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Gender Just Transition: A Path to System Change



Photo: Activists at the 2023 March to End Fossil Fuels, by Neha Gautam for Survival Media



About This Brief

Since introduced in 1995, the concept of a “just transition,” initially rooted in the protection of workers' rights as part of movement away from a fossil fuel economy, has undergone a transformative journey. Though it has evolved into a broader movement advocating for systemic change, the current notion of just transition encompasses and draws from as its starting point its original purpose of safeguarding workers' rights. Feminists have consistently advocated for a worldwide overhaul to dismantle the systems of extraction, exploitation, and oppression affecting both people and the planet. [1] A vision of a gender just transition—at a global macroeconomic level, including and beyond a vision for an equitable energy transition—is fundamental to this structural transformation.

This brief aims to: a) enhance understanding of what a “gender just transition” means at a global and macroeconomic level; b) contextualize a just transition beyond the narrow framework of energy alone, while recognizing this as an essential element; c) posit the need for contextualized solutions across communities, countries, regions and sectors— noting that while guiding principles to a gender just transition exist, this work needs to be built from the margins to ensure it is truly just; d) offer a framework for review when considering a gender just transition at a national level; and e) uplift key demands on how to best integrate gender equality into the technical advocacy work at COP28.

We offer this document as guidance to policymakers engaged in the United Nations Framework Convention on Climate Change (UNFCCC) and government officials at the national level responsible for designing and implementing just transition policies and programs. Additionally, we aim for this brief to support individuals across civil societies, trade unions, partners, and allies from around the world who directly or indirectly engage in or influence decisions and the implementation of just transition policies and programs.

1. In 2021, the Women's Environment and Development Organization (WEDO), in collaboration with other feminist groups, produced two significant briefs, upon which this brief on gender just transition is built. These briefs are titled "[A Feminist and Decolonial Global Green New Deal: Principles, Paradigms, and Systemic Transformations](#)" and "[A Feminist Agenda for People and the Planet: Principles and Recommendations for a Global Feminist Economic Justice Agenda](#)."



What Is a (Gender) Just Transition?

The Origin of Just Transition

In light of the escalating impacts of climate change, governments worldwide have increasingly recognized the imperative of transitioning to carbon-neutral economies. This transformation necessitates significant shifts across the energy sector and beyond, including in vital industries such as communications, manufacturing, transportation, healthcare, and waste management. However, the initial waves of these changes, beginning in the 1980s in the United States, left thousands of workers displaced without adequate support.

Observing these injustices, unionists and activists who believed that environmental progress should not come at the expense of workers' rights formulated an explicit action plan in the early 1990s, known as the "Superfund for Workers." The concept of a "just transition" as we understand it today was introduced in 1995 by Les Leopold and Brian Kohler during a presentation to the International Joint Commission on Great Lakes Water Quality. They emphasized the fundamental principle of equity, asserting that no worker affected by toxic-related industries should bear a disproportionate burden, such as job loss, to achieve environmental protection goals. Instead, these costs should be equitably distributed across society (UNRISD, 2018).

By the early 2000s, the notion of a just transition had gained traction among trade unions worldwide. The International Trade Union Confederation (ITUC), representing millions of workers globally, spearheaded campaigns to promote and incorporate just transition principles into the United Nations Framework Convention on Climate Change (UNFCCC) processes and decisions. During COP15 in Copenhagen, ITUC rallied more than 400 members to advocate for a strong reference to just transition (ITUC, 2009).

In 2013, the International Labour Conference (ILO) adopted a resolution and set of conclusions concerning sustainable development, decent work, and green jobs, outlining a policy framework for a just transition. The ILO's Governing Body, at its 321st Session in June 2014, endorsed the proposal to convene a tripartite meeting of experts in 2015 to provide practical guidance to governments and social partners on how to formulate, implement, and monitor the policy framework, tailored to national circumstances and priorities. One of the ILO's principles on just transition focused on gender, emphasizing the need to consider specific gender policies to promote equitable outcomes (ILO, 2015).

Just Transition in the Climate Policy Arena

The collective efforts of the ILO, ITUC, and other climate justice advocates, alongside support from developing countries for the longstanding idea that the implementation of mitigation response measures should not lead to negative impacts on countries, led to just transition being referenced in the preamble of the Paris Agreement, adopted during COP21. The agreement acknowledged the importance of a just transition for the workforce and the creation of decent work and quality jobs, aligned with nationally defined development priorities. This inclusion marked a significant milestone, opening avenues for more extensive discussions, negotiations, and programs related to just transition.

Since its enshrining in the Paris Agreement in 2015, the concept of just transition has gained popularity and influence, evolving to encompass a broader meaning and vision.

Over the years, the ITUC has developed tools, guidelines, and key elements that make up a just transition. These include considerations for gender equality, public and private investments in sustainable industrial policies to generate green jobs, proactive identification of employment effects of climate protection, social protections encompassing social insurance, income support, job placement, and secure access to essentials like health, energy, water, and sanitation—as well as training and education for individuals transitioning to new careers.

In 2021, the COP26 president (UK), in collaboration with other G20 members, launched the Just Energy Transition Partnerships (JETP), a prominent financing mechanism aimed at redirecting funds from wealthier economies to major developing-world emitters. The goal is to facilitate their shift away from fossil fuels. South Africa became the first signatory in 2021, followed by Indonesia, Vietnam, and Senegal. Although these partnerships have been promoted as a new model for rapidly funding climate development project and the shift to renewable energy in the Global South, JETPs have been broadly criticized for their adherence to current destructive and extractive economic systems, for a lack of transparency in their attached conditions, for driving liberalization and privatization of host country energy sectors, and for being financed primarily via loans rather than grants.^[2] The fact that JETPs are not currently regulated under the UNFCCC or any other multinational mechanism is also a cause for concern.

2. *Just Energy Transition Partnerships: Market Capture or Climate Justice?*

In 2022, during COP27, governments decided to establish a work program on Just Transition, as well as annual high-level ministerial events. Referring to Article 2 (paragraphs 1 and 2) of the Paris Agreement, the decision set in motion processes under both the Subsidiary Body for Implementation (SBI) and the Subsidiary Body for Scientific and Technological Advice (SBSTA), and specifies the holding of an annual high level ministerial roundtable on just transition, beginning at the fifth session of the work program. [3]

Following these decisions, the Bonn Climate Change Conference (SB58) called for Parties and non-Parties to submit their views on the elements of the just transition work programme. The Women and Gender Constituency, Trade Union Constituency and Climate Action Network are some of the non-Party stakeholders who submitted their views for consideration. These submissions all expressed a strong desire for the scope of the work program to cover the social and economic aspects of the transition (as per the COP27 decision), and for the work program to provide for the following: commitment to social justice and rights-based approaches; civil society participation in discussions at all levels; and international cooperation to deal with the just transition dimension of development.

While the concept of gender just transition has been part of feminist discussion and theorizing for a decade, within the UNFCCC, discussion on the gender dimension of just transition was concretized at COP26 when Parties adopted a decision inviting the ILO to prepare a technical paper exploring linkages between gender-responsive climate action and just transition for promoting inclusive opportunities for all in a low-emission economy.

A detailed report, Just transition: An essential pathway to achieving gender equality and social justice was developed and submitted to the UNFCCC for Parties' consideration in 2022. The report has nine key messages, which include:

- 1 Maximizing the social and economic opportunities of climate action while minimizing and carefully managing any challenges related to the impacts on the world of work, including gendered impacts.
- 2 Ensuring women's full and equitable participation and leadership in all steps of the formulation, implementation, monitoring and evaluation of just transition policies and programmes.
- 3 Policies must be based on sound statistical information grounded in international statistical standards. Data gaps by sex, and other personal characteristics such as disability and ethnicity, should be addressed.

3. See paragraphs 52 and 53 of the COP27 outcome.

4

Commitments and language highlighting the gender dimension of just transition plans, policies, and programmes need to be introduced in a more systematic way in nationally determined contributions (NDCs), national adaptation plans (NAPs), national biodiversity strategies and action plans (NBSAPs) and Net Zero initiatives and pledges.

5

Climate finance should support countries in carrying out just transition planning and implementation that leverages gender equality.

Over the course of almost four decades, the concept of a just transition has undergone a transformative journey. Rooted in the protection of workers' rights, it has evolved into a broader movement advocating for systemic change. WEDO recognizes the pressing need to stand in solidarity with workers worldwide, in line with just transition's original purpose of safeguarding workers' rights. A systemic approach to a gender just transition should complement and nurture economies and societies striving to break free from the shackles of climate injustices and the reinforcing inequalities they perpetuate.

Towards a Systemic Feminist Vision for a Gender Just Transition

Capitalism, colonialism, patriarchy, and racism are interconnected systems of oppression that mutually reinforce one another. The interplay of these systems has contributed to gender injustices, depriving women and children of their rights, livelihoods, and, in some cases, their lives. These systems have perpetuated inequalities, consigning billions of people to a sense of hopelessness and pushing millions into abject poverty. They have also justified the exploitation, extraction, and concentration of natural wealth in the hands of a few, contributing to the climate crisis, biodiversity loss, and other global and socio-economic crises.

The call for a structural change is deeply rooted in feminist ideology and principles. Addressing planetary health and resolving the climate crisis and associated injustices necessitates a shift in the existing economic model, a transformation of social institutions and relations, a reconfiguration of power in public and private spheres, and a reinventing of global governance with a central focus on people's well-being rather than mere profit. From this perspective, feminists view the concept of a just transition as a crucial policy mechanism for achieving systemic change, provided that core principles of a gender just transition are carefully considered. From this perspective, feminists view the concept of a just transition as a crucial policy mechanism for achieving systemic change, provided that core principles of a gender just transition are carefully considered.

Without guidance from feminist principles, the long-fought just transition may perpetuate the same systems of oppression, exploitation, and extraction of both people and the planet.

Feminists acknowledge the crucial role of energy in both equitable sustainable development and climate mitigation, and therefore the imperative to shift from fossil fuel-dependent economies to low-carbon economies. However, merely transitioning from one energy source to another without addressing the underlying systems that breed injustice will fall short of resolving the climate crisis, achieving the Sustainable Development Goals (SDGs), or advancing gender equality. Hence, there is an urgent need for a structural approach to the concept of a just transition. This approach is crucial for envisioning and constructing a new, equitable, and safer world for both people and the planet.

Principles of a Gender Just Transition

The Women's Environment and Development Organization (WEDO) intentionally calls governments, stakeholders and allies to advance and implement a "Gender Just Transition" that centers women's human rights, while dismantling patriarchy and systems of oppression. At a very minimum, any just transition policy or program should embed the following principles:

1

Shifting power: Whether in the energy sector or extractive industries, a genuine gender just transition must reset power to communities and countries—and the women, girls, and gender-diverse people within them—particularly in the Global South. A shift to 100% renewable and sustainable societies cannot happen through a transfer of power from one hegemonic industry such as the fossil fuel industry to another. Achieving a just transition requires a fundamental shift in economic, political, and decision-making power. Currently, these powers are concentrated in the hands of a powerful few, perpetuating capitalist structures and colonial tiers. A true gender just transition should embrace local solutions, shifting economic power from multinational corporations to local, worker-led cooperatives and supporting the role of micro, small, and medium enterprises (MSMEs)—including social enterprises in local economies. These approaches to economic activity tend not only to respond to local needs and value individual workers, but also are more likely to be led by women and gender-diverse people. Examples with a focus on climate action can be found in the [WGC's Gender Just Climate Solutions \(GJCS\) Directory](#).

2

Redistributive justice: Existing social and economic structures, coupled with patriarchy, have disproportionately deprived women and marginalized communities of their resources and agency, rendering them highly vulnerable to the effects of the climate crisis. The influx of large corporations in global majority countries in what is now known as 'strategic mineral rush' to sustain the renewable energy industry—often displacing local populations and leading to expensive and inaccessible energy for communities and massive profits for companies—is a far cry from true transition. A just transition should prioritize equitable redistribution of resources to enhance individual and collective resilience.

This transition entails ensuring environmental and human rights protections are robust and applied to industries with real accountability, while profits are taxed fairly and consistently to enable investments in local communities' health, education, sanitation, and other public services.

3

Dignified jobs: Capitalism has thrived on the exploitation of labor and the environment. Industries like energy, transportation, manufacturing and resource extraction exhibit gendered labor dynamics, with workers enduring dehumanizing conditions and earning meager wages. Given these sectors' crucial role in the transition, a gender just transition demands diversification of the workforce, workplace safety, fair compensation, and closing the gender pay gap. Labor laws should be strengthened and accommodations and policies provided for flexible work, pregnancy and parental leave, and childcare. Protections should be made for leave for illness, including mental health, and caregiving. Workers' right to organize must be a central tenet within this economy.

4

Freedom from gender-biased limitations to work: Gender stereotypes have historically shaped policies, practices, access, and opportunities. While governments may celebrate the creation of "green jobs" for women, these often fall into stereotypical roles like street cleaning or tree planting. It's imperative to break down gender stereotypes and create safer environments for women's participation and leadership, eliminating the notion of "men's" and "women's" work. To advance a gender just transition, governments and stakeholders must implement robust, gender-transformative education, skill-building and reskilling programs. These initiatives should equip women and youth with the skills and opportunities required for engagement in low-carbon economies that prioritize wellbeing of people and health of the societies and the planet.

5

Valued and paid care work: Women have long subsidized capitalist economies by performing unpaid or underpaid care and reproductive labor without due recognition or compensation. This burden, particularly prominent in the Global South, persists due to underinvestment in essential social institutions like healthcare, childcare, education, and social protection. A gender just transition necessitates the recognition, redistribution, and remuneration of unpaid care work. It should also ensure women and girls have recognized and rewarded roles in both the reproductive and productive sectors.



Gender Just Transition at the National Level

Minimum Standards for a Gender Just Transition at the National Level

With more Parties expected to develop their legal frameworks and just transition programs in their countries and regions, it is critical to integrate key principles outlined above and follow these practical guidance towards gender just transition:



Collect gender-disaggregated data and conduct gender analysis: Governments must collect robust gender-disaggregated data, including during the national census, to understand just transition needs. These should cover employment, income, education, and other relevant indicators. For high emission sectors that need to transition fast, governments need to conduct a comprehensive gender analysis to identify the differential impacts on men and women and consider intersectionality, including how the transition affects women from various backgrounds (e.g. race, ethnicity, age, socio-economic status).



Prioritize and invest in sectors where women make up the majority of the workforce: Conduct a thorough analysis to identify sectors or industries where women have historically dominated the workforce and need to transition to low emission and/or decent work. Some of these sectors include healthcare, education, social services, agriculture and some parts of the informal economy.



Center women's leadership and the participation of women and communities: Involve women and women's organizations in the design, planning, and decision-making processes related to the transition. Their perspectives and expertise are invaluable in crafting policies that address their unique needs and challenges. Equally and more importantly, create conducive conditions to encourage women's representation in leadership roles, including in unions, boards, and government bodies related to the transition. Diversity at decision-making tables is essential.



Address the barriers to women's participation: Ensure affordable and accessible childcare services and caregiving support, as these are often significant barriers for women's participation in the workforce. Equally invest in mechanisms to prevent and respond to gender-based violence and harassment in the workplace.



Support women-owned solutions and businesses: Prioritize access to finance, technical support, and markets for women-owned solutions and businesses, especially in sectors related to the transition, which in turn will encourage women's entrepreneurship and innovation. A shift from multilateral, corporation-led programs to women and community-led small businesses and local solutions is a central part to just transition.



Legal and policy reforms: Review and reform existing laws and policies that may discriminate against women or hinder their full participation in the workforce or newly transitioned sectors. This includes labor laws, property rights, and environmental regulations.



Deploy gender-sensitive communication: Develop and implement gender-sensitive communication strategies to raise awareness about the necessity of the transition, its impacts on women, and policies and programs to support a gender just transition. Engage in dialogue with women's groups and communities to ensure their voices are heard. It is critical to ensure just transition policies and programs are not imposed on women and communities.



Implement gender-responsive budgeting: Allocate resources specifically for gender-responsive measures within the just transition policies and programs. Ensure that funding is directed towards programs that benefit women and address gender disparities. These resources should also be channeled to capacity-building programs including retraining and upskilling opportunities for women to help them acquire the skills and knowledge needed to participate in and benefit from the transition.

Gender Just Transition in Practice: Key Examples

The report on [implementation of just transition and economic diversification strategies](#) produced by the UN Katowice Committee gives a glimpse of the just transition actions and programs implemented in different countries. While the examples are based on countries' submissions—and are not an exhaustive list of what governments and different stakeholders are doing across the world—they give a fair picture of the focus of just transition programs and actions. According to the report, the majority of the programs are overwhelmingly in the energy sector, while sectors like mining, agriculture, manufacturing, waste management, forestry and construction receive minimal attention and resources to transition. There is a noticeable regional difference in the priority sectors; for example, Europe and North America focus on phasing out fossil fuels and greening infrastructure while Africa and much of the global majority countries prioritize the agriculture sector, forestry, and scaling up renewable energy to close the energy poverty gap. Asia prioritizes the manufacturing sector, among others.

Legal frameworks are an important tool to direct, guide and resource just transition action in regions and countries. A number of countries integrated just transitions in their National Determined Contributions (NDCs) while others have specific frameworks and mechanisms. For example, South Africa presented its [national Just Transition Framework](#) for a renewable energy-based economy with local industrial value chains; the EU created the [EU Just Transition Mechanism](#), including the [EU Just Transition Fund](#); India developed a [Just Transition Finance Roadmap for India](#); and the Philippines adopted the [Green Jobs Act](#) adopted in 2016.

PROJECT	COUNTRY	DESCRIPTION
<p><u>Sustain the World (Green Circles)</u></p>	<p>Lebanon</p>	<p><i>This project empowers vulnerable communities in Lebanon with a focus on women, youth, refugees, and other underserved individuals to implement local climate solutions. The Green Circles initiative offers education, training, and work experience on circular economy via collaborative, community-led programs. The RISE2030 program, which focuses on empowering women and youth to build capacities and improve living conditions through access to technical training and employment, launched the first all-woman solar team in Lebanon - challenging gender stereotypes in the male-dominated construction sector that has less than 1% of female representation.</i></p>
<p><u>WECF (Gender Responsive Energy Cooperatives)</u></p>	<p>Georgia</p>	<p><i>WECF and local partners facilitate the development of energy cooperatives as successful and sustainable business models by providing workshops, mentoring, and knowledge exchange with international experts. Energy efficiency and renewable energy technologies are made accessible to a broad public, including women, through information events and citizen participation. These co-ops support the gender sensitive National Appropriate Mitigation Action (NAMA) on sustainable rural energy in Georgia. Analysis of results show various co-benefits, such as reduced labor burden for women, increased awareness of renewable energy and energy efficiency, and reduced costs for energy.</i></p>

PROJECT	COUNTRY	DESCRIPTION
<p><u>Windfang (A women's cooperative that projects, builds and runs wind turbines)</u></p>	<p>Germany</p>	<p><i>Windfang is the first (and only) women run and operated energy cooperative in Germany. In 1991, a group of women studying engineering and natural sciences decided they wanted to contribute more to the energy transition than protesting and discussions, and built their own wind turbine on a family property in stotmy Dithmarschen. Twenty-four years later, Windfang owns 11 wind turbines and three solar plants. In 2014, Windfang's first 2.5 MW turbine was installed, increasing Windfang's renewable electricity generation to more than 11,000 MW hours/year. As a result, this enabled the cooperative to pay more than a 4% return on investment to associates.</i></p>
<p><u>Practical Action Sudan (Integrated solar power rural development in Barbujat)</u></p>	<p>Sudan</p>	<p><i>This project aims to empower over 6,800 rural women by improving their access to solar energy for home and production uses. The solar lighting systems, solar cookers, grinders, refrigerators and mobile charging sockets enable women-owned businesses to raise their income significantly. The units are installed and maintained by locally trained beneficiaries (i.e., 29 women and 17 men). A network of suppliers ensures the sustainability of the services. A community revolving fund and eight women-led saving groups allow very low-income persons to access the new technologies, and covers maintenance costs. A training center ensures equal access to capacity building and learning tools.</i></p>
<p><u>Women's Environmental Programme (WEP) (Circular Economy & Women's Entrepreneurship)</u></p>	<p>Burkina Faso</p>	<p><i>This project supports 100 micro, small and medium-sized enterprises (MSMEs), focusing on feminized sectors, to adopt sustainable production and management methods. Technical support is provided on resource efficiency and clean production (ERPP), industrial symbiosis (IS), and energy auditing. Economic and environmental benefits have been evaluated. The impact for at least 80 MSMEs includes saving energy and primary materials, conserving natural resources, reducing/eliminating polluting waste, and diversifying and creating jobs. National and regional platforms are put in place for scaling up.</i></p>

PROJECT	COUNTRY	DESCRIPTION
<p><u>WECF (Rural Tajik women implementing the Sustainable Development Goals of Agenda 2030)</u></p>	<p>Tajikistan</p>	<p><i>This project empowers Tajik rural women groups to boost the energy transition and agro-ecology in their villages. 155 women and 11 men from 4 rural organizations participated in technical trainings on sustainable water and sanitation, organic agriculture, homemade efficient stoves and solar technologies. Greenhouses allow farmers to grow vegetables and fruit seedlings and protect crops from climate impacts. The women gained knowledge of the Sustainable Development Goals (SDGs) and contributed to writing a shadow report on SDG implementation in Tajikistan, making gender focused policy recommendations in national consultation meetings.</i></p>
<p><u>Tierra Grata (Casa Grata : youth-led and gender-responsive clean energy solution for rural communities in Colombia)</u></p>	<p>Colombia</p>	<p><i>Casa Grata is a decentralised and affordable youth-led solution that brings solar energy to dispersed and hard-to-reach rural households. The system includes a solar panel, light bulbs, a battery and a solar charge controller. This solution allows for the charging of electronic devices and light bulbs to be plugged in, reducing school dropout rates, particularly among girls, and improving families' livelihoods. Through the 'Guardians of Light' programme, rural women are trained as technicians to install, monitor and repair the systems, ensuring long-term sustainability in a difficult context of internal conflict.</i></p>
<p><u>Cowater International (Energy ambassadors challenge gender norms in STEM and advance Jordan's energy transition)</u></p>	<p>Jordan</p>	<p><i>The SEED project implements a holistic and gender-responsive approach to energy transition in Jordan, providing technical training to women and empowering local communities to adapt to climate change and advocate for climate solutions. Women energy ambassadors learn to install solar water heaters and photovoltaic systems, thereby challenging gender-stereotypes in the male-dominated sector of energy efficiency and renewable energy (EE&RE). SEED also facilitates women's participation in the labour force thanks to individual coaching, innovation grants, and employment opportunities. The SEED team conducts awareness-raising and national advocacy activities to scale-up the project's impacts.</i></p>



Gender Just Transition Under the UNFCCC: Spotlight on COP28

Just transition is set to feature prominently during COP28 in Dubai. Consultations and negotiations regarding the Just Transition work programme, as mandated by 1/CMA.4, are anticipated to garner significant attention from both Parties and observers. As Parties strive to reach an agreement on the program, divergent viewpoints may lead to a procedural decision to extend the consultation and negotiation period.

Building upon the report submitted in 2022, the International Labour Organization (ILO) will collaborate with the United Nations Framework Convention on Climate Change (UNFCCC) secretariat to convene a mandated workshop centered on the themes of gender equality and a just transition during COP28. Additionally, the COP President, the High-Level Champion, and the UNFCCC secretariat will jointly host a high-level event with a specific focus on financing a gender just transition during COP28's gender day. Concurrently, the COP presidency is anticipated to launch a partnership dedicated to gender equality and just transition.

In addition to the distinct negotiations pertaining to the just transition work programme, just transition is expected to take precedence in discussions related to the Global Stocktake (GST) decision, finance negotiations, and mitigation negotiations.

High-level Dialogue: Delivering a Gender-responsive Just Transition for all (Sunday, 3 December 2023, Dubai, United Arab Emirates)

As governments, particularly the National Gender Climate Change Focal Points (NGCCFPs), prepare to attend and participate in this day-long high-level event on gender-responsive just transition, it is crucial for them to draw upon their own experiences and challenges in delivering gender-responsive just transition for all.

To ensure government participation in the High-level dialogue results in meaningful contributions toward a gender-responsive and equitable just transition for all, participants should consider the following questions:

- ➔ Is there a robust system for collecting gender-disaggregated data to monitor and evaluate the impact of just transition policies on women and gender-diverse individuals?
- ➔ Have governments engaged with a diverse range of stakeholders, including women's organizations, labor unions, and marginalized communities, to ensure their perspectives and needs are considered in the just transition process?
- ➔ Are national policies and strategies aligned with the objectives of a gender-responsive just transition, and if not, what adjustments are needed to ensure coherence?
- ➔ Are there programs in place to provide women with the necessary training and skills to access opportunities in the green economy, and how can these be improved or expanded?
- ➔ What social safety nets and support systems are in place to protect those who may be negatively impacted by the transition, with a specific focus on women and marginalized communities?
- ➔ Is there a clear budget allocation for gender-responsive just transition measures, and are there mechanisms to ensure that these funds are effectively utilized to achieve equitable outcomes?
- ➔ How are governments planning to raise awareness and promote understanding of the gender dimensions of the transition, and what outreach efforts are in place?
- ➔ What metrics and indicators are in place to measure progress toward gender-responsive just transition goals, and how will success be defined and evaluated?

Just Transition Work Programme

As Parties are likely to request additional time to build consensus on the details of the just transition work program, it is imperative for Parties to consider the following during COP28:

- ➔ **Consideration of a standalone open-ended mandate:** Parties should explore the possibility of establishing a standalone open-ended mandate for a just transition work program, rather than a fixed-time programme.
- ➔ **Inclusive and open process:** Parties should commit to and prioritize an inclusive and open process that encourages meaningful engagement of observers, with a particular focus on women, youth, and trade unions.
- ➔ **Expanded definition of just transition:** Parties should agree on expanding the definition of just transition beyond the energy transition, while preserving and building upon the central role of workers.
- ➔ **Emphasis on gender just transition principles and vision:** Parties should center gender just transition principles in the development of the work programme.
- ➔ **Equitable financing:** Parties should agree on the parameters of financing specific and general just transition work programmes.

Gender Just Transition in the GST negotiations

Parties are expected to deliver the first-ever Paris Agreement Global Stocktake decision, which, at a minimum, should deliberate on the following aspects related to just transition:

- ➔ **Broadening the scope of just transition:** Parties should approach just transition with a system-wide approach, extending beyond mitigation efforts.
- ➔ **Acknowledging the role of key stakeholders:** Parties should acknowledge the pivotal roles of workers, women, and communities in just transition and commit to advancing inclusive policies and women's leadership.
- ➔ **Investing in gender-disaggregated data:** Parties should commit to scaling up investments in the collection and utilization of gender-disaggregated data, particularly in relation to just transition policies and programs.
- ➔ **Integrating gender just transition principles:** Parties should commit to integrating gender just transition principles and vision in the next round of National Determined Contributions (NDCs).
- ➔ **Financing gender just transition with CBDR principles:** Parties should commit to financing gender just transition while adhering to the principle of Common But Differentiated Responsibilities (CBDR), recognizing the varying capacities and responsibilities of nations.



Gender Just Transition is Key to Climate Justice

Achieving a gender just transition requires the full commitment and leadership of governments and other decision-makers. Doing so will also create opportunities to strengthen policy coherence and fulfill multiple international agreements. These include:

Implementing global commitments to gender equality.

Most governments are signatories to international agreements, including the United Nations' Sustainable Development Goals and the Paris Agreement under the UNFCCC. These agreements contain explicit commitments to gender equality and the empowerment of women. Working towards gender justice as part of a just transition aligns with these commitments and underscores a government's commitment to fulfilling its international obligations.

Enhanced climate resilience.

Climate change has disproportionate impacts on women, particularly in developing countries. Women are often the primary caregivers and providers of food and water for their families. As such, they are more vulnerable to the effects of climate change, such as food and water scarcity and displacement. Advancing and guaranteeing gender justice is a strategic move to enhance a nation's climate resilience.

Creating economic opportunities for women.

A gender just transition provides an opportunity to lift millions of women from poverty and protect millions more from sinking into poverty. By promoting access to training, education, and decent work in green industries, governments will be advancing women's economic empowerment. By advocating for gender justice within the just transition, governments can bolster the participation of women in the sustainable economy, which ultimately contributes to national economic growth and development.

Fostering inclusive economies.

Gender justice fosters social stability and sustainable development. Governments have a moral responsibility to address the injustices and inequalities that persist, particularly when it comes to climate change. Gender justice acknowledges that climate actions should not perpetuate or exacerbate existing disparities but should, in fact, rectify them. By championing gender justice, governments can catalyze societal changes that challenge stereotypes, dismantle barriers, and create a more inclusive and equal society. This is not just a climate imperative but a fundamental human rights issue.

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