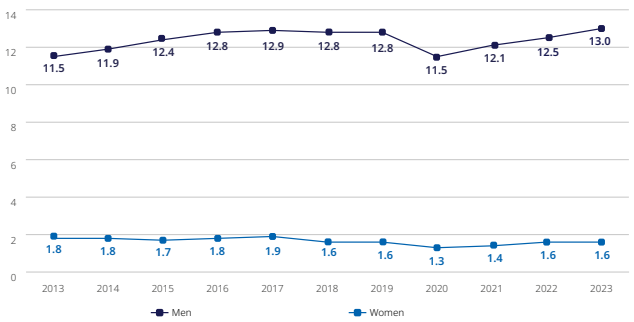
Women have reached parity in years of schooling and outperformed men in degrees, without this being translated into employment or economic equality. In addition, as the graphs show, women are strongly under-represented in information technology, energy and transport.

Percentage of women graduates by selected STEM careers

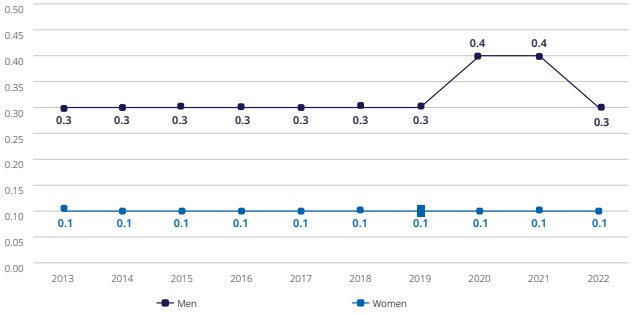


As a result, female-headed households face higher levels of poverty, reflecting an accumulation of disadvantages in education, employment and income, reinforced by an overload of unpaid work, especially in rural areas.

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

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

COUNTRY

URUGUAY

Uruguay has demonstrated a strong commitment to sustainable development, gender equality and the promotion of green jobs. As a signatory to the Paris Agreement, the country has submitted its Third Determined Contribution at National Level (NDC) in December 2024, which incorporates the gender perspective and inclusion of vulnerable communities. The country has developed a number of national policies and programmes aimed at reducing gender inequalities in economic and labour markets, incorporating a specific approach to energy and environmental sustainability and resilience, defining fair transition and economic transition goals, as well as a goal of creating green jobs.

1. Public Policy Review

1.1. National policies for a just and energy transition

* **National Climate Change Policy:** published in 2017, contains measures to mitigate the negative effects of climate change and the actions necessary to achieve sustainable development until 2050.

* **National 2050 Development Strategy**: provides a strategic framework for the sustainable development of the country, integrating economic, social and environmental objectives, and highlighting the importance of gender equity.

* **Gender and climate change strategy:** with a horizon spanning from 2020 to 2025, defines Uruguay's gender integration strategy in the PNCC, coordinating actions, Plans and recommendations that combine green job creation with women's inclusiveness in the process of fair transition.

* **Long-term Climate Strategy of Uruguay:** developed in relation to the goals and targets set by the NDC and the PNCC, it seeks to project the impact of climate measures adopted in the country by 2050. The Fair Transition has a specific section that articulates the whole of the Strategy.

* **National Gender Equality Strategy 2030**: its objective is to develop a medium-term plan that addresses the needs of intervention in the social, economic and labour life of the country with regard to gender.

1.2. Planning tools and instruments

* **Nationally Determined Contribution (NDC):** It reflects Uruguay's commitments to reduce its carbon emissions, with a cross-cutting approach to gender equality and social justice.

* **National Climate Change Response Plan (PNRCC):** establishes a comprehensive strategy to address climate change, promoting the transition to a low-carbon and resilient economy, with a focus on gender equity and the participation of indigenous communities.

* **Gender and Climate Change Action Plan 2020 -2024:** seeks to integrate a gender perspective into climate policies, promoting the active participation of women and equity in the distribution of benefits and responsibilities.

* **National Plan for Equal Opportunities and Rights (PIOD-NA):** this plan establishes an agenda for gender equality, addressing structural inequalities.

and promoting the equitable participation of women in economic development, including emerging sectors such as green jobs.

* **Renewable energy innovation fund (Uruguay REIF):** through private and public funds, including the United Nations, it is intended that Uruguay generate green jobs by promoting renewable energies and an energy transition with a gender approach, facilitating the integration of women into working life.

* **Green Jobs in the renewable energy sector:** study developed by the ILO at the request of the Uruguayan Ministry of Labor and Social Security for the years 2016-2017. The document provides an analysis of the productive sectors with green job creation potential in the country, developing the social, economic, employment aspects and expected impacts, as well as a decent employment and gender ratio for each of the sectors analysed.

* **Programme to improve industrial competitiveness and environmental protection in the priority industries of the Saint Lucia River Basin:** a pro-gramme developed by the ILO and the Ministry of Labour and Social Security to provide training courses and assistance for technicians and specialists from

academic institutions on environmental issues; as well as for 24 companies to improve their production processes in relation to renewable energies and waste management and in the creation of quality jobs with a green approach.

* **Green Model Productive Investment Programme (PIP Green):** this programme offers financial and technical support to small and medium sized enterprises seeking to incorporate sustainable practices in their production processes, Promoting the generation of green jobs and the participation of women in sustainable economic activities.

* **National System of Protected Areas (SNAP):** the SNAP seeks to conserve biodiversity and promote the sustainable use of natural resources, generating employment opportunities in activities such as ecotourism and environmental management, with emphasis on the inclusion of local and indigenous communities.

* **National Waste Management Plan (PNGR) Uruguay + Circle:** this plan establishes strategies for integrated waste management, promoting the circular economy and creating jobs in the collection, recycling and recovery of waste, with a focus on the inclusion of women and vulnerable populations.

1.3. Inclusion of the gender dimension in public policies

Uruguay has its own strategy for the development of gender equal-ity in all aspects of social, political, economic and labour life in the country, with a time frame set for 2030; This means that the inal re-sults of the strategy have yet to be assessed. However, the gender di-mension has already been mainstreamed into many national plans and strategies, including:

- **National Strategy for Gender Equality 2030.**
- **National Strategy for Development 2050.**

2. Analysis of opportunities and potentials

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

Uruguay has significantly integrated a gender perspective into its public policies related to sustainable development and green employment. The following are among the policies favouring the integration of women into working life:

- **Action Plan on Gender and Climate Change (PAG-CC) 2020-2024.**
- **National Plan for Equal Opportunities and Rights (PIODNA).**
- **Renewable energy innovation fund (Uruguay REIF).**

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

Uruguay has an extensive battery of national action plans, programmes and systems on fair transition, green job creation and women's inclusion in the labour market in relation to jobs generated by the green economy and renewable energies, Therefore, it is recommended that you continue to expand the scope of action plans to meet the goals and objectives defined by the NDCF without losing sight of the permanent inclusion of specific actions and measures to achieve integration women in the Fair Transition and green job creation.Practices to highlight as replicable:

- **National Equal Opportunities and Rights Plan (PIODNA):** this plan sets out an agen-da for gender equality, addressing structural inequalities and promoting the equitable participation of women in economic development, including emerging sectors such as green jobs.

- **Green Model Productive Investment Programme (PIP Green):** this programme offers fi-nancial and technical support to small and medium-sized enterprises seeking to incorporate sustainable practices in their production processes, Promoting the generation of green jobs and the participation of women in sustainable economic activities.

- **Renewable energy innovation fund (Uruguay REIF):** through a combination of private and public funds including the United Nations, Uruguay should have the necessary capacity to generate green jobs by encouraging the introduction of renewable energies and a wide-spread energy transition; without losing sight of a gender approach that facilitates women's entry into the green labour market.

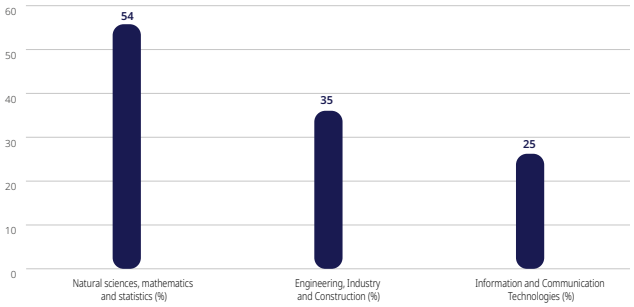
- **Guidelines for gender analysis of the National Greenhouse Gas Inventories** developed as a roadmap for integrating a gender perspective among actors and institutions and as a detailed research and analysis accompanied by resources and cases specific studies to identify barriers; challenges and gaps to the integration of women in sectors strategic for green employment such as energy or agriculture.

3. Statistical data

Of the economically active Uruguayan population, female participation is projected to be 41.2% by 2025, well below 58.8% male, with a constant structural gap. This inequality is also reflected in the income and increased vulnerability of female-headed households.

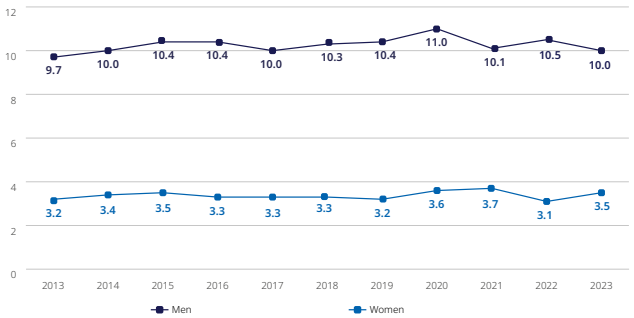
In education, Uruguayan women have managed to surpass men both in access and achievement: in 2021, the gross tertiary enrolment rate was 97.1% for women, compared with 54.2% for men. However, this educational advantage does not translate into employment equity, especially in strategic sectors.

Percentage of women graduates by selected STEM careers

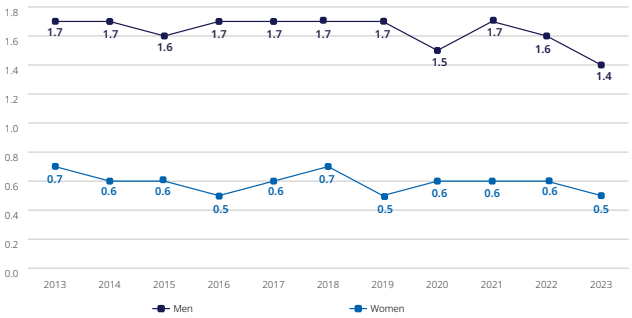


In STEM disciplines, female participation is uneven: 55% of the graduates in Natural Sciences, Mathematics and Statistics were women, although their presence decreases in areas such as Engineering and falls drastically in Information Technologies.

Percentage of population employed in transport



Population employed in energy, gas and water, percentage

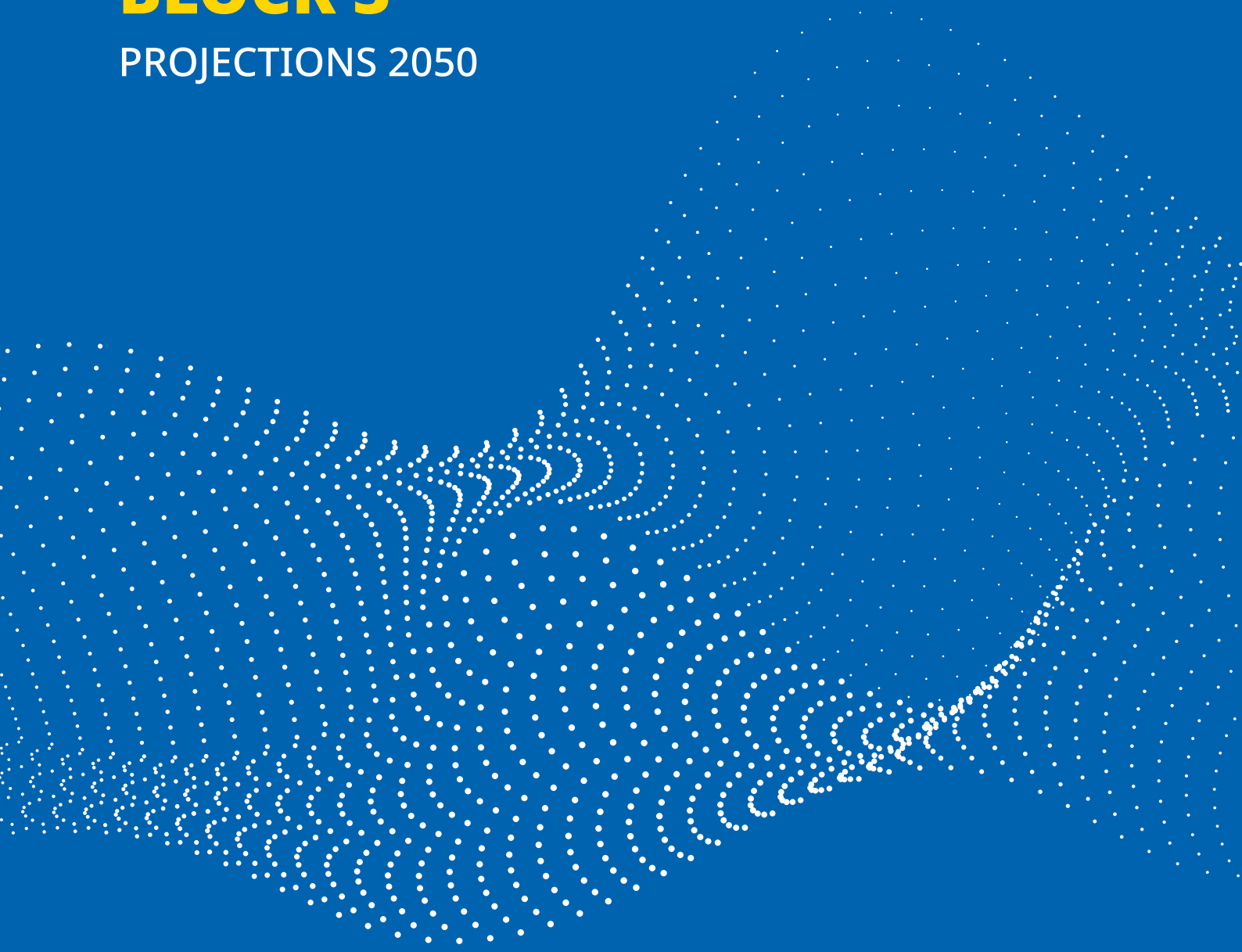


As regards their employment, the following graph shows a critical under-representation of women in key areas for a just energy transition.

For more information click **here**

BLOCK 3

PROJECTIONS 2050

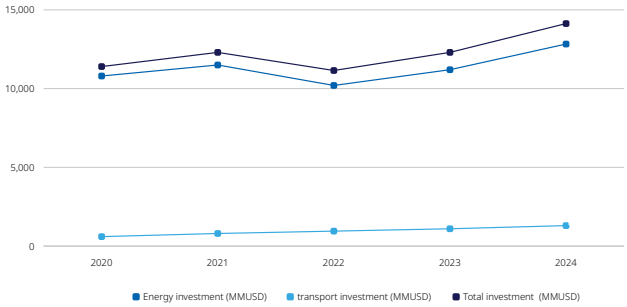


Statistical report on projected green female employment and energy and transport investment statistics to 2050[37]

I. ARGENTINA

I.1. Current investment data

Figure 1: Historical investment in strategic sectors[38]



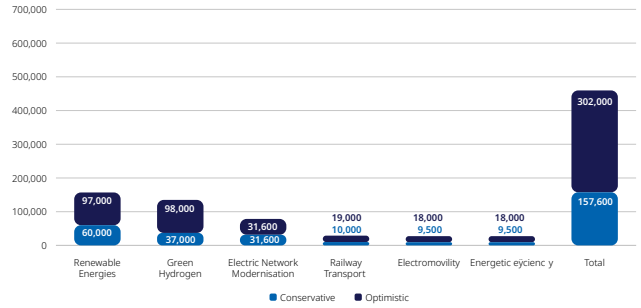
I.2. Projections to 2050

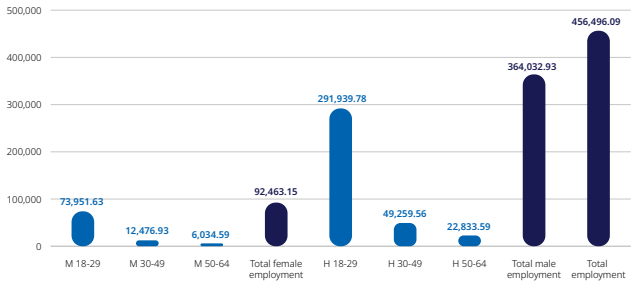
Table 1: Selected investment projects[39]

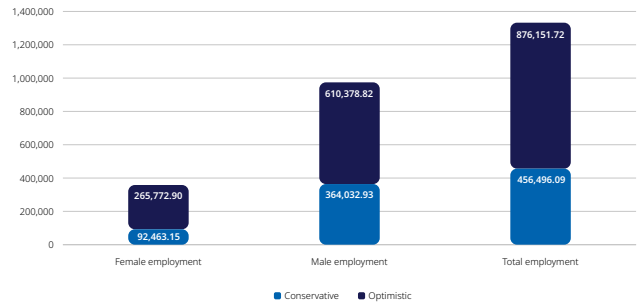
Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Parque Solar El Quemado (YPF Luz)	211	-	211	100
Plan Nacional Transporte Eléctrico	6,600	-	6,600	80
Modernización Red Transener	9,800	-	9,800	80
Parque Solar San Juan Sur (Genneia)	110	-	110	100
Plantas Biomasa Corrientes (Insud)	200	-	200	100
Oleoducto Vaca Muerta Sur (VMOS)	-	2,486	2,486	60
Hidrógeno Verde Nacional (Plan 2032)	2,000	-	2,000	100
Emergencia Ferroviaria (DNU 525/2024)	-	1,300	1,300	65
Plan Belgrano Cargas Renovación	-	3,000	3,000	65
Estrategia Hidrógeno Verde 2050	90,000	5,000	95,000	95

37. Methodological note: In many countries, no investment statistics were found for the strategic energy and transport sectors as there are no official public records on this subject. In these cases, three methodologies were developed. On the one hand, the collection of projects for reference investment, installed capacity and transport infrastructure projects. On the other hand, the percentage of GDP devoted to infrastructure investments was estimated, with assumptions for each sector's share. In addition, the sectoral GDP breakdown was revised as a proxy for investment requirements. Finally, a cross-checking, extrapolation and validation of assumptions with benchmarks and research was carried out. Thus, the references cited may not accurately validate the statistics presented in this document.
38. Sources [21], [28], [29].
39. Sources [5], [12] [13], [14], [15], [21], [29], [32].

Figure 2: Investment and employment projections[40]







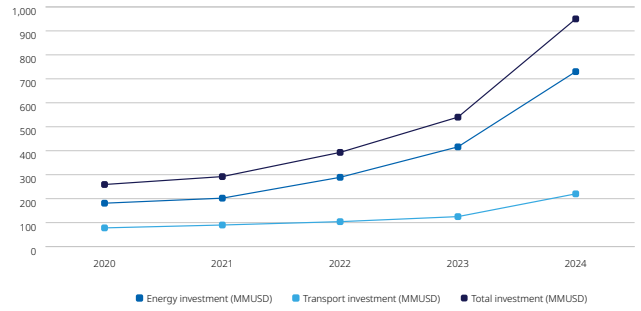
Conclusions of the Argentina 2050 projection

Argentina is making strong progress in its energy transition, mobilizing more than USD 120 billion towards green hydrogen, solar energy and electric rail transport. By 2050, 1 million green jobs are projected to be created, of which 65 per cent will be for men and 35 per cent for women, with increasing female participation in public transport, energy planning and technical services.

II. BOLIVIA

II.1. Current investment data

Figure 1: Historical investment in strategic sectors[41]



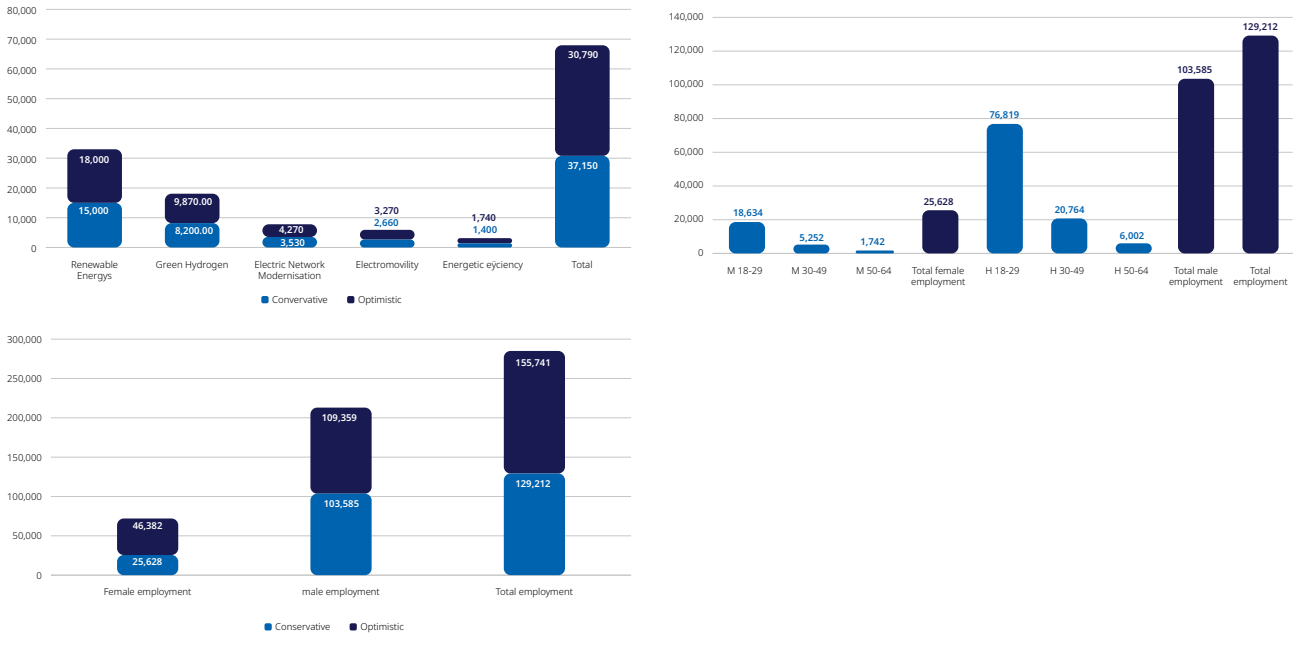
40. The projection assumes a total investment of between USD 278.6 and 424.0 billion estimated at between 0.9% and 1.2% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 91% of employment will be green, with female participation between 20% and 30%. The age distribution considers 15% for women and men aged 18-29 and 30-49, and 7% for those aged 50-64. See citations: [8], [10], [12], [14], [21].
41. Sources [1], [2], [3], [4], [5], [6], [7].

II.2. Projections to 2050

Table 1: Selected investment projects[42]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Central Hidroeléctrica Ivirizu	450	-	450	100
Central Hidroeléctrica Miguillas	450	-	450	100
Planta Solar Uyuni Fase II	29	-	29	100
Parque Eólico Warnes II	65	-	65	100
Proyectos Eólicos Altiplano	850	-	850	100
Red de Transmisión Nacional	1,200	-	1,200	80
Hidrógeno Verde Oruro	350	-	350	100
Hidrógeno Verde Tarija	200	-	200	100
Hidrógeno Verde Santa Cruz	150	-	150	100
Línea Carmesí Teleférico	-	92	92	60
Red Ferroviaria Nacional	-	657	657	65

Figure 2: Investment and employment projections[43]



42. Sources [16] – [26].

43. The projection assumes a total investment of between USD 30,790 and 37,150 million estimated at between 2.5% and 2.2% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 91.9% of the employment will be green, with female participation between 20% and 30%. The age distribution for women is 19.6%, 25.9% and 6.5% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 20.2%, 25.6% and 6.5% for the three age segments respectively. See citations: [8]-[15] and [27]-[44].

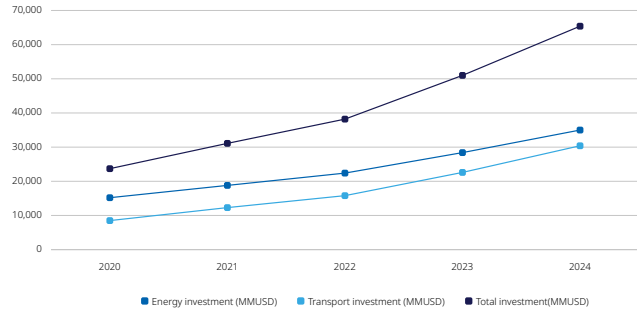
Conclusions of the Bolivia 2050 projection

With a highly sustainable energy strategy, Bolivia will invest more than USD 5 billion in hydro, wind and green hydrogen poles. This transformation will lead to the creation of approximately 300,000 green jobs, with a job profile currently dominated by men (70%) but with increasing opportunities for women (30%) in manufacturing, network operation and rural community services.

III. BRAZIL

III.1. Current investment data

Figure 1: Historical investment in strategic sectors[44]



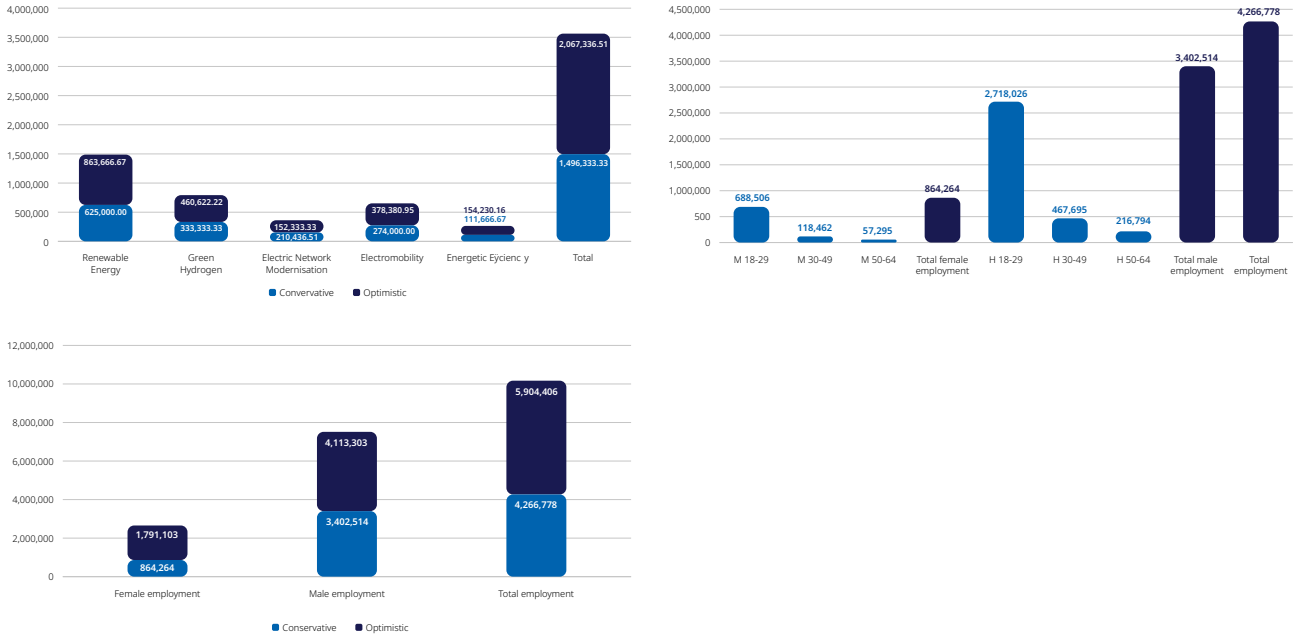
III.2. Projections to 2050

Table 1: Selected investment projects [45]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Programa Novo PAC Energético	115,400	-	115,400	95
Parques Eólicos Offshore Atlántico	42,000	-	42,000	100
Linha de Transmissão Graça Aranha	3,600	-	3,600	100
Complexo Solar Mendubim	531	-	531	100
Proyectos Hidrógeno Verde Neoenergia	25,000	-	25,000	100
Modernización Portuaria Nacional	-	35,400	35,400	70
Expansão Metro São Paulo Linha 2	-	250	250	85
Ferrovías Novo PAC	-	64,200	64,200	80
Trem de Alta Velocidade Rio-SP	-	9,730	9,730	90
Red 5G Nacional ANATEL	4,860	-	4,860	75
Mineração Sustentável Lítio	532	-	532	65

44. Sources [1]-[9].
45. Sources [4], [5]. [6], [7] y [10]-[26].

Figure 2: Investment and employment projections[46]



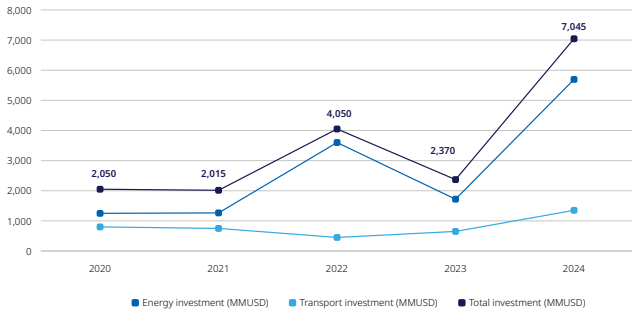
Conclusions of the Brazil 2050 projection

Brazil leads the region with more than USD 300 billion dedicated to renewable energies, railways and clean mobility. More than 3 million green jobs are projected by 2050, with an estimated 60% for men and 40% for women, supported by national policies that promote the inclusion of women in technology, urban transport and clean energy services.

IV. CHILE

IV.1. Current investment data

Figure 1: Historical investment in strategic sectors[47]



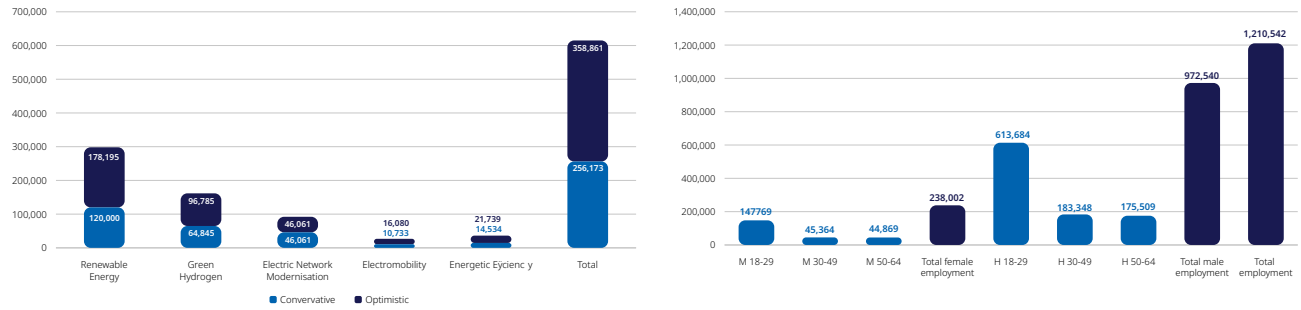
46. The projection assumes a total investment of between USD 1,496,333 and 2,067,337 million estimated between 2.5% and 2.6% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 89.5% of employment will be green, with female participation between 20% and 30%. The age distribution for women is 15.3%, 15.4% and 7.4% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 15.1%, 15.2% and 7.4% for the three age segments respectively.
47. Sources [14], [15], [16], [17], [20], [21], [25], [26], [27].

IV.2. Projections to 2050

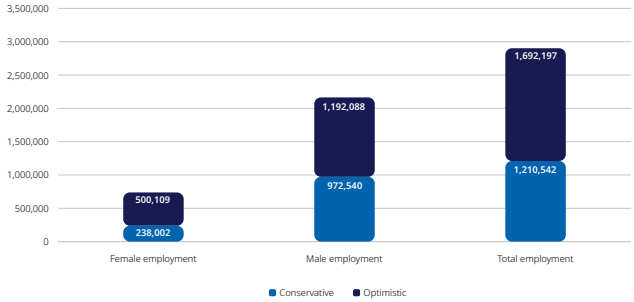
Table 1: Selected investment projects[48]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Parque Solar El Queñado	211	-	211	100
Parque Solar San Juan Sur	110	-	110	100
Plantas Biomasa Forestales	200	-	200	100
Transmisión Red Submarina	9,800	-	9,800	80
Plan Ferroviario CSRC	-	130	130	60
Inversión Ferroviaria Nacional	1,300	-	1,300	65
Hidrógeno Verde Nacional	2,000	-	3,000	100
Combustibles Aviación Sostenible	400	100	500	100
Combustibles Marítima Sostenible	-	-		100
Hidrógeno Verde Chubut	10,000	-	10,000	100
Plan Belgrano Cajas	-	4,695	4,695	65
Plan Reparación Renovable	90,000	5,000	95,000	95
Estrategia Hidrógeno Nacional	90,000	5,000	95,000	95

Figure 2: Investment and employment projections49



48. Sources [15], [17], [18], [19], [20], [22], [23], [24], [31], [32], [33], [34], [35].
49. The projection assumes a total investment of between USD 256.173 and 358.861 million estimated between 2.7% and 2.9% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 93.8% of employment will be green, with female participation between 20% and 30%. The age distribution for women is 18.3%, 28.8% and 18.1% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 19.0%, 29.1% and 18.1% for the three age segments respectively. See citations: [14], [15], [16], [20], [21], [38], [39], [48], [52], [53], [54], [55] and [56].



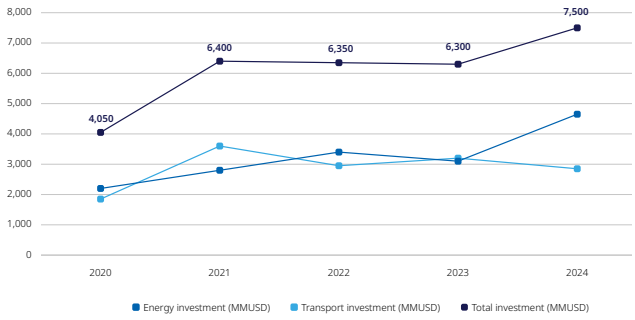
Conclusions of the Chile 2050 projection

Chile consolidates its climate leadership with USD 200 billion in green hydrogen, biofuels and electromobility projects. 800,000 green jobs are expected to be generated, with female participation reaching 42%, compared to 58% male, through training and labour integration programmes in hydrogen value chains and sustainable transport.

V. COLOMBIA

V.1. Current investment data

Figure 1: Historical investment in strategic sectors[50]



V.2. Projections to 2050

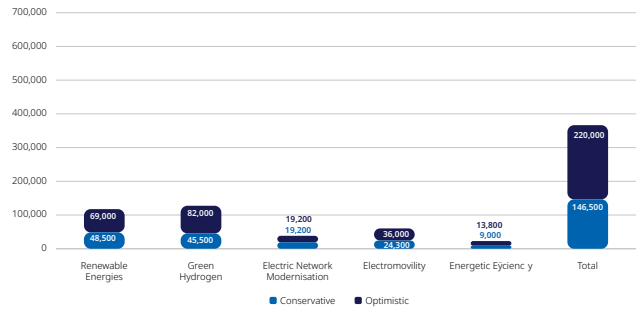
Table 1: Selected investment projects[51]

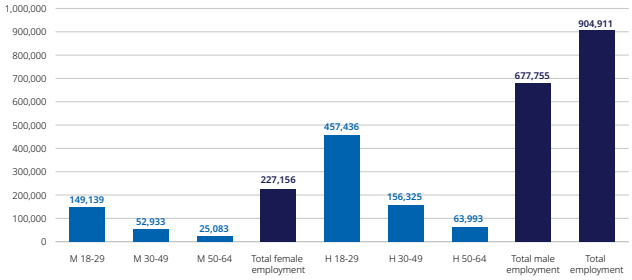
Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Hoja de Ruta Hidrógeno Verde	45,000	-	45,000	100
Parques Eólicos Offshore Caribe	8,500	-	8,500	100
Proyectos Solares Fotovoltaicos	6,200	-	6,200	100
Red Nacional Transmisión	3,800	-	3,800	80

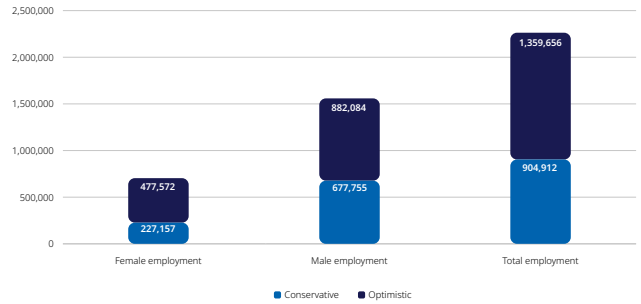
50. Sources [1]-[14].
51. Sources [15]-[26].

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Electromovilidad Urbana		12,000	12,000	95
Transporte Masivo Eléctrico	-	8,500	8,500	100
Modernización Puertos	-	4,200	4,200	65
Infraestructura Vial Sostenible	-	15,800	15,800	55

Figure 2: Investment and employment projections[52]







Conclusions of the Colombia 2050 projection

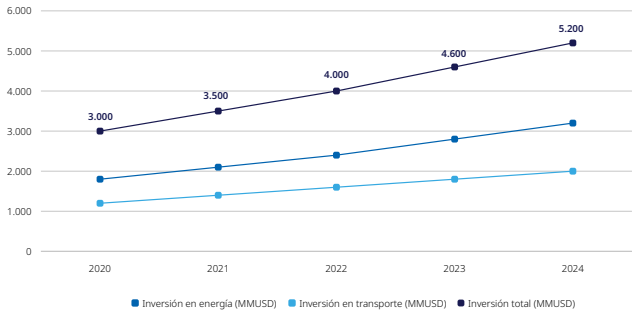
Colombia will implement a profound transformation of its energy and mobility system with investments in excess of USD 95 billion. This will lead to the creation of 1.2 million green jobs, with an estimated distribution of 63% male and 37% female, with the inclusion of women in electric transport and community energy development projects being particularly significant.

52. The projection assumes a total investment of between USD 146.5 and 220.0 billion estimated at 1.4% to 1.6% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 90.4% of employment will be green, with female participation between 25% and 35%. The age distribution for women is 26.8%, 32.1% and 12.7% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 27.4%, 31.6% and 12.7% for the three age segments respectively. See citations: [1], [12], [13], [14], [25], [27], [28], [29].

VI. COSTA RICA

VI.1. Current investment data

Figure 1: Historical investment in strategic sectors[53]



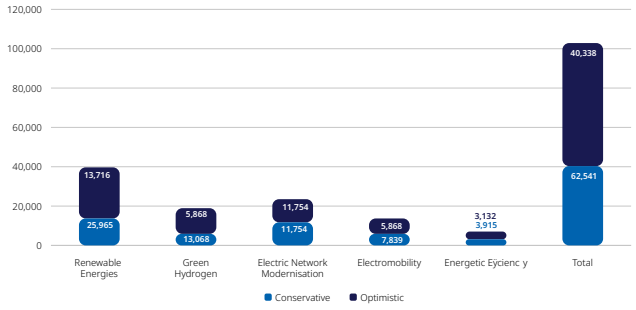
VI.2. Projections to 2050

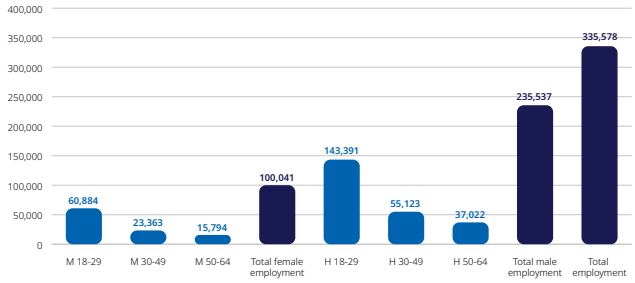
Table 1: Selected investment projects

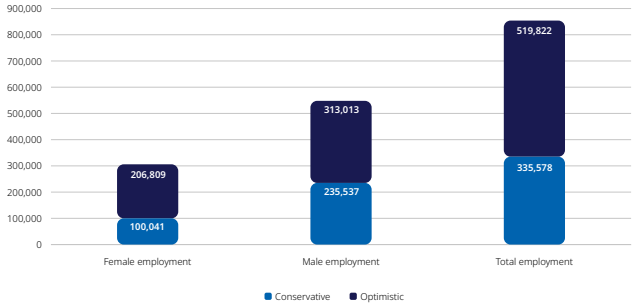
Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Planta Hidroeléctrica Fourth Cliff	291	-	291	100
Proyecto Geotérmico Borinquen I	180	-	180	100
Plantas Solares Foto-voltaicas (270 MW)	350	-	350	100
Tren Eléctrico de Pasa-jeros GAM	-	800	800	100
TELCA - Tren Eléctrico de Carga Atlántico	-	820	820	100
Parques Eólicos Gua-nacaste (122 MW)	200	-	200	100
Modernización Red Eléctrica Nacional	450	-	450	85
Infraestructura Vial Sostenible	-	600	600	70

53. Sources [1]-[18].

Figure 2: Investment and employment projections[54]







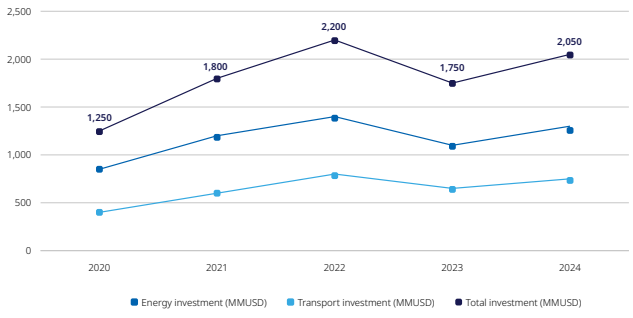
Conclusions of the Costa Rica 2050 projection

With investments of more than USD 3 billion, Costa Rica aims to consolidate a 100% sustainable development model, focused on electric trains, solar energy and geothermal. The creation of 150,000-200,000 green jobs is estimated, with a more advanced gender balance (55% men, 45% women) thanks to the strong equity focus in its public policies and urban projects.

VII. ECUADOR

VII.1. Current investment data

Figure 1: Historical investment in strategic sectors[55]



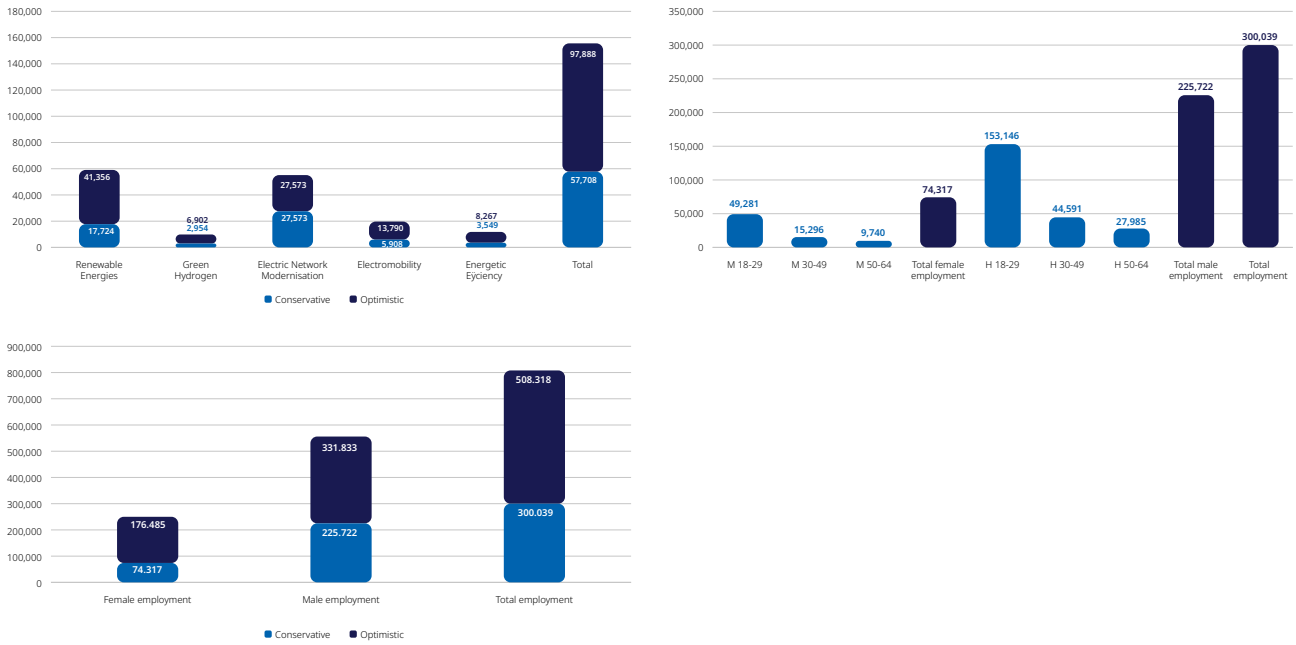
54. The projection assumes a total investment of between USD 40.338 and 62.541 million estimated at 1.7% to 2.0% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 93.3% of the employment will be green, with female participation between 30% and 40%. The age distribution for women is 32.1%, 35.8% and 21.7% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 32.4%, 36.2% and 21.7% for the three age segments respectively. See citations [28], [32], [37], [38], [43].
55. Sources [1]-[11].

VII.2. Projections to 2050

Table 1: Selected investment projects[56]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Proyecto Hidroeléctrico Santiago	3,000	-	3,000	100
Proyecto Hidroeléctrico Cardenillo	1,300	-	1,300	100
Central Termoeléctrica Esmeraldas III y IV	437	-	437	45
Proyecto Geotérmico Chachimbiro	80	-	80	100
Parque Eólico Villonaco III	181	-	181	100
Proyecto Eólico El Pimo	260	-	260	100
Metro de Quito - Extensión a Calderón	-	800	800	95
Puerto de Aguas Profundas Posorja	-	1,200	1,200	70

Figure 2: Investment and employment projections[57]



56. Sources [12]-[28].
57. The projection assumes a total investment of between USD 57,708 and 97,888 million estimated between 1.7% and 2.2% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 91.2% of the employment will be green, with female participation between 25% and 35%. The age distribution for women is considered to be 22.3%, 28.3% and 14.2% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 23.1%, 27.5% and 14.2% for the three age segments respectively.

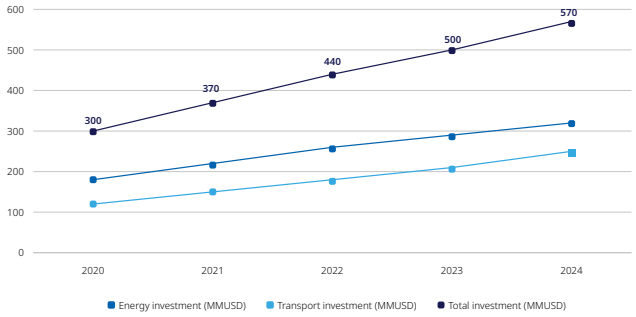
Conclusions of the Ecuador 2050 projection

Ecuador seeks to diversify its energy matrix with hydroelectric, geothermal and urban mobility projects, exceeding USD 7 billion in investments. By 2050, more than 500,000 green jobs are projected, with an estimated 67% male and 33% female participation, particularly in infrastructure works, rural electrification and urban transport.

VIII. EL SALVADOR

VIII.1. Current investment data

Figure 1: Historical investment in strategic sectors[58]



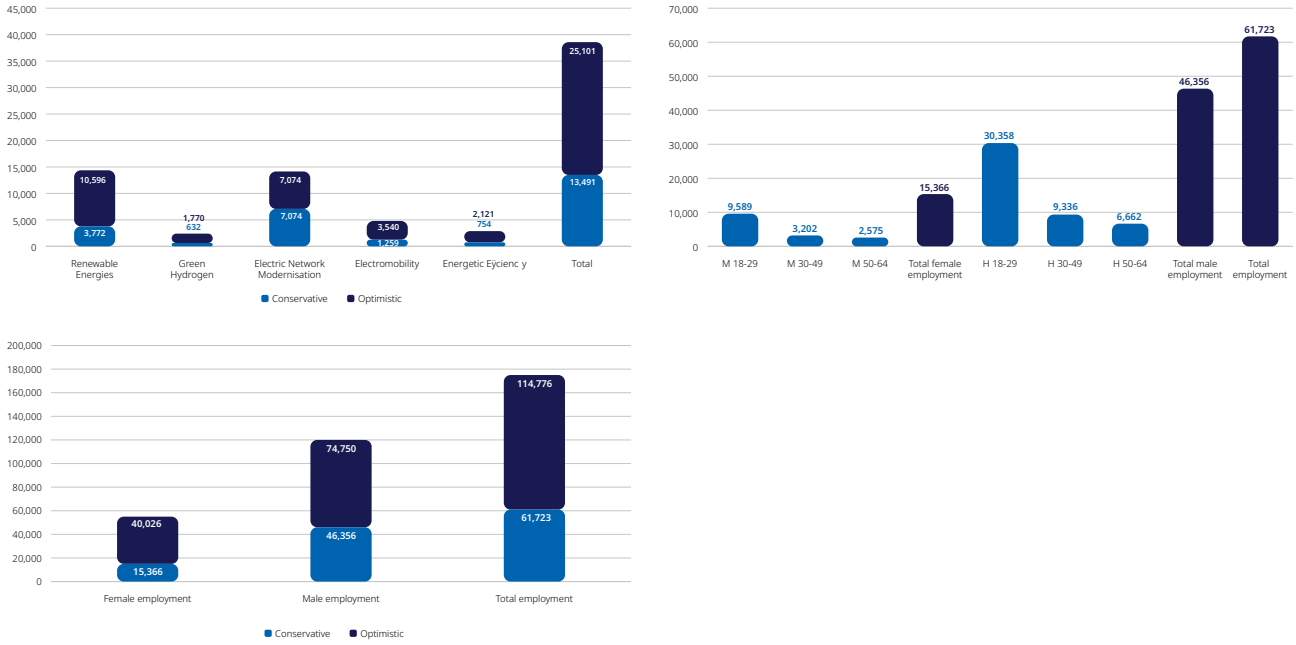
VIII.2. Projections to 2050

Table 1: Selected investment projects[59]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Proyecto Geotérmico Chinameca y San Vicente	225	-	225	100
Central Hidroeléctrica 3 de Febrero	759	-	759	100
Parque Eólico Ventus Expansión	150	-	150	100
Complejo Solar Fotovoltaico Nacional	380	-	380	100
Modernización Portuaria Acajutla y La Unión	-	1,615	1,615	70
Aeropuerto Internacional del Pacífico	-	320	320	85
Sistema de Metrocables Gran San Salvador	-	200	200	95
Programa Surf City - Fase II	-	65	65	80

58. Sources [1]-[10].
59. Sources [23]-[38].

Figure 2: Investment and employment projections[60]



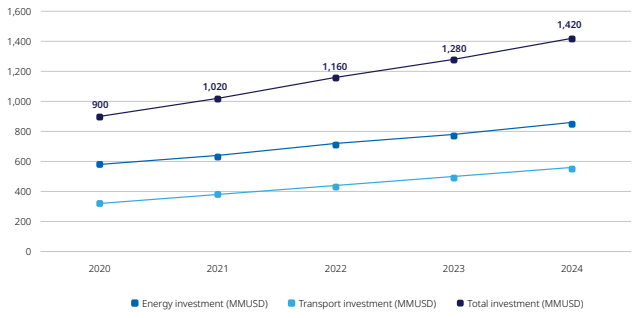
Conclusions of the El Salvador 2050 projection

El Salvador prioritizes renewable energies such as geothermal and solar, in addition to logistics infrastructure and urban transport, totaling more than USD 3 billion in investments. These initiatives will generate more than 250,000 green jobs, with an estimated 62% men and 38% women, especially in sustainable transport and decentralized energy services.

IX. GUATEMALA

IX.1. Current investment data

Figure 1: Historical investment in strategic sectors[61]



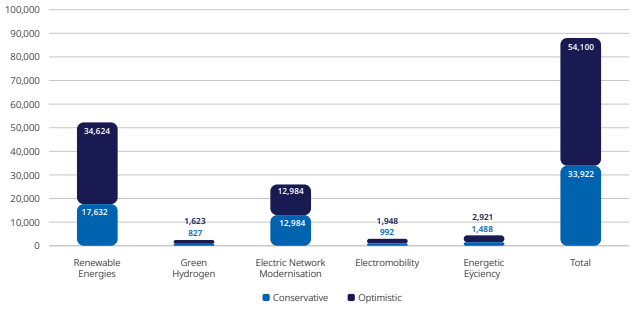
60. The projection assumes a total investment of between USD 13,491 and 25,101 million estimated at 1.4% to 2.0% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 85.0% of employment will be green, with female participation between 25% and 35%. The age distribution for women is considered to be 19.9%, 28.4% and 16.0% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 21.0%, 27.6% and 16.0% for the three age segments respectively.
61. Sources [1]-[21].

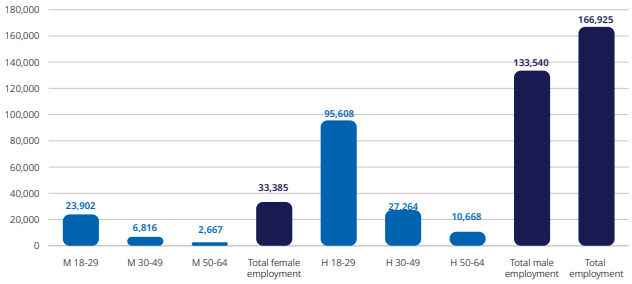
IX.2. Projections to 2050

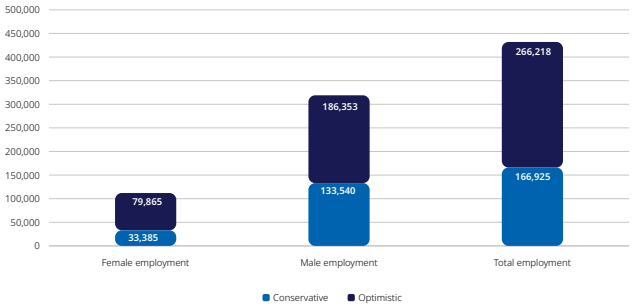
Table 1: Selected investment projects[62]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Proyecto Hidroeléctrico Santiago	3,000	-	3,000	100
Proyecto Hidroeléctrico Cantareira	1,300	-	1,300	100
Central Termoeléctrica Chiquimulilla III y IV	437	-	437	45
Proyecto Geotérmico Chiquimulilla	80	-	80	100
Parque Eólico Villonaco III	181	-	181	100
Proyecto Eólico El Pino	260	-	260	100
Metro de Quito - Extensión a Calderón	-	800	800	95
Puerto de Aguas Profundas Posoria	-	1,200	1,200	70

Figure 2: Investment and employment projections[63]







62. Sources [22]-[39]

63. The projection assumes a total investment of between USD 33,922 and 54,100 million estimated between 1.2% and 1.4% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 91.2% of employment will be green, with female participation between 20% and 30%. The age distribution for women is 23.0%, 26.0% and 9.0% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 23.0%, 26.0% and 9.0% for the three age segments respectively. See quotes: [40]-[51].

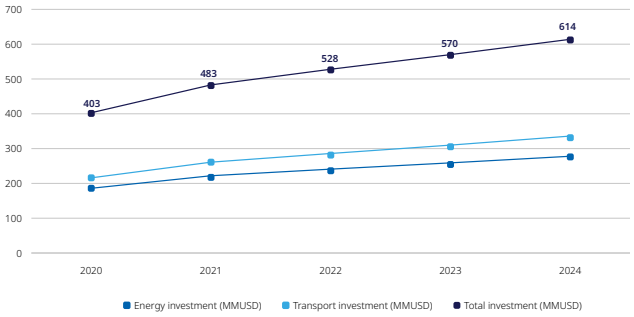
Conclusions of the Guatemala 2050 projection

Guatemala focuses its development on hydroelectric, wind farms, metrocables and ports, with investments exceeding USD 7 billion. At least 400,000 green jobs are projected to be created, of which an estimated 66 per cent will be for men and 34 per cent for women, with potential growth in female inclusion in urban transport and installation of renewable energies.

X. HONDURAS

X.1. Current investment data

Figure 1: Historical investment in strategic sectors[64]



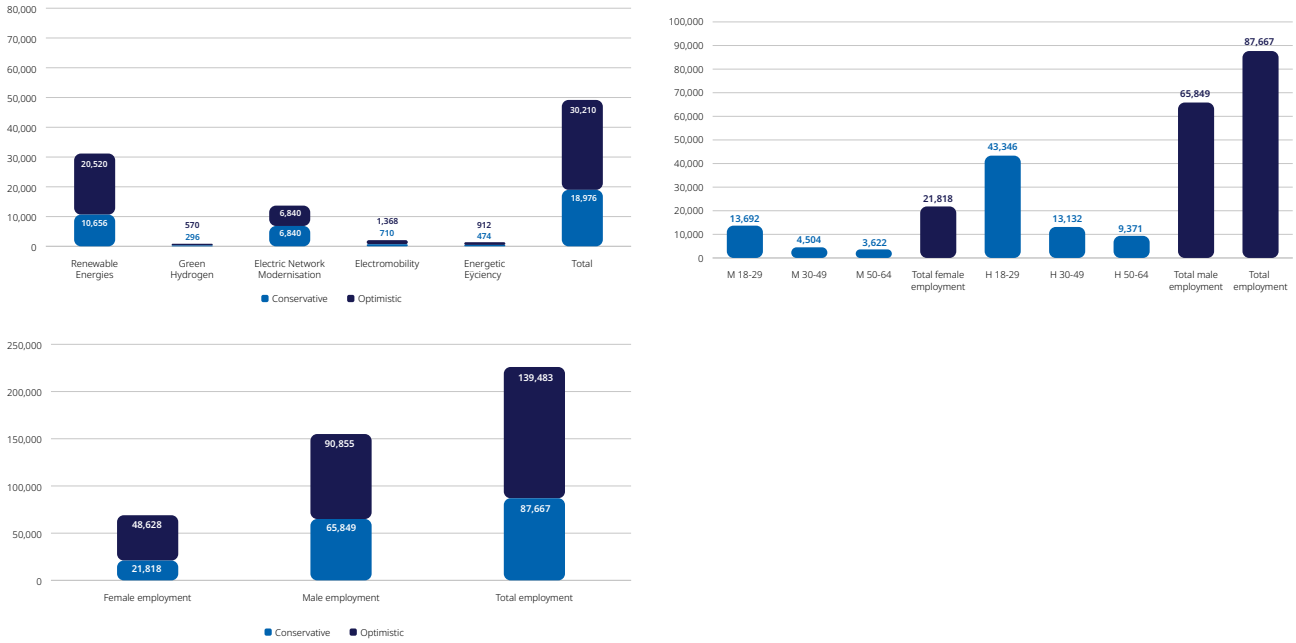
X.2. Projections to 2050

Table 1: Selected investment projects[65]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Proyecto Hidroeléctrico El Tornillito	400	-	400	100
Licitación Internacional 1,500 MW	1,800	-	1,800	95
Proyecto Solar DanaSun Energy Choloma	300	-	300	100
Hidroeléctrica Los Llanitos	400	-	400	100
Hidroeléctrica Jicatuyo	525	-	525	100
Ferrocarril Interoceánico	-	20,000	20,000	85
Programa Carreteras Resilientes BCIE	-	607	607	70
Aeropuerto Internacional Palmerola	-	209	209	80

64. Sources [1]-[16].
65. Sources [22]-[32].

Figure 2: Investment and employment projections[66]



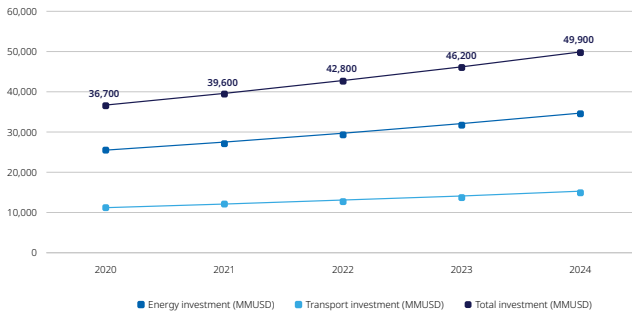
Conclusions of the Honduras 2050 projection

With more than USD 23 billion projected, Honduras is driving an ambitious green development, including an interoceanic railway and multiple renewable plants. It is estimated that 600,000 green jobs will be generated, with a participation of approximately 70% men and 30% women, although improvement is envisaged through rural training and inclusion programmes.

XI. MEXICO

XI.1. Current investment data

Figure 1: Historical investment in strategic sectors[67]



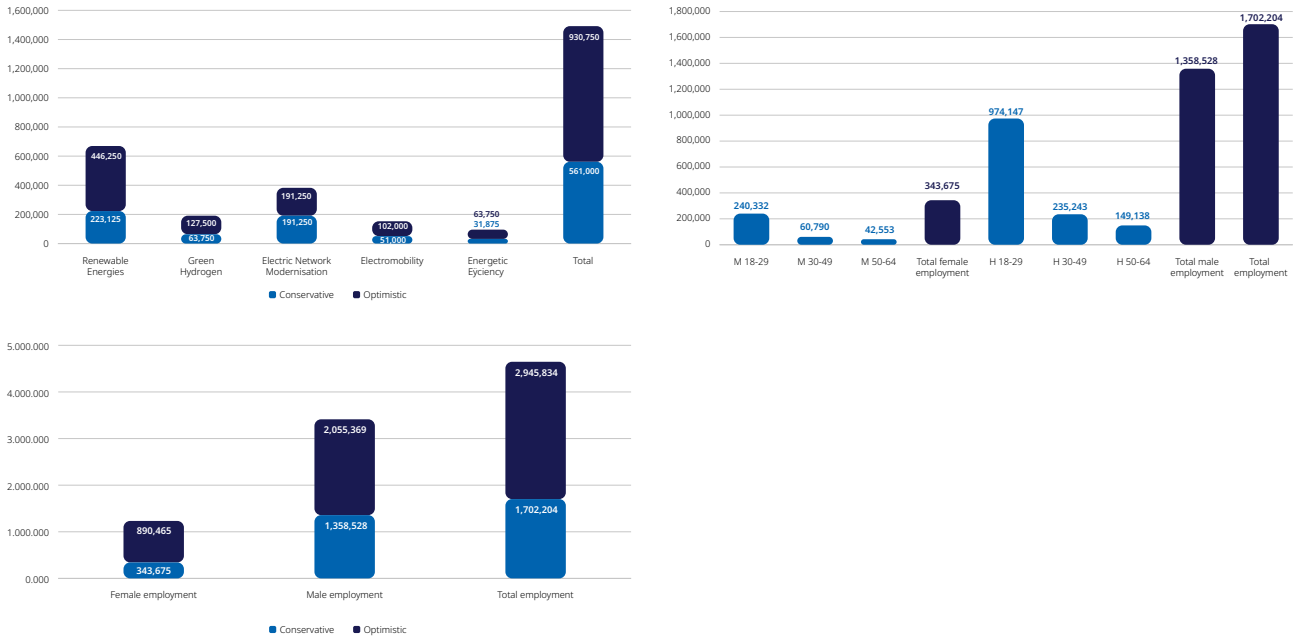
66. The projection assumes a total investment of between USD 18,976 and 30,210 million estimated between 1.9% and 2.3% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 86.3% of the employment will be green, with female participation between 25% and 35%. The age distribution for women is considered to be 19.9%, 28.4% and 16.0% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 21.0%, 27.6% and 16.0% for the three age segments respectively. See citations: [38]-[53].
67. Sources [1]-[11] y [38]-[51].

XI.2. Projections to 2050

Table 1: Selected investment projects[68]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Plan Nacional de Energía CFE 51 Proyectos	22,377	-	22,377	85
Proyecto Eólico Istmo de Tehuantepec	5,000	-	5,000	100
Refinería Olmeca Dos Bocas	20,959	-	20,959	45
Gasoducto Marino CFE-TC Energy	5,000	-	5,000	60
Tren Maya (Completado)	-	511	511	80
Programa Nacional Infraestructura Carretera	-	9,117	9,117	70
Corredor Interoceánico Tehuantepec	-	15,000	15,000	85
Aeropuerto Internacional Felipe Ángeles	-	3,440	3,440	80

Figure 2: Investment and employment projections69



68. Sources [23]-[34].
69. The projection assumes a total investment of between USD 561,000 and 930,750 million estimated at 1.1% to 1.4% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 85.0% of employment will be green, with female participation between 20% and 30%. The age distribution for women is 15.0%, 21.5% and 10.5% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 15.2%, 20.8% and 10.5% for the three age segments respectively. See quotes: [35]-[74].

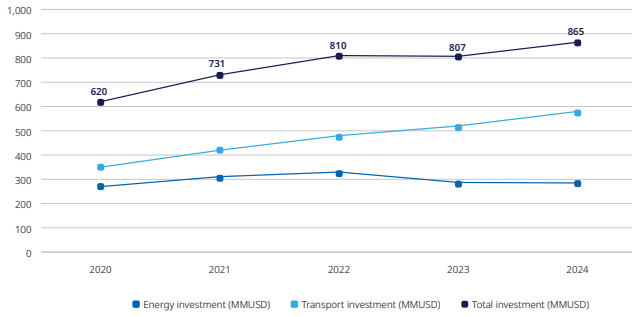
Conclusions of the Mexico 2050 projection

Mexico will mobilize more than USD 85,000 million in infrastructure, renewable and fossil energy megaprojects. Although the heterogeneity of the portfolio reduces the relative weight of sustainability, up to 2 million jobs are expected to be generated, of which at least 1.2 million would be green. In the latter, it is estimated that 60 per cent of the participants are men and 40 per cent women, with the transport and solar energy sectors being the most female-inclusive.

XII. PARAGUAY

XII.1. Current investment data

Figure 1: Historical investment in strategic sectors[70]



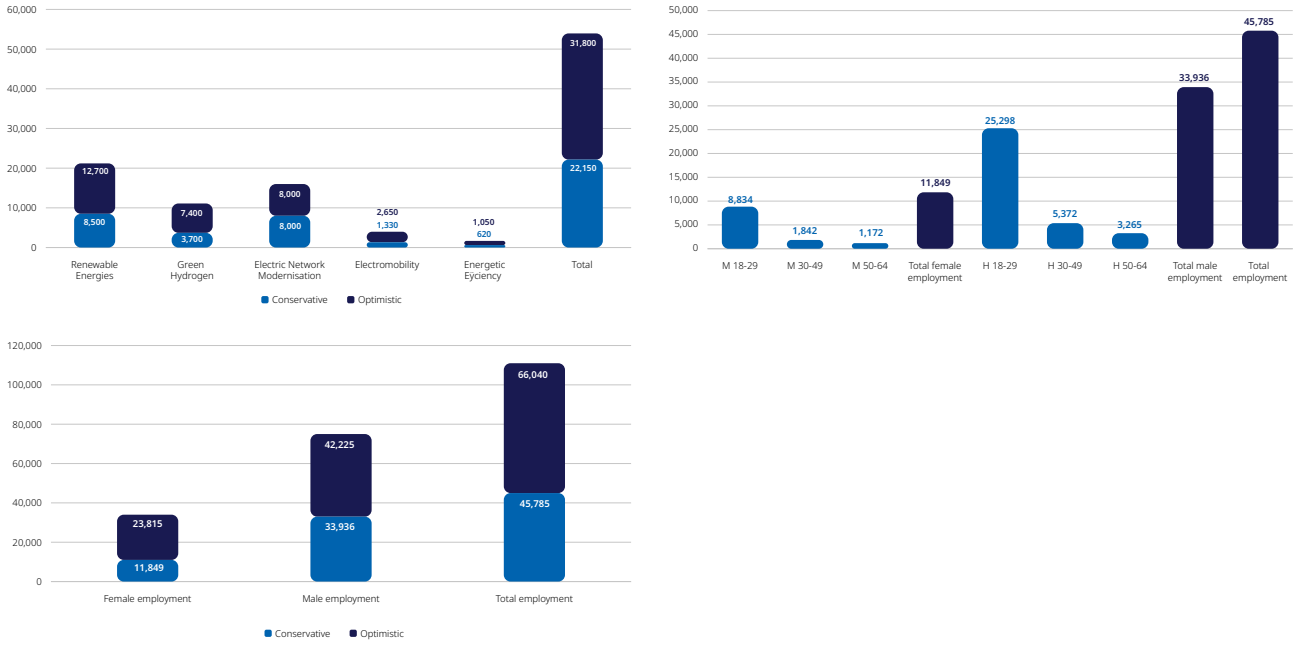
XII.2. Projections to 2050

Table 1: Selected investment projects[71]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Proyecto Hidroeléctrico El Tornillito	400	-	400	100
Licitación Internacional 1,500 MW	1,800	-	1,800	95
Proyecto Solar DanaSun Energy Choloma	300	-	300	100
Hidroeléctrica Los Llanitos	400	-	400	100
Hidroeléctrica Jicatuyo	525	-	525	100
Ferrocarril Interoceánico	-	20,000	20,000	85
Programa Carreteras Resilientes BCIE	-	607	607	70
Aeropuerto Internacional Palmerola	-	209	209	80

70. Sources [1]-[20].
71. Sources [21]-[40].

Figure 2: Investment and employment projections[72]



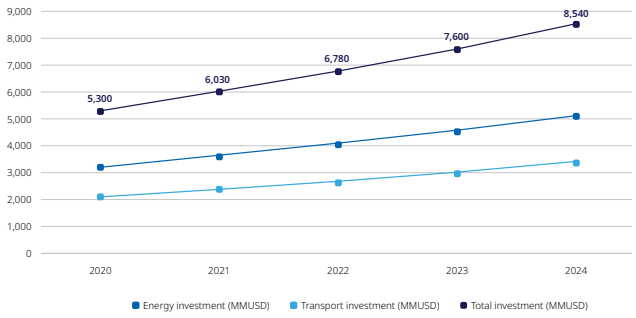
Conclusions of the Paraguay 2050 projection

Paraguay plans sustainable investments of more than USD 23 billion, focusing on hydroelectricity and rail transport. Approximately 400,000 green jobs are expected to be generated, with a distribution of 68% men and 32% women, but with potential for improvement in sectors such as network maintenance and technical training in renewable energies.

XIII. PERU

XIII.1. Current investment data

Figure 1: Historical investment in strategic sectors[73]



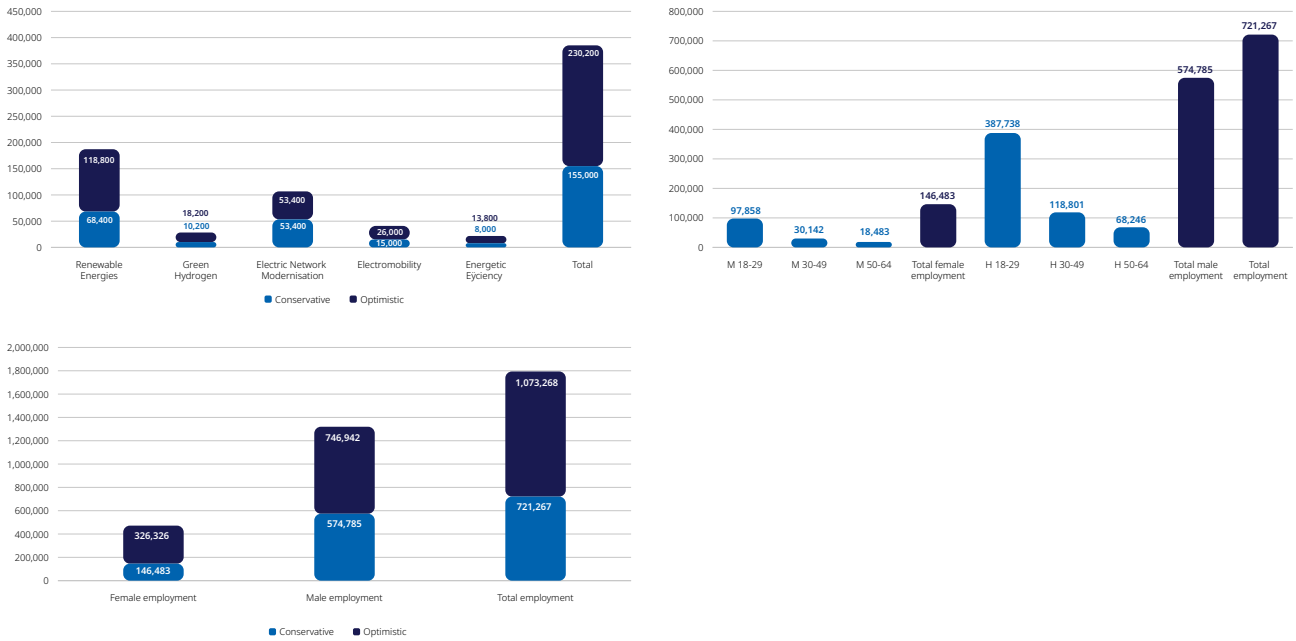
72. The projection assumes a total investment of between USD 22,150 and 31,800 million estimated at between 1.8% and 1.9% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 86.3% of the employment will be green, with female participation between 25% and 35%. The age distribution for women is 11.0%, 18.0% and 7.0% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 10.5%, 17.5% and 7.0% for the three age segments respectively. See quotes: [41]-[54].
73. Sources [1]-[19].

XIII.2. Projections to 2050

Table 1: Selected investment projects[74]

Project	Energy Investment (USD M)	Transport Investment (USD M)	Total Investment (USD M)	% Sustainable
Proyecto Hidroeléctrico Chaglla	1,500	-	1,500	100
Proyecto Solar Hanaq Pampa	250	-	250	100
Proyecto Eólico Marcona	400	-	400	100
Electrificación Rural	100	-	100	100
Movilidad Eléctrica en Transporte Público	-	200	200	90
Plan Nacional de Infraestructura Sostenible	-	1,500	1,500	70
Proyecto de Hidrógeno Verde	500	-	500	95
Modernización de Redes Eléctricas	300	-	300	85

Figure 2: Investment and employment projections[75]



74. Sources [20]-[27].
75. The projection assumes a total investment of between USD 155,000 and 230,200 million estimated between 2.3% and 2.5% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 88.6% of employment will be green, with female participation between 20% and 30%. The age distribution for women is 21.2%, 27.3% and 13.0% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 21.0%, 26.9% and 13.0% for the three age segments respectively. See citations: [28]-[51].

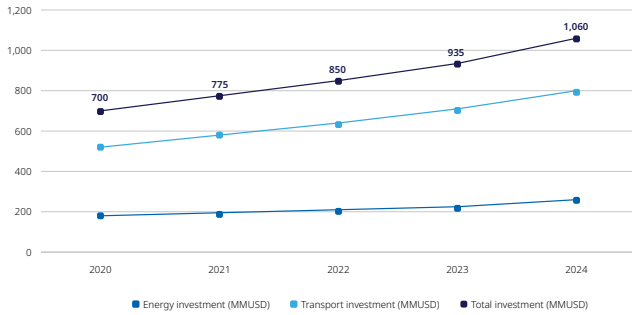
Conclusions of the Peru 2050 projection

Peru is investing in hydropower, solar and electric mobility, with more than USD 5 billion invested by 2050. The creation of 350,000 green jobs is estimated, with a projected distribution of 64% men and 36% women, with strong growth in female employment in urban transport and rural electrification.

XIV. URUGUAY

XIV.1. Current investment data

Figure 1: Historical investment in strategic sectors[76]



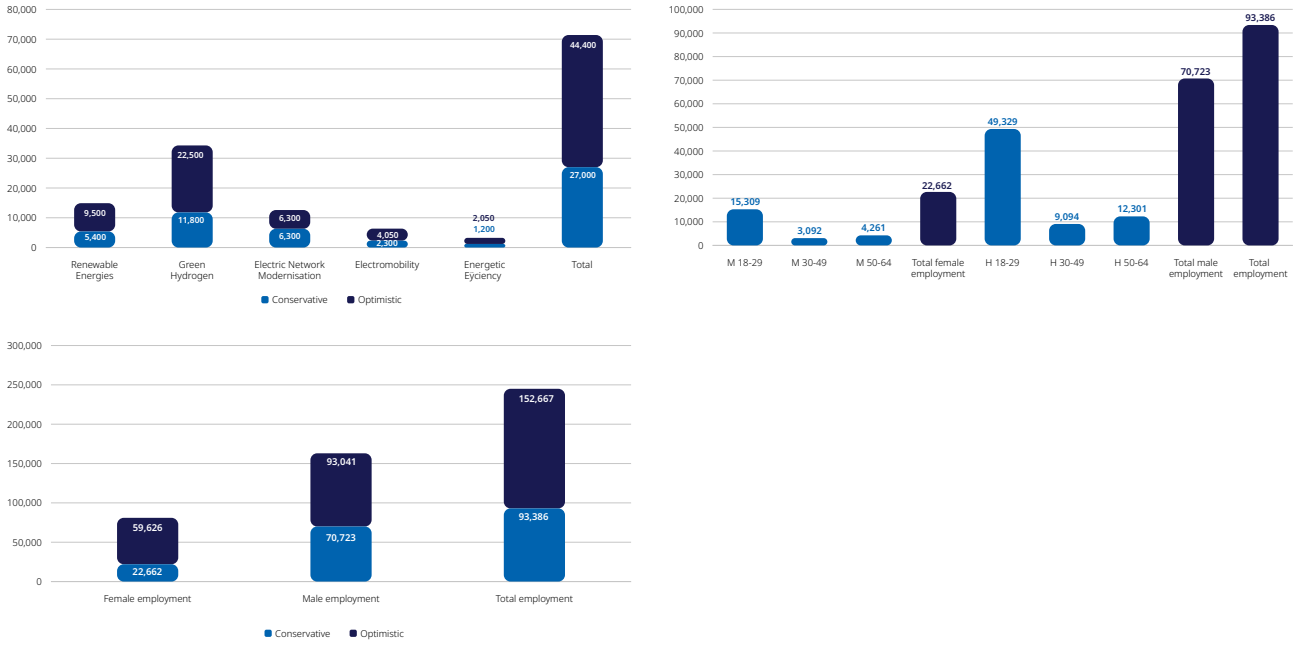
XIV.2. Projections to 2050

Table 1: Selected investment projects[77]

Proyecto	Inversión en energía (MMUSD)	Inversión en transporte (MMUSD)	Inversión total (MMUSD)	% Sostenible
Planta HIF Global - Combustibles Sintéticos	6,000	-	6,000	100
Ferrocarril Central	-	972	972	100
Parque Eólico Elena (HIF)	800	-	800	100
Expansión Renovable UTE 2025-2043	3,500	-	3,500	100
Polo Verde Tambor - Hidrógeno Verde	400	-	400	100
Parque Solar Aguaí II (HIF)	280	-	280	100
Represa Casupá	130	-	130	100
Renovación Central Baygorria	100	-	100	100
Parque Solar UTE Cerro Largo	85	-	85	100
Proyecto Kahirós - Hidrógeno Verde	8	-	8	100

76. Sources [1]-[19].
77. Sources [20]-[38].

Figure 2: Investment and employment projections[78]



Conclusions of the Uruguay 2050 projection

Uruguay strengthens its sustainable profile with more than USD 10 billion in 100% green projects, including synthetic fuels, wind and solar. The generation of 150,000 green jobs is expected, with a progressive gender balance: 58% men and 42% women, thanks to inclusive regulatory frameworks and technology sectors with more equal access.

- **Access to statistic sources employed for this Block:**
  https://drive.google.com/file/d/1-rTb5IbLxZLwEF1VGI2HQx1ddeFXKQJj/view?usp=drive_link

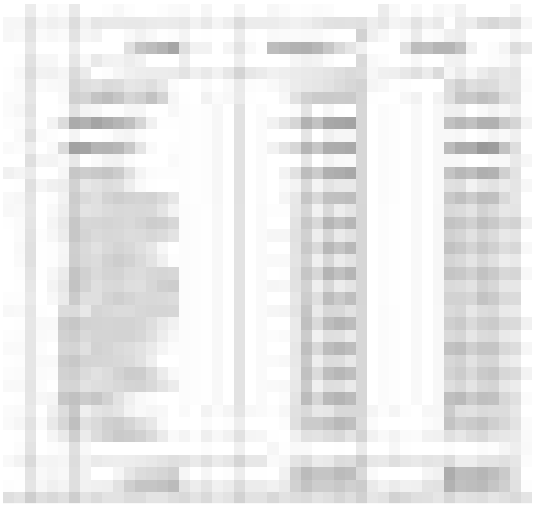
78. The projection assumes a total investment of between USD 27,000 and 44,400 million estimated between 1.3% and 1.6% of GDP, with an employment rate of 12 jobs per million and a multiplier of 1.4. It is estimated that 100.0% of employment will be green, with female participation between 25% and 40%. The age distribution for women is 13.5%, 20.2% and 18.6% for ages 18-29, 30-49 and 50-64 respectively. For men the distribution is 14.5%, 19.8% and 18.6% for the three age segments respectively. See quotes: [38]-[53]

Conclusions of the 2050 Projection

Latin America and the Caribbean is one of the regions with the greatest potential for leadership in the global energetic and ecological transition, driven by a portfolio of sustainable investments that exceeds $1 trillion (USD 1 billion) by 2050. This process is based on five common axes among the countries analysed:

1. **Energy diversification**: from the Southern Cone to Central America, countries prioritize clean sources such as green hydrogen, solar, wind, geothermal and hydroelectric power, aiming for a renewable and resilient energy matrix.
2. **Sustainable mobility**: electrification of public and rail transport, as well as improvements in port and urban logistics, are a central element for decarbonising economies and reducing territorial inequality.
3. **Economic development and green employment**: the generation of more than 10 million green jobs is projected to be accumulated by 2050, with opportunities in sectors such as construction, energy operation, network maintenance, green manufacturing and technology services.
4. **Gender equality**: while structural gaps in the infrastructure and energy sectors remain, most countries have incorporated strategies to increase female participation, with regional estimates ranging from 30% to 45% of women in green jobs, depending on the degree of institutional development and access to training.
5. **Climate commitment with social inclusion**: the projects are mostly designed to be socially and environmentally sustainable, prioritizing rural areas, vulnerable populations and participatory governance mechanisms that promote inter-territorial and gender equity.

By 2050, the region will be positioned not only as a supplier of clean energy and quality jobs, but also as a laboratory for social and climate innovation, with the capacity to export knowledge, technologies and inclusive models of sustainable development. Success will depend on the articulation between governments, businesses, financial institutions and civil society to ensure that this transition is fair, balanced and truly transformative.



Conclusion: Projections to 2050 indicate that only 36.7% of green jobs could be held by women, and approximately 68.8% by youth aged 18 to 29. These figures reflect a significant opportunity to advance gender and generational equity, but they also highlight persistent structural gaps. The low participation of young women in key sectors of the energy transition is closely linked to systemic barriers in access to technical and professional training, particularly in STEM fields.

Recommendation: Countries should integrate gender and youth equality into their green jobs investment strategies by promoting early STEM education for young women and ensuring their access to strategic sectors, such as energy, transport, and sustainable construction, through targeted policies, inclusion targets, and partnerships with the education system.

BLOCK 4

PUBLIC POLICY CONCLUSIONS AND RECOMMENDATIONS

Recommendations to increase women's green employability in the countries analysed.

Among the 14 Latin American countries analysed, the promotion of green employment with a gender focus presents a diversity of approaches and levels of progress. However, in all the cases studied there is a growing awareness of the need to generate job opportunities for women in emerging sectors related to energy transition, sustainable development and climate action.

In the case of Argentina, where green employment policies are only at an early stage, it is recommended that the link between work training programmes and initiatives for productive conversion with a gender perspective be deepened. In Bolivia, the National Green Hydrogen Strategy opens up opportunities for women's employment but requires the development of technical skills among vulnerable populations, which must be translated into inclusive training programmes. Brazil, for its part, has an advanced policy framework, with the Plan of Ecological Transformation and the National Pact for More Women in Energy, that they should be strengthened by tax incentives for companies that promote the hiring of women in green sectors, to achieve a greater impact on society.

In Chile, the Energy+ Women programme and the National Green Hydrogen Strategy have already incorporated training and employability for women as a priority, Therefore, it is recommended that a national system of indicators be consolidated with a breakdown by sex to monitor progress. Colombia has adopted an intersectional perspective from its National Development Plan and its climate policies; However, it is suggested to implement mechanisms of articulation between the Green Business Plans and the Public Gender Equity Policy to favor value chains led by women.

Costa Rica stands out for its coordinated efforts within the framework of the National Decarbonization Plan and its Employability Strategy, The next step should therefore be to focus on deepening partnerships with the private sector and universities to integrate a gender perspective into new green careers. In Ecuador, actions on clean energy and climate finance must be accompanied by greater institutionalization for the implementation of the Gender and Climate Change Action Plan, with special attention to the participation of rural and indigenous women. El Salvador, although with significant gaps in female employment informality, can take advantage of renewable energy initiatives supported by international cooperation to integrate green women's employment programs from vocational training centers.

In Guatemala, rural development and decent employment plans should be complemented by active training and financing strategies for indigenous women, linking NDC funds and productive inclusion programmes. In Honduras, employment policy and ECLAC-supported labour insertion programmes have laid the foundations for developing training routes for women in solar energy and regenerative agriculture, which are currently being developed. Mexico, for its part, has developed its own national plan on gender and climate change, which, in order to achieve a full scope of promotion of gender equality and access to decent employment would need a strategy to consolidate differentiated funding mechanisms such as the Climate Fund with a gender focus.

In Paraguay, although green employment is in the political definition phase, there are opportunities to incorporate women from the design of the future National Green Employment Plan, Harnessing the potential of the Decent Work Agenda and information generated by sectoral studies. In Peru, the articulation between the National Climate Change Strategy and the Decent Employment Policy must be oriented towards the generation of formal green jobs with equal conditions. At the same time, Uruguay has advanced

institutions and a wide range of mechanisms. Including the Green PIP and the Renewable Energy Innovation Fund, which should be replicated to maximise female participation in just transition and green employment.

Institutional adjustments necessary for the implementation of policies with a gender equity approach.

The effective implementation of energy transition policies with a gender focus in Latin America will require a series of institutional adjustments whose general characteristics are common to the countries analysed.

First, it is essential to strengthen policy frameworks to ensure the mainstreaming of a gender approach at all levels of climate and energy planning. This would involve moving from discursive recognition to effective incorporation into laws, regulations and budgets. Secondly, the establishment or consolidation of permanent institutional mechanisms for intersectoral coordination is essential. Technical panels on gender and climate change, such as those in Ecuador or Uruguay, must be multiplied and given the binding capacity to influence policy design. In addition, there is a need for continuous training of public servants on issues of fair and inclusive transition, which will enable them to overcome the cultural barriers that persist in many institutions. A third necessary adjustment is the strengthening of gender-sensitive information and monitoring systems. Most countries lack sex-disaggregated data in key sectors such as energy, transport, waste and agriculture, limiting evidence-based policy formulation. The establishment of gender-sensitive observatories for just transition will be a key tool to assess impact and adjust strategies.

There is also a need to address the improvement of public and private funding schemes for projects with a gender focus. Many countries mention the importance of green finance, but few have mechanisms that prioritize women-led projects or generate female employment in green sectors.

Finally, the active participation of women's organizations, indigenous communities and youth in the processes of climate governance and energy transition should be encouraged, ensuring their representation in decision-making spaces and public consultation. These adjustments will help consolidate an institutional model capable of sustaining a just, inclusive and transformative energy transition for women throughout Latin America.

Regional recommendations for Latin America and the Caribbean

Taking up the above recommendations at country level, a number of suggestions for action at regional level can be proposed. Latin America and the Caribbean are at a strategic moment to transform their economies through a just and inclusive energy transition. To move forward in a sustainable and equitable way, it is crucial to consolidate a regional vision that not only drives decarbonization but also ensures the effective inclusion of women and other historically marginalized groups in new productive sectors.

A first recommendation would be to institutionalize the gender approach as a transversal axis in all climate and energy transition policies. This involves the design of coordinated regional strategies that promote common standards on gender parity, social inclusion, equal access to technical training and women's participation in decision-making.

Secondly, capacity-building will be required in governments and civil society organizations to design, implement and monitor gender-sensitive public policies in green sectors. This should be accompanied by the

creation of regional networks of knowledge and technical assistance, encouraging the exchange of good practices and successful experiences.

Thirdly, financing mechanisms that take into account the gender perspective in just transition projects should be developed. It will be also recommended that climate and international cooperation funds include specific eligibility criteria for initiatives that generate green employability for women, especially in rural areas and among indigenous communities.

Finally, it will be convenient to build a regional system of just transition indicators with a gender focus, which will generate comparable evidence, guide policy decisions and make visible the contribution of women in the sustainable transformation of the region.

These recommendations are intended in particular for consideration by the relevant regional bodies and integration mechanisms (e.g. OAS, Andean Community, MERCOSUR, Pacific Alliance, SICA, SELAC, OLADE, etc.) as well as for the negotiation and definition of the collaboration between the European Union and the region, in particular within the framework of the CELAC-EU Summits (to be held at the end of this year in Colombia).

Proposals for regional cooperation on just and energy transition

The European Union's Global Gateway strategy represents a key opportunity to deepen bi-regional cooperation with Latin America and the Caribbean around regional and national promotion of a just, green and inclusive energy transition.

Taking as an essential part the principles of sustainability, equity and digitalization, this initiative can become a tool for change to promote gender equality in the framework of climate action. Especially the weight given to the private sector within the Global Gateway approach allows it to be harnessed for the inclusion of women's green employability. In this context, it is proposed to prioritise regional projects in strategic areas such as electrification with renewable sources, the development of green hydrogen, energy efficiency and circular economy, ensuring that each initiative has specific targets for the inclusion of women. These projects should promote the generation of quality jobs with a gender focus, incorporating women at all stages of the value chain: from research and development to manufacturing, operation and governance.

It is also recommended that the EU and the LAC countries strengthen technical cooperation on vocational training and occupational certification with a gender focus. This can be done through joint programmes with academic institutions and innovation centres to develop curricula adapted to the new green skills, including affirmative action for young, indigenous and rural women.

Another proposal is to facilitate access to finance for sustainable women-led entrepreneurship through the creation of specific funds. These funds can fund green startups, women's cooperatives and social climate innovation programs, fostering their connection to sustainable international value chains.

Finally, it is suggested that a bi-regional observatory for just transition and gender equality should be established as a space for technical and political coordination between the EU and the LAC to generate evidence, monitor commitments, making progress visible and aligning cooperation strategies around the principles of the 2030 Agenda.

These proposals will make the energy transition in Latin America not only environmentally sustainable and economically viable, but also socially just and feminist, consistent with the priorities shared by both regions.

Best practices and conclusions on regional replicability

Throughout the analysis of the 14 countries in Latin America and the Caribbean that are the subject of the study, a number of outstanding initiatives have been identified as valuable examples of how to effectively integrate the gender approach into the just energy transition.

In Brazil, the National Pact for More Women in Energy is particularly relevant as a case study because of its ability to mobilize public and private actors around specific parity targets in the energy sector. Chile, with its Energy + Women program and SMART indicator systems, demonstrates the importance of having institutional structures dedicated to monitoring progress made in gender inclusion in the world of work and academia.

Colombia stands out in the Latin American context for articulating its National Development Plan with policies of gender equity and climate change, while Costa Rica excels at integrating gender equality into its Decarbonization Plan and promoting employability through its Brete Strategy. In Ecuador, the Technical Bureau on Gender and Climate Change allows for effective multisectoral articulation, representing a replicable model to ensure the mainstreaming of the gender approach.

In Mexico, the National Plan on Gender and Climate Change and the creation of the Secretariat for Women demonstrate an advanced institutional commitment. Paraguay, despite its incipient stage, has taken solid steps with the formulation of the IV National Plan for Equality and the design of a future Green Employment Plan with an inclusive approach. Peru has developed innovative mechanisms such as the Climate Fund for Indigenous Women, aiming at intersectional climate justice.

On the other hand, the case of Uruguay offers a comprehensive approach with tools such as the National Plan for Equal Opportunities and Rights, the Green Productive Investment Programme and the Renewable Energy Innovation Fund, promoting both green employability and women's inclusion.

Replicability of these practices should require a strong political will, funding and technical cooperation. It will be essential to adapt these initiatives to the local context while respecting the cultural, institutional and socio-economic specificities of each country. Its success will also depend on participatory implementation that includes women from design to evaluation of public policies.

In conclusion, successful experiences show that it is possible to move towards an energy transition that not only has a beneficial impact on low-carbon economic growth, but it is also transformative of the structural gender inequalities that affect women in the region. Fortunately, the region already has a set of tools, partnerships and learnings that, if well articulated, can be scaled up to achieve a fairer, greener and more equitable Latin America.

BIBLIOGRAPHY

Documents of interest used

Regional

AGUIRRE, Guadalupe, ARVAY, Irene, AURICCHIO, Barbara, BERNIELL, Lucila, de la MATA, Dolores, FAINSTAIN, Luciana, ... PALACIOS, Angie (2022). *Los desafíos para la igualdad de género en América Latina. Documento de trabajo*. Caracas: CAF. https://scioteca.caf.com/handle/123456789/1887

ALLUB, Lucila; ÁLVAREZ, Francisco; ALVES, Gabriel; CONT, Walter; JUNCOSA, Federico; ODRIOZOLA, Juan (2024). *Energías Renovadas: Transición energética justa para el desarrollo sostenible (RED),* Caracas: CAF. Disponible en: https://scioteca.caf.com/handle/123456789/2248

ALLUB, Lian, ÁLVAREZ, Fernando, & BRUGIAFREDDO, María P (2024). *Intensidad energética y estructura económica.* CAF. https://scioteca.caf.com/handle/123456789/2370

ARIAS, Karla, LÓPEZ, David, CAMINO, Segundo, WEISS, Mariana, WALSH, Dylan, GOUVEA, Livia y CARVALHO METANIAS, Michelle (2022). *Transición verde y sesgo de género: un análisis de las empresas generadoras de energía renovable en América Latina.* Banco Interamericano de Desarrollo (BID). https://doi.org/10.18235/0004461

BARRERE, Rodolfo, SANTIAGO, Emilio y TRAMA, Laura (2022). *Transición energética en Iberoamérica. Oportunidades y desafíos a partir del litio y el hidrógeno verde.* Estado de la Ciencia 2022. Principales indicadores de Ciencia y Tecnología Iberoamericanos/ Interamericanos. Buenos Aires: Organización de Estados Iberoamericanos/UNESCO: 39-61.

BAYES, Sara y MORENO, Almudena (2022). *Mujeres y empleo: avances y desafíos en las políticas para la participación laboral de las mujeres en Europa, América Latina y Caribe en el contexto de la recuperación post-pandémica*. Fundación EU-LAC Policy Brief Nº 4.

CALERO, Daniela; CHAMBI, Carla; MAJANO, Ana; UBICO, Diego y ZEVALLOS, Patricia (2020). LEDSenLAC 2019: *Hacia un desarrollo resiliente y bajo en emisiones en Latinoamérica y el Caribe: progreso en la implementación de las Contribuciones Nacionalmente Determinadas (NDC),* Lima, Libélula Comunicación Ambiente y Desarrollo S.A.C.

Comisión Económica para América Latina y el Caribe (CEPAL) (2022). *Romper el silencio estadístico para alcanzar la igualdad de género en 2030: Aplicación del eje sobre sistemas de información de la Estrategia de Montevideo para la implementación de la Agenda Regional de Género en el marco del desarrollo sostenible hacia 2030*. CEPAL.

Comisión Europea (2021). *Transición Justa. Un enfoque para vincular las agendas climática, económica y social.* Serie de Estudios Temáticos EUROCLIMA+ n.18. Programa EUROCLIMA, Dirección General de Asociaciones Internacionales. Comisión Europea. Bruselas, Bélgica.

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.

Ecología Política (2023). *Transiciones energéticas: Del consenso de la transición energética a las transiciones socioecológicas*, N.º 65.

FERREIRA, Francisco y WALTON, Michael (2005). *La desigualdad en América Latina. ¿Rompiendo con la historia?* Banco Mundial y Alfaomega Colombiana, Bogotá.

Fundación 1º de mayo (2022). *Transición energética justa en América Latina y Caribe.*

HUEPE, Mariana (ed.) (2023). Des*igualdades, inclusión laboral y futuro del trabajo en América Latina*. Santiago, Comisión Económica para América Latina y el Caribe (CEPAL). Documentos de Proyectos, LC/TS.2023/63/Rev.1

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.

ONU Mujeres (2020). *Mujeres en ciencia, tecnología, ingeniería y matemáticas en América Latina y el Caribe*. https://lac.unwomen.org/es/digiteca/publicaciones/2020/09/mujeres-en-ciencia-tecnologia-ingenieria-y-matematicas-en-america-latina-y-el-caribe

ONU Mujeres y CEPAL (2021). *Hacia la construcción de sistemas integrales de cuidados en América Latina y el Caribe. Elementos para su implementación*.

Organización Latinoamericana de Energía (OLADE) (2023). *Panorama energético de América Latina y el Caribe 2023.* https://www.olade.org/publicaciones/panorama-energetico-de-america-latina-y-el-caribe-2023/

Organización Meteorológica Mundial (2024). *Estado del clima en América Latina y el Caribe 2023.* Publicaciones de la OMM.

Organización Mundial de la Salud (2016). *Género, cambio climático y salud*. Organización Mundial de la Salud, Ginebra.

Programa de las Naciones Unidas para el Desarrollo (PNUD) (2020). *Cómo una transición justa puede ayudar a cumplir el Acuerdo de París*. https://climatepromise.undp.org/es/research-and-reports/como-una-transicion-justa-puede-ayudar-cumplir-el-acuerdo-de-paris

RETAMAL, Cristian (2019). Factores clave para fortalecer la articulación en la implementación de NDCs: Diálogo entre pares para potenciar la implementación de NDCs en América Latina en el marco de EUROCLIMA+. Foro de los Países de América Latina y el Caribe sobre el Desarrollo Sostenible, 24 de abril de 2019.

SAGET, Catherine, VOGT-SCHILB, 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. https://doi.org/10.18235/0002509

SÁNCHEZ, Ana Belén, TORRES, Braulio y ILO Regional Office for Latin America and the Caribbean (2020). *Una recuperación verde y justa en América Latina y el Caribe: una perspectiva desde el mundo del trabajo*. Lima: OIT.

SIERRA HERNAIZ, Esther (2023). "El proceso de transición justa: los empleos verdes como instrumentos para su implementación", *Foro: Revista de Derecho*, nº 40, pp. 69–82. Disponible en: https://doi.org/10.32719/26312484.2023.40.4

SVAMPA, Maristella (2022). "Dilemas de la transición ecosocial desde América Latina", *Documentos de trabajo, nº especial FC/Oxfam Intermón* (2), Madrid, Fundación Carolina/Oxfam Intermón.

UNESCO (2019). *Informe de Seguimiento de la Educación en el Mundo 2019 – Informe sobre Género: Construyendo puentes para la igualdad de género*. Paris: UNESCO.

Argentina

ANEISE, Ana Julia y MÖHLE, Elisabeth. (2024). *Argentina frente al cambio climático: Un nuevo modelo de desarrollo para un mundo en transición*. Fundar.

Banco Interamericano de Desarrollo (BID). (2022). *Género y energía en Argentina: la participación de las mujeres en el sector de generación eléctrica*.

Centro de Tecnologías Ambientales de la Facultad de Ingeniería de UNICEN. (2023). *Transición energética: escenarios a 2050 para la Argentina. Posibles implicancias socioeconómicas y socioambientales, y primeros pasos para la transición*. FARN.

Congreso de la Nación Argentina. (2019). *Ley N.º 27.520: Presupuestos mínimos de adaptación y mitigación al cambio climático global*.

Fundación Ambiente y Recursos Naturales (FARN). (2024). *Documento de posición sobre transición energética*. Buenos Aires.

Fundación Ambiente y Recursos Naturales (FARN). (2024). *Recomendaciones para una transición energética justa en la Argentina: una mirada integral*.

Instituto Tecnológico de Buenos Aires (ITBA), Programa de las Naciones Unidas para el Desarrollo (PNUD), Secretaría de Energía, Fundación AVINA, CEARE, Banco Interamericano de Desarrollo (BID). (2019). *Hacia una Visión Compartida de la Transición Energética Argentina al 2050: propuesta de objetivos y metas*.

Ministerio de Ambiente y Desarrollo Sostenible. (2022). *Informe de resultados del proceso participativo para la construcción de la Estrategia Nacional de Acción para el Empoderamiento Climático (ENACE)*.

Ministerio de Ambiente y Desarrollo Sostenible. (2022). *Plan Nacional de Adaptación y Mitigación al Cambio Climático*.

Ministerio de Ambiente y Desarrollo Sostenible. (2023). *Estrategia Nacional de Acción para el Empoderamiento Climático (ENACE) de Argentina*.

Ministerio de Ambiente y Desarrollo Sostenible. (2023). *La perspectiva de género y diversidad en la política climática argentina: Sector energía*.
Ministerio de Economía. (2023). *Plan Nacional de Transición Energética a 2030*.
SERGENT, Adrien. (2020). *Política energética y política exterior en la Argentina al compás del calentamiento global*. Perspectivas Revista de Ciencias Sociales, Año 5, No. 9, enero-junio 2020, pp. 184-209.
Subsecretaría de Ambiente. (2024). *Primer Informe Bienal de Transparencia (IBT1) de la República Argentina a la Convención Marco de las Naciones Unidas sobre el Cambio Climático (CMNUCC)*.

Bolivia

Autoridad Plurinacional de la Madre Tierra. (2023). *Política Plurinacional de Cambio Climático*. La Paz.
Gobierno de Bolivia. (10 de diciembre de 2008). *Plan Nacional para la Igualdad de Oportunidades*. Decreto Supremo Nº 29850.
Helvetas Bolivia. (2025). *Raíces de la agricultura familiar y brotes de resiliencia climática: Sistematización de la primera fase en Bolivia*. Proyecto Regional Andes Resilientes al Cambio Climático.
Ministerio de Hidrocarburos y Energía. (2012). *Política de energías alternativas para el sector eléctrico en el Estado Plurinacional de Bolivia*. La Paz.
Ministerio de Hidrocarburos y Energías. (2024). *Estrategia nacional para la producción y uso de hidrógeno verde y de bajas emisiones en Bolivia*. Banco Interamericano de Desarrollo (BID).
Ministerio de Hidrocarburos y Energías. (2024). *Hoja de ruta para la producción y uso de hidrógeno verde y de bajas emisiones en Bolivia*. Banco Interamericano de Desarrollo (BID).
Ministerio de Medio Ambiente y Agua. (2021). *Actualización de las CND para el periodo 2021-2030 en el marco del Acuerdo de París*.
OLIVERA, Isabel. (2021). *Comunidad de práctica en género y energía*. Programa de Energías Renovables (PEERR). Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.
WWF. (2020). *Impactos previsibles de la transición energética en Bolivia*.
WWF. (2020). *Situación Energética de Bolivia y desafíos*.

Brazil

Diário Oficial da União. Resolução nº 5, de 26 de agosto de 2024, do Conselho Nacional de Política Energética. Institui a Política Nacional de Transição Energética - PNTE, o Plano Nacional de Transição Energética - Plante, o Fórum Nacional de Transição Energética - Fonte, e dá outras providências. Nº 37, Seção 1, p. 2.
Ministério da Fazenda. (2024). *Plano de Transformação Ecológica*.
Ministério de Minas e Energia. (2020). *Plano Nacional de Energia 2050*. Brasília: MME/EP.
Ministério de Minas e Energia. (2024). *Plano Decenal de Expansão de Energia 2034*. Brasília: MME/EPE.
Ministério do Meio Ambiente. (2016). *Plano Nacional de Adaptação à Mudança do Clima: volume 1: estratégia geral*. Brasília: MMA, 2 v.
Ministério do Meio Ambiente. (2024). *Brazil's National Determination to Contribute and Transform*.
Ministério do Meio Ambiente e Mudança do Clima. (2023). *Plano de Ação para a Prevenção e Controle do Desmatamento na Amazônia Legal (PPCDAm): 5ª fase (2023 a 2027)*. Subcomissão Executiva do PPCDAm. Brasília, DF: MMA.
Ministério do Planejamento e Orçamento. (2023). *Plano plurianual 2024-2027: mensagem presidencial*. Brasília: Secretaria Nacional de Planejamento/MPO.
Ministério do Planejamento e Orçamento. (2024). *Plano Plurianual (PPA) 2024-2027*. Ministério do Planejamento e Orçamento, ONU Mulheres.

Chile

Centro de Estudios de la Mujer (CEM) y DEUMAN. (2024). *Estudio de identificación de brechas de género y enfoque de derechos humanos en el sector energético*. Ministerio de Energía de Chile. Santiago.

Gobierno de Chile. (2020). *Contribución Determinada a Nivel Nacional (NDC) de Chile. Actualización 2020*.

Gobierno de Chile. (2021). *Estrategia climática de largo plazo de Chile. Camino a la carbono neutralidad y resiliencia a más tardar el 2050*.

Ministerio de Energía. (2015). *Hoja de Ruta 2050. Hacia una energía sustentable e inclusiva para Chile*. Comité Consultivo de Energía. Gobierno de Chile.

Ministerio de Energía. (2021). *Estrategia de Transición Justa en el sector Energía. Parte I: Acompañando el cierre y nuevos usos de centrales a carbón en Chile*. Gobierno de Chile.

Ministerio de Energía. (marzo de 2023). *Anuario Género y Derechos Humanos: Avances 2022 y Desafíos 2023*. Gobierno de Chile, Santiago de Chile.

Ministerio de Energía. (2022). *Transición Energética de Chile Política Energética Nacional*. Gobierno de Chile.

Ministerio de Energía. (2024). *Agenda de Energía 2022 – 2026*. Gobierno de Chile.

Ministerio de Energía. (2024). *Brechas de género y derechos humanos en el sector energético. Estudio Energía + Mujeres*.

VIVANCO FONT, Enrique (2020). *Plan de descarbonización y Estrategia transición justa y sostenible. Plan de trabajo*. Biblioteca del Congreso Nacional de Chile. Asesoría Técnica Parlamentaria.

World Energy Council (WEC) Chile y Deloitte. (2024). *Mujeres y energía. Una radiografía de la experiencia y realidades del sector energético en Chile*.

Colombia

CARMONA BAYONA, Erica Florina, CIRÉFICE, Ronan (2019). Empleo verde: reflexiones iniciales. *Comunidades epistemológicas: investigando la actualidad desde diversas disciplinas.* Tomo II, pp.123-136.

Consejo Nacional de Política Económica y Social (CONPES). (2022). *Política pública de equidad de género para las mujeres: Hacia el desarrollo sostenible del país* (CONPES 4080). Departamento Nacional de Planeación. Bogotá.

Departamento Nacional de Planeación. (2023a). *Plan Nacional de Desarrollo 2022-2026: Colombia, Potencia Mundial de la Vida*. Gobierno de Colombia.

Departamento Nacional de Planeación. (2023b). *Política Pública de Equidad de Género para las Mujeres 2022-2030. ABC del CONPES 4080 de 2022*. Agencia de los Estados Unidos para el Desarrollo Internacional (USAID).

Gobierno de Colombia. (2020). *Actualización de la Contribución Determinada a Nivel Nacional de Colombia (NDC)*.

Ministerio de Ambiente y Desarrollo Sostenible, Colombia. (2022). *Plan Nacional de Negocios Verdes 2022-2030*. Banco Interamericano de Desarrollo (BID), Biointropic y Corporación Biocomercio Sostenible. Bogotá.

Ministerio de Minas y Energía. (2023). *Diagnóstico base para la Transición Energética Justa*. Gobierno de Colombia.

Probogotá. (2023). *Los empleos verdes y el futuro de la economía urbana: el caso de Bogotá*. Probogotá, Universidad del Rosario.

Costa Rica

Gobierno de Costa Rica. (2020). *Contribución Nacionalmente Determinada de Costa Rica*. Ministerio de Ambiente y Energía, Dirección de Cambio Climático.

Instituto Nacional de las Mujeres. (2018). *Política Nacional para la Igualdad Efectiva entre Mujeres y Hombres 2018-2030* (2ª ed.). Instituto Nacional de las Mujeres.

Ministerio de Ambiente y Energía. (2015). *VII Plan Nacional de Energía 2015-2030*. Ministerio de Ambiente y Energía MINAE, Programa de las Naciones Unidas para el Desarrollo PNUD. 1ª ed. San José, CR.

Ministerio de Ambiente y Energía. (2017). *Política Nacional de Adaptación al Cambio Climático de Costa Rica 2018-2030*. Ministerio de Ambiente y Energía, Gobierno de Costa Rica.

Ministerio de Ambiente y Energía. (2019). *Plan Nacional de Descarbonización 2018-2050*. Ministerio de Ambiente y Energía, Gobierno de Costa Rica. San José, CR.

Ministerio de Ambiente y Energía. (2023a). *Estrategia Nacional de Economía Circular*. Ministerio de Ambiente y Energía, MINAE. San José, Costa Rica.

Ministerio de Ambiente y Energía. (2023b). *Plan de Acción Nacional sobre Igualdad de Género en la Acción por el Clima*. Programa de las Naciones Unidas para el Desarrollo (PNUD-Costa Rica), Instituto Nacional de las Mujeres (INAMU) y Ministerio de Ambiente y Energía (MINAE).

Ministerio de Planificación Nacional y Política Económica. (2022a). *Plan Estratégico Nacional 2050*. Ministerio de Planificación Nacional y Política Económica y GeoAdaptive LLC. 1ª ed. San José, CR: MIDEPLAN.

Ministerio de Planificación Nacional y Política Económica. (2022b). *Plan Nacional de Desarrollo e Inversión Pública "Rogelio Fernández Güell" 2023-2026*. Ministerio de Planificación Nacional y Política Económica. San José, CR: MIDEPLAN.

Ministerio de Trabajo y Seguridad Social. (2025). *Estrategia nacional de empleabilidad y talento humano: Brete* (2ª ed.). Ministerio de Trabajo y Seguridad Social. San José, Costa Rica.

RIVERA-ALFARO, L., & BELLO-RAMÍREZ, M. F. (2022). *Empleo verde en Costa Rica: trabajo decente para la transformación social-ecológica*. Friedrich-Ebert-Stiftung.

Ecuador

Consejo Nacional para la Igualdad de Género. (2023). *Agenda Nacional para la Igualdad de Género 2021-2025: Mujeres, Niñas y Adolescentes*. Consejo Nacional para la Igualdad de Género, ONU Mujeres. Quito, Ecuador.

Dirección Nacional Jurídica. (2024). *Ley Orgánica de Competitividad Energética (Ley s/n)*. Segundo Suplemento del Registro Oficial No. 475, 11 de enero de 2024. Quito, Ecuador.

ITURRIZA, A., URQUIDI, M., & SERRATE, L. (2023). *Hacia el empleo verde en Ecuador: ejemplos del potencial de las inversiones en sostenibilidad para creación de empleo equitativo e inclusivo* (Nota técnica No IDB-TN-2826). Banco Interamericano de Desarrollo.

Ministerio de Electricidad y Energía Renovable. (2017). *Plan Nacional de Eficiencia Energética 2016-2035 (PLANEE)*. Ministerio de Electricidad y Energía Renovable, Banco Interamericano de Desarrollo. Quito, Ecuador.

Ministerio de Energía y Recursos Naturales No Renovables. (2021). *Plan Maestro de Electricidad*. Ministerio de Energía y Recursos Naturales No Renovables. Quito, Ecuador.

Ministerio del Ambiente. (2012). *Estrategia Nacional de Cambio Climático del Ecuador 2012-2025*. Quito, Ecuador.

Ministerio del Ambiente, Agua y Transición Ecológica. (2024). *Plan de Acción de Género y Cambio Climático Ecuador*. Ministerio del Ambiente, Agua y Transición Ecológica, UICN, AECID. Quito, Ecuador.

Ministerio del Ambiente, Agua y Transición Ecológica. (2024). *Plan Nacional de Mitigación del Cambio Climático del Ecuador, PLANMICC (2024-2070)*. Ministerio del Ambiente, Agua y Transición Ecológica (MAATE). Quito, Ecuador.

Ministerio del Ambiente, Agua y Transición Ecológica. (2024). *Quinta Comunicación Nacional y Primer Reporte Bienal de Transparencia del Ecuador a la Convención Marco de las Naciones Unidas sobre Cambio Climático*. Ministerio del Ambiente, Agua y Transición Ecológica. Quito, Ecuador.

República del Ecuador. (2925). *Segunda Contribución Determinada a Nivel Nacional de la República del Ecuador 2026-2035*. Quito, Ecuador.

Secretaría Nacional de Planificación. (2021). *Plan de Creación de Oportunidades 2021-2025*. Quito, Ecuador.

Secretaría Nacional de Planificación. (2024). *Plan de Desarrollo para el Nuevo Ecuador 2024-2025*. Secretaría Nacional de Planificación. Quito, Ecuador.

El Salvador

Ministerio de Medio Ambiente y Recursos Naturales. (2013). *Estrategia Nacional de Cambio Climático*. Gobierno de El Salvador.

Ministerio de Medio Ambiente y Recursos Naturales. (2021). *Contribuciones Nacionalmente Determinadas de El Salvador*. Gobierno de El Salvador.

Organismo Promotor de Exportaciones e Inversiones de El Salvador (PROESA). (2018). *Política Institucional de Igualdad y No Discriminación*. Gobierno de El Salvador.

Organización de Mujeres Salvadoreñas por la Paz (ORMUSA) (2024). *Mujer y mercado laboral 2023. Impacto de las políticas fiscales en el sector de maquila textil. Un análisis desde la perspectiva de género*. El Salvador.

Guatemala

Consejo Nacional de Desarrollo Urbano y Rural. (2014). *Plan Nacional de Desarrollo K'atun: Nuestra Guatemala 2032*. Guatemala: Conadur/Segeplán.

Deloitte. (2022). *Hoja de ruta de Transición Energética en Guatemala. Un modelo energético sostenible para Guatemala al 2050*.

Fe y Alegría Guatemala. (2021). *Política de igualdad y equidad de género de Fe y Alegría Guatemala*.

Ministerio de Ambiente y Recursos Naturales. (2009). *Política Nacional de Cambio Climático*. Gobierno de Guatemala.

Ministerio de Ambiente y Recursos Naturales, SEPREM y UICN. (2024). *Plan de Acción de Género y Cambio Climático de Guatemala*. Ciudad de Guatemala, Guatemala.

Ministerio de Trabajo y Previsión Social. (2017). *Política Nacional de Empleo Digno 2017-2032. Crecimiento económico sostenido, inclusivo y sostenible*. Gobierno de Guatemala y OIT.

Secretaría Presidencial de la Mujer (SEPREM). (2019). *Sistema Nacional para la Equidad entre Hombres y Mujeres*.

Honduras

CEPAL. (2009). *Políticas para la inserción laboral de mujeres y jóvenes en Honduras*. Naciones Unidas, Santiago de Chile.

Instituto Nacional de la Mujer. (2010). *II Plan de Igualdad y Equidad de Género 2010–2022*. Tegucigalpa, Honduras.

Naciones Unidas. (2021). *Documento del programa para Honduras (2022–2026)*. Junta Ejecutiva del Programa de las Naciones Unidas para el Desarrollo, del Fondo de Población de las Naciones Unidas y de la Oficina de las Naciones Unidas de Servicios para Proyectos.

Naciones Unidas. (2022). *Marco de Cooperación de las Naciones Unidas para el Desarrollo Sostenible: Honduras 2022–2026*.

OIT. (2013). *Honduras: política integrada de empleo y protección social en Honduras. Lineamientos para un Plan de acción nacional/Mejorar la protección social y promover el empleo, un proyecto de la Unión Europea*. Oficina Internacional del Trabajo, Ginebra.

PNUD. (2023). *Estrategia de Igualdad de Género 2023–2026*.

Secretaría de Recursos Naturales y Ambiente. (2010). *Estrategia Nacional de Cambio Climático Honduras*. Gobierno de la República de Honduras.

Secretaría de Recursos Naturales y Ambiente. (2018). *Plan Nacional de Adaptación al Cambio Climático*. Gobierno de la República de Honduras.

Secretaría de Recursos Naturales y Ambiente. (2021). *Actualización de la Contribución Nacional Determinada de Honduras*. Gobierno de la República de Honduras.

Secretaría de Trabajo y Seguridad Social. (2017). *Política Nacional de Empleo de Honduras*. Gobierno de la República de Honduras.

SEDINAFROH, ONU Mujeres y OACNUDH. (2013). *Agenda Política de las Mujeres Indígenas y Afro-hondureñas. Caminando juntas, del diálogo a la propuesta*. Tegucigalpa.

Mexico

CASTAÑEDA CAMEY, Itzá, & ARENDAR LERNER, Patricia (2024). *Mejores prácticas mundiales para integrar igualdad de género e inclusión social en las políticas climáticas*. Embajada Británica en México.

Congreso de los Estados Unidos Mexicanos. (2024). *Ley General de Cambio Climático* (Última reforma publicada en el Diario Oficial de la Federación el 1 de abril de 2024). Diario Oficial de la Federación.

DE LA TORRE VALDEZ, Yolanda, & MAYORGA DELGADO, Nuvia Magdalena. (2022). *Iniciativa con proyecto de decreto por el que se expide la Ley General del Sistema Nacional de Cuidados*. Congreso de la Unión, LXV Legislatura.

Gobierno de México (2024). *Segundo resumen de información sobre abordaje y respeto de las salvaguardas REDD+ en México de acuerdo con la decisión 1/CP.16, apéndice I* (Periodo 2017-2022).

Instituto Nacional de las Mujeres (2018). *Programa Nacional para la igualdad de oportunidades y no discriminación contra las mujeres 2013-2018. Informe de avance y resultados 2018*.

Instituto Nacional de las Mujeres (2019). *Estrategia de empoderamiento organizacional y económico de un grupo solidario de mujeres*. INMUJERES, Secretaría de las Mujeres de Oaxaca.

JUNGEHÜLSING, Jenny (2011). *Relaciones de género y vulnerabilidad de las mujeres frente al cambio climático. La contribución de una política de adaptación en el estado de Tabasco a una mayor equidad de género: El Programa de Reconstrucción y Reactivación para Transformar Tabasco*. Heinrich Böll Stiftung.

SALAZAR RAMÍREZ, Rebeca, & SALAZAR RAMÍREZ, Hilda (2014). *Políticas públicas que promueven el empoderamiento económico de las mujeres en México*. Centro Internacional de Investigaciones para el Desarrollo (IDRC) de Canadá.

Secretaría de Medio Ambiente y Recursos Naturales (2015). *Evaluación de Diseño Programa hacia la igualdad y la sustentabilidad ambiental*. México D.F.

Secretaría de Medio Ambiente y Recursos Naturales (2021). *Programa Especial de Cambio Climático 2021–2024*. Diario Oficial de la Federación, 8 de noviembre de 2021.

Secretaría de Medio Ambiente y Recursos Naturales [SEMARNAT] & Instituto Nacional de Ecología y Cambio Climático (INECC). (2022). *Contribución determinada a nivel nacional: Actualización 2022*. Gobierno de México.

Secretaría de Relaciones Exteriores. (2022). *Plan Nacional de Acción sobre Género y Cambio Climático del Gobierno de México* (Versión 1). Dirección General de Derechos Humanos y Democracia; Dirección General para Temas Globales.

Paraguay

BENITEZ BRITEZ, Virgilio Noel y GONZÁLEZ FRUTOS, Óscar (2023). "Discriminación Salarial por Género: caso Paraguay", *TRIM*, 24-25: 115-135. DOI: https://doi.org/10.24197/trim.24-25.115-135

BRUGNOLI, Pablo (2020). *Cambio climático, energía y medio ambiente: Empleo verde en Paraguay. Situación actual, oportunidades y desafíos*. Fundación Friedrich Ebert.

CUNEGO, Aram (2023). *Transición justa: oportunidades para un desarrollo económico medioambientalmente sostenible en Paraguay* [Nota técnica]. Organización Internacional del Trabajo (OIT).

Dirección Nacional de Cambio Climático (2021). *Actualización de la NDC de la República del Paraguay al 2030*. Asunción, Paraguay. 126 p. Ministerio del Ambiente y Desarrollo Sostenible (MADES).

Gobierno de Paraguay (2014). *Plan Nacional de Desarrollo Paraguay 2030*.

ONU Mujeres (2015). *Igualdad de género y principales brechas en Paraguay*. ONU Mujeres Paraguay.

Peru

CAF - Banco de Desarrollo de América Latina y el Caribe. (2024). *Transición energética justa: Escenarios Perú*. Caracas, Venezuela.

El Peruano. (2019, 4 de abril). Decreto Supremo N° 008-2019-MIMP: Política Nacional de Igualdad de Género. Ministerio de la Mujer y Poblaciones Vulnerables.

El Peruano. (2022, 25 de enero). Decreto Supremo N° 003-2022-MINAM que declara de interés nacional la emergencia climática.

Fundación Oxfam Intermón (Ed.). (2025). *Mujeres en tiempos de transición energética: Aproximación a los costos de salud de la exposición a metales pesados y metaloides y del trabajo de cuidados*.

Ministerio del Ambiente. (2019). *Reglamento de la Ley N.° 30754, Ley Marco sobre Cambio Climático*. Lima, Perú.

Ministerio del Ambiente. (2020). *Plan de acción en género y cambio climático del Perú*. Lima, Perú.

Ministerio del Ambiente. (2021). *Contribuciones determinadas a nivel nacional del Perú: Reporte de actualización periodo 2021–2030*.

Ministerio del Ambiente. (2025). *Política Nacional: Estrategia Nacional ante el Cambio Climático al 2050 – Resumen ejecutivo*. Lima, Perú.

Ministerio de la Mujer y Poblaciones Vulnerables. (2022). *Guía informativa para funcionarias y funcionarios: Política Nacional de Igualdad de Género* (Edición digital). Lima, Perú.

Ministerio de Trabajo y Promoción del Empleo. (2021, 9 de junio). *Política Nacional de Empleo Decente*. Lima, Perú.

Organización Internacional del Trabajo (OIT). (2021). *Propuesta de conceptualización de empleos verdes en Perú*. Oficina de la OIT para los Países Andinos.

Uruguay

Ministerio de Ambiente. (2025). *Contribución Determinada a Nivel Nacional de Uruguay.*

Ministerio de Desarrollo Social. (2018). *Estrategia Nacional para la Igualdad de Género al 2030.*

Ministerio de Economía y Finanzas. (2009). *Plan Nacional de Igualdad de Oportunidades y Derechos.*

Oficina de Planeamiento y Presupuesto. (2019). *Estrategia Nacional para el Desarrollo 2050.*

República de Uruguay. (2017). *Política Nacional de Cambio Climático.*

SNRCC. *Estrategia de Género y Cambio Climático. Hacia un plan de acción 2020-2025.* Uruguay.

Global Gateway

Cofinanciado por la Unión Europea

cooperación alemana

Implemented by

fiap