



International Labour Organization's (ILO) submission to the UNFCCC regarding Gender and Climate Change

The ILO welcomes the opportunity to contribute towards the work of the UNFCCC regarding gender and climate change, and provide a submission related to the Gender Action Plan (GAP) on (a) Information on the differentiated impacts of climate change on women and men, with special attention paid to local communities and indigenous peoples; (b) Integration of gender considerations into adaptation, mitigation, capacity-building, Action for Climate Empowerment, technology and finance policies, plans and actions.

The decision related to the Gender Action Plan explicitly notes, “Taking into account the imperative of a just transition of the workforce when implementing the gender action plan”. Particularly in this context, the ILO would like to recommend greater engagement regarding the relationship between gender, climate change and the world of work under the UNFCCC process.

In May, 2018, the ILO will release the *World Social and Employment Outlook 2018: Greening with Jobs*, which analyses the close relationship between the natural environment and the world of work, and assess policies that work for a just transition to environmentally sustainable economies and societies. From a Gender Action Plan perspective, this report highlights the impact of climate change and climate change action on employment gaps, as well as gender sensitive climate action policies that have been implemented. Some of the relevant findings are as follows:

- Achieving the 2-degree goal will not, by itself, improve the female employment share¹ by 2030. Without taking action to overcome gender disparities by industrial sector, the share of women in employment will be 0.03 percentage points lower than in a business-as-usual scenario as male-dominated industries gain prominence in a 2-degree scenario (e.g. renewables, manufacturing, construction).
 - The employment gains associated to a 2-degree scenario are more pronounced in what today are male-dominated industries.
 - The 2-degree scenario will lead to a 0.14, 0.09 and 0.02 percentage point reduction in the female employment share in the Americas, Europe and Asia and the Pacific, respectively. It will remain unchanged in Africa. It will improve by 0.11 percentage points in the Middle East, but only as a result of a projected decline in employment in male-dominated industries.²

¹ The female employment share is the percentage of employed persons who are women.

² The scenario assumes countries engage in the International Energy Agency's *Energy Technology Perspectives* (2015) path to achieve the 2-degree goal. It further assumes electric vehicle sales will achieve, by 2030, the UBS Research Lab's (2017) projections and that all savings that result from energy efficiency are invested in the construction sector in retrofitting.

- Certain countries and enterprises have included gender as part of their climate action and green economy programmes or are actively monitoring the gender implications of climate action:
 - In 2013, the Philippines developed the Gender-Responsive Toolkit on Ecotourism Planning and Management. The Philippines also trains rural women on organic farming techniques to empower them and improve their income.
 - In Brazil, the Renovação programme introduced in 2009 offered re-training to displaced sugarcane workers. Based on social dialogue, the programme had a specific quotas of 20 per cent female participants, given that women are underrepresented in this sector.
 - The Australian Gas Light Company promoted and assigned over half of its non-traditional roles to women under its Workplace Gender Equality Agency.
 - In Guyana, Ruppuni Essence, a cosmetics firm, relies on single mothers to grow lemongrass and promote business opportunities through cooperatives. The Moco-Moco programme supports indigenous women through entrepreneurship training, improving cassava and flour production to alleviate the negative effects of natural disasters in indigenous communities.
 - In Senegal, the Programme to Support the Creation of Green Job Opportunities support the creation of green jobs actively built capacity among women. More than 10,000 green jobs are expected to be created by 2020.
 - Mongolia's Green Development Policy promotes the creation of green jobs, which ought to consider gender-specific issues like providing sufficient compensation to women for childcare.
 - In the United States, the share of women in employment in solar renewable energy has grown to reach 28 per cent in 2016.
 - In France, the proportion of women working in the production and distribution of energy and water has risen from 15 per cent in 2008 to 21 per cent in 2012.

Other on-going ILO research relevant to the Gender Action Plan finds:

- Outdoor air pollution, usually associated to factors that contribute to GHG emissions, has an important gendered effect on workers' absence from work. While air pollution does not affect overall hours worked, it reduces women's hours worked (a reduction that is compensated by higher working hours among men). A week with pollution levels averaging 100 µg/m³ doubles the gender gap in working hours. As air pollution increases the likelihood of children falling sick and skipping school or day care, it is women who reduce working hours to care for them.³ Reducing air pollution can improve gender equity. Gender-friendly policy solutions to the negative impact of outdoor pollution on women's hours of work could include the promotion of more flexible working hours and telework.
- Conservation agriculture is often promoted as a climate-friendly and environmentally sustainable alternative to conventional agriculture. Its proponents argue that it lowers labour requirements. As implemented in certain developing countries, however, it actually

³ Montt, G. (2018). "The gendered effect of air pollution on labour supply", in *ILO Research Department Working Papers*, No. 27.

increases labour requirements compared to conventional agriculture. This labour requirement is met by household labour, in equal parts male and female.⁴

Key publications:

- ILO, [Guidelines for a Just Transition towards environmentally sustainable economies and societies for all](#), 2015.
- ILO, [Indigenous Peoples and Climate Change: From Victims to Change Agents through Decent Work](#), 2017.
- ILO, [Gender, labour and a just transition towards environmentally sustainable economies and societies for all](#), 2017.
- ILO, [Gender equality and green jobs](#), 2015.
- ILO, [World Employment and Social Outlook 2018: Greening with Jobs](#), Forthcoming May 2018.

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⁴ Montt, G.; Luu, T. (Forthcoming). “Does conservation agriculture lower labour requirements? Evidence of sustainable intensification in Sub-Saharan Africa”, in *ILO Research Department Working Papers*.