
Building Women's Economic Empowerment into Climate Transitions

Pre-reading Pack for Wilton Park Conference 3302

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Query Question: FCDO is organising a conference at Wilton Park on 18-20 March 2024 on the theme of Building Women’s Economic Empowerment into Climate Transitions. The WOW Helpdesk has been commissioned to develop pre-reading for each session to help participants prepare for the conference.

The six sessions are:

- Stating our ambitions: the vision for a gender inclusive green economy
- The challenge we face: addressing the risks of climate change on women’s livelihoods
- The enabling environment needed for gender inclusive green growth
- Creating opportunities in green growth sectors
- Charting a gender inclusive model of economic transformation that will unlock green quality jobs
- How to go forward: Developing and delivering a gender inclusive model for green growth

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Acronyms

AI	Artificial Intelligence
ASEAN	Association of South East Asian Nations
CHOGM	Commonwealth Heads of Government Meeting
COP	Conference of Parties
ESG	Environmental, Social, and Governance
FCDO	Foreign, Commonwealth and Development Office
G20	Group of 20
GAP	Gender Action Plan
GHG	Greenhouse Gas
HMG	His Majesty's Government
IMF	International Monetary Fund
LGBTQI+	Lesbian, Gay, Bisexual, Trans, Queer/Questioning, Intersex and other diverse gender and sexual identities
SME	Small and medium-sized enterprises
STEM	Science, Technology, Engineering, and Mathematics
SDG	Sustainable Development Goals
UCDW	Unpaid Care and Domestic Work
UK	United Kingdom
UN	United Nations
UNFCCC	United Nations Framework Convention on Climate Change
UNGA	United Nations General Assembly
WEE	Women's Economic Empowerment
WOW	Work and Opportunities for Women

Executive Summary

The UK Foreign Commonwealth and Development Office (FCDO) “[Building Women's Economic Empowerment into Climate Transitions](#)” conference at Wilton Park on 18-20 March 2024 aims to: provide space for discussions to inform a common understanding of gender inclusive climate transitions; share best practice; discuss the enabling environment for a green economy; identify the steps needed to build a community of actors; and identify the roadblocks to achieving a gender inclusive green economy, and the role of different stakeholders and sectors in tackling these. This paper provides pre-reading for each session to help participants prepare for the conference. The conference will involve six sessions:

Stating our ambitions: the vision for a gender inclusive green economy. FCDO defines inclusive green growth as simultaneously achieving poverty reduction, social inclusion, environmental sustainability and economic growth. It is economic growth that maintains natural wealth or assets, whilst also delivering positive environmental, social and economic outcomes, by recognising the need to balance short-term drivers of growth with longer-term global environmental constraints (definition provided by FCDO for [Livingstone and Jenkins 2021](#)). Priorities for climate transitions and achieving green growth in different contexts will depend on factors such as the level of economic development, extent of natural resources, social and political dynamics, and environmental and biodiversity challenges. Gender-responsive climate change action can create rapid improvements in women’s economic empowerment and, at the same time, measures to improve women’s economic empowerment can support better climate and economic outcomes if gender analyses are used to better understand context, intersectionality and power dynamics ([Livingstone and Jenkins 2021](#), [Livingstone and Jenkins 2023](#)). There may be tensions between green growth and women’s economic empowerment, and intentional policy and programming interventions are likely to be needed.

The challenge we face: addressing the risks of climate change on women’s livelihoods. The climate crisis is accelerating faster and is more severe than previously anticipated ([IPCC 2023](#)). The global economic and security context and the rollback of rights of women, LGBTQI+ people and refugees compound the impacts of climate change on women. Inaction will likely worsen this, leading to increased poverty, displacement, and loss of life and livelihoods. Even with a global temperature rise of 1.5°C, 950 million people will experience water stress, heat stress and desertification, while the share of the global population exposed to flooding will rise by 24% ([IPCC 2023](#)). Breaking the cycle of inequalities and incentivising action towards inclusive green growth and a gender-just climate transition will require concerted action from a range of actors. This will involve ensuring women have access to decent work and control over work-related decisions, access to and control over economic assets and addressing gendered constraints to women’s economic empowerment ([Calder et al. 2020](#)).

The enabling environment needed for gender inclusive green growth. Economic frameworks that support green growth also need to address the constraints to women’s economic empowerment. These could include: placing unpaid care and domestic work (UCDW) at the centre of new green growth models ([Livingstone and Jenkins 2021](#)); a more inclusive tax system; ([OECD 2008](#), [Welham 2019](#)); green financing that uses a gender lens ([2XChallenge 2022](#)); a debt restructuring agenda that incorporates gender concerns *and* supports climate and nature investments ([Ghosh 2021](#)); carbon markets that meet robust environmental *and* social standards ([Phillips and Jenkins 2022](#)); reforms that help women to contribute to the economy as employees and entrepreneurs, with productive, higher quality jobs ([World Bank 2023](#)); and including social protection in international and national climate financing ([ILO 2023](#)). Decolonising approaches also direct the focus to working with others in collectives, both local and international to facilitate transitions away from current structures that historically produced and simultaneously reproduce climate injustices ([Sultana 2022](#)).

Creating opportunities in green growth sectors. Creating opportunities for women in green growth sectors will involve addressing formal and informal barriers to women's economic empowerment in a climate transition. Evidence is growing that women's leadership strengthens climate innovation and improves climate and business outcomes and that engaging with women's organisations can help design more effective policy that supports climate transition and women's access to employment and income generating activities. At the same time, it is important to be mindful not to put the burden of climate adaptation and resilience disproportionately on women. All actors have a role to play, for example in undertaking gender equality, disability and social inclusion analyses, and developing policies that actively support women such as targeted social protection, job creation and more gender-equitable access to Science, Technology, Engineering and Maths (STEM) education and other skills. Ensuing access to digital and technological assets can help women to manage climate risk, respond to climate variability and access support and information to help with livelihoods during climate shocks. Artificial Intelligence (AI) will be increasingly relevant and can enable more efficient data collection and sharing, citizen reporting and actionable insights.

Charting a gender inclusive model of economic transformation that will unlock green quality jobs. A model of gender-inclusive green economic transformation actively promotes women's economic empowerment, recognizes the interconnectedness of gender equality, environmental sustainability, and economic growth, and works to advance all three objectives simultaneously. The global context, the impact of climate change on women's economic empowerment and the tensions between growth, inequalities and environmental limits all pose challenges to the design and delivery of a gender-inclusive model of green economic transformation. However, evidence exists to demonstrate what works, and governments, multilaterals, businesses and communities are already mobilising to ensure women's economic empowerment in a climate transition.

How to go forward: Developing and delivering a gender inclusive model for green growth. The path to delivering the model should begin by building on existing evidence, engaging with global policy frameworks and mobilising around forthcoming events and meetings. National governments can set a policy and regulatory environment, collaborate with business and civil society, and fund programmes that support women's economic empowerment, environmental sustainability and economic growth. Businesses have a key role to play through employment practices, supply chain management and investing in gender-inclusive green innovation. Civil society organizations's roles include awareness-raising, advocacy and ensuring accountability for policy and practice in the intersection between women's economic empowerment, environmental sustainability and economic growth.

1 Introduction

1.1 Background and objectives

The Work and Opportunities for Women (WOW) Helpdesk is a research advisory and knowledge service launched in March 2018, to support FCDO and wider HMG Economic Development programmes and policies to improve outcomes on women's economic empowerment.

The WOW Helpdesk has been commissioned to develop pre-reading for each session of the Wilton Park conference on [Building Women's Economic Empowerment into Climate Transitions](#) to help participants prepare.

This report forms a rapid review of existing work in this area, including existing evidence reviews and mixed-methods studies. The report is structured around the six conference sessions and was written to inform the session discussions for a range of participants from different technical and institutional backgrounds.

2 Session Summaries

2.1 Stating our ambitions: the vision for a gender inclusive green economy (Session 1)

Defining green growth and a climate transition

Green growth is simultaneously achieving poverty reduction, social inclusion, environmental sustainability and economic growth (FCDO definition provided in [Livingstone and Jenkins 2021](#)). It is economic growth that maintains natural wealth or assets, whilst also delivering positive environmental, social and economic outcomes, by recognising the need to balance short-term drivers of growth with longer-term global environmental constraints.

While there are multiple definitions of green growth (see Annex 1 for definitions), there is some consensus that it does not come at the expense of environmental sustainability and social progress ([Avis 2018](#)). For example, the World Bank foregrounds efficient and clean growth that supports climate resilience while United Nations Environment Programme explicitly includes social equity in its definition alongside reducing environmental risks and ecological scarcities.

The term “climate transition” or “transition to net zero” is the path to achieving a balance between greenhouse gas emissions produced and the amount removed. Climate transition requires long-term structural adjustments across sectors and industries to shift towards a low-carbon and climate-resilient economy. Reaching net zero means reducing emissions by using energy more efficiently and expanding renewable energy resources to replace fossil fuels and removing emissions through carbon sinks ([Allen et al. 2019](#)). [The World Bank Group \(2021\)](#) asserts that a well-managed transition can ensure that climate action brings more and better jobs and reduces poverty. A gender-responsive climate transition should also build women's resilience to climate shocks and climate variability, for example through gender-responsive climate-smart agriculture, social protection, secure land tenure for women, and access to digital and technological assets ([Livingstone and Jenkins 2021](#)).

Priorities for climate transitions and achieving green growth depend on the context. Factors such as the level of economic development, extent of natural resources, social and political dynamics, and

environmental and biodiversity challenges can affect policy and programming decisions. Understanding what is required in different contexts can help accelerate climate transitions and facilitate gender-inclusive and sustainable green growth. For political and social acceptability, green growth policies often maximise synergies and short term economic benefits such as job creation, poverty alleviation, and increased efficiency ([Avis 2018](#)).

Women's economic empowerment and green growth

Gender-responsive climate change action can create rapid improvements in women's economic empowerment and, the same time, measures to improve women's economic empowerment can support better climate and economic outcomes.

Green growth can be supported, and climate risks mitigated, by supporting women's agency and political empowerment, ensuring gender-balanced leadership and decision-making, support to women innovators and entrepreneurs, addressing gender in product and service design, supporting women in supply chains, and understanding women as consumers (McKinney and Fulkerson 2015, Mavisakalyan and Tarverdi 2019, Daniel 2020 and WEDO 2020, Biegel and Lambin 2021 all in [Livingstone and Jenkins 2021](#)).

Progress on women's economic empowerment and green growth are inextricably linked. For example, a study was conducted of 159 global companies identified by the Climate Action 100+ initiative as the largest corporate greenhouse gas (GHG) emitters. Results showed that firms with more gender diverse boards are: performing significantly better in 8 out of 9 climate action indicators; twice as likely to develop a decarbonization strategy, 25% more likely to have medium and long-term GHG reduction targets; and significantly more likely to allocate future capital aligned to these targets ([Subramanian and Wayth 2021](#)). Progress on women's economic empowerment is likely to involve enhancing women's leadership and participation in climate action and business decision-making, access to green jobs and skills, providing adaptive social safety nets and livelihood diversification, investing in resilience and disaster risk reduction, and addressing gender-based violence ([Deininger et al. 2023](#)).

The narrative on the gender-climate nexus is gaining prominence in policy, programming, and in climate finance and investments ([Deininger et al. 2023](#)). United Nations Framework Convention on Climate Change (UNFCCC) places women's economic empowerment as central to climate policy and action, noting that "*gender-responsive implementation of climate policy can enable Parties to raise ambition, as well as enhance gender equality, and just transition of the workforce and the creation of decent work and quality jobs*" ([UNFCCC 2019 p. 2](#)). The [United Nations Sustainable Development Goals](#) aim "*to promote prosperity while protecting the planet*", with Goal 13 on Climate Action having a target on effective planning and management including focusing on women, youth and local and marginalized communities. The [Gender-Responsive Just Transitions and Climate Action Partnership](#), an outcome of Conference of Parties (COP) 28, commits signatories to just and inclusive transitions that advance gender equality and the goals of the enhanced Lima Work Programme on Gender and its Gender Action Plan (GAP).

There may be tensions between green growth and women's economic empowerment, meaning that policy and programming interventions are needed to ensure a just and equitable transition to net

Primark's Sustainable Cotton Programme in India

This three-year training programme on sustainable farming techniques resulted in female farmers using 40% less fertiliser and 44% less pesticide (both contributors to climate change) when compared to the control group.

Participating women also experienced a 200% increase in profit from cotton compared to the control farmers.

(Sustainable Brands 2020 in [WOW 2022](#)).

zero ([Dercon 2014](#)). The climate transition could reduce the share of women in total employment; employment gains are likely to create jobs in currently male-dominated industries such as renewables, manufacturing and construction ([ILO 2018](#)). Informal employment, poverty and low incomes are a constraint on green jobs growth ([ILO 2019](#)). Women are still overrepresented in the lowest paid and informal jobs and are less likely to hold green jobs ([Livingstone and Jenkins 2023](#)). Any economic downturn associated with the climate transition, or other global economic stresses are likely to hit women hardest as they are already more likely to be outside the labour market, lose jobs or be informal workers with limited rights at work or access to social protection ([ILO 2023b](#)). Trade-offs should be explicitly addressed to avoid women and men living in poverty from facing rising energy prices, the collapse of sectors they work in, and inaccessible new job opportunities ([Dercon 2014](#); [Ngum and Livingstone 2021](#)).

A vision for a green and gender inclusive economy

A gender-inclusive green economy actively promotes women's economic empowerment, recognizes the interconnectedness of gender equality, environmental sustainability, and economic growth, and works to advance all three objectives simultaneously. One such framework to help define a green and gender inclusive economy is [ADB's \(2018\) Inclusive Green Growth Index \(IGGI\)](#) which measures: a) the strength, stability, diversity of sources, and sustainability of economic growth; b) the participation of a broad range of people, including women, people with disabilities and other traditionally excluded groups, where growth is successful only if it is inclusive in terms of employment, income, gender, health, education, and basic needs; c) environmental management, spanning air quality, water productivity, sustainable use of natural resources, and climate change impacts.

There is currently a disjuncture between the vision of a gender-inclusive green economy and reality. Deliberate action is needed now to integrate gender equality into green growth policy and programming, and a gender-just transition ([Dercon 2014](#), [Livingstone and Jenkins 2021](#), [World Bank 2021](#)). More support is still required to ensure women's labour market participation and decent work in low-carbon sectors, greater equality of responsibility-sharing in the care economy and compensation for unpaid labour, and women's decision-making power in climate processes and in business ([Dupar and Tan 2022](#)).

2.2 The challenge we face: addressing the risks of climate change on women's livelihoods (Session 2)

Global context: climate science, gender equality and the economy, and the current policy response

The climate crisis is accelerating faster and is more severe than previously anticipated ([IPCC 2018](#), [IPCC 2023](#)). Small island developing states, land-locked developing countries and least developed countries are most likely to be negatively impacted and have the least capacity to absorb and recover from climate change impacts (IPCC 2018 in [Livingstone and Jenkins 2021](#)). A cost-of-living crisis, tightening financial conditions in most regions, multiple extended conflicts, and the lingering economic impacts of the COVID-19 pandemic have contributed to global economic slowdown and high global inflation. This, and the rollback of rights of women, LGBTQI+ people and refugees, further compound the negative effects of climate change ([Livingstone and Jenkins 2023](#)).

Warming of 1.5°C will disproportionately affect disadvantaged and vulnerable populations, including women ([IPCC 2018](#)). Intersections between gender, power dynamics, socio-economic structures, and societal norms and expectations result in climate impacts being experienced differently by women ([Andrijevic et al. 2020](#)). Women are more likely to die in a climate disaster, be displaced by climate change, or die from pollution (UNDP, 2016b in [Livingstone and Jenkins 2021](#)). Gender inequality also intersects with discrimination based on other aspects of identity such as age,

disability, sexual orientation and gender identity to multiply the impacts of climate change ([Kaijser and Kronsell 2014](#), UNFCCC 2019 in [Livingstone and Jenkins 2021](#)).

The Lima Work Programme on Gender and GAP is the main instrument aimed at achieving gender responsive climate policy and action ([UNFCCC 2024](#), [see also Annex 3](#)). The GAP has driven the inclusion of gender equality ambitions in country Nationally Determined Contributions and National Adaptation Plans (CDKN 2022 and NAP Global Network 2022, both in [Livingstone and Jenkins 2023](#)). However challenges remain including gaps in evidence, discriminatory social norms, lack of financial support, weak capacity of government officials and key stakeholders, and a lack of resources ([Livingstone and Jenkins 2023](#)).

Despite strong evidence that women's leadership and participation improve climate action, the proportion of women delegates at COP meetings only rose from 30% to 38% and the proportion of women Heads of Delegation only rose from 10% to 13% between 2009 and 2021 ([WEDO 2022](#)).

Impact of climate change on women's economic empowerment

Climate change impacts on women's ability to succeed and advance economically, and the power to make and act on economic decisions to enhance their broader well-being and position in society:

- **Assets:** To respond to shocks, women tend to reduce food intake more than men, and sell the fewer and lower value assets they have ([Deere and Doss 2006](#), [Goh 2012](#)). Women own less land and property than men with the land often of lower quality ([FAO 2023](#)). For example, in Kenya, over 60% of women are involved in primary agriculture production, yet own less than 20% of arable lands ([WOW 2022](#)). Women also have less access to credit and digital technology, which makes them less able to cope with climate change-related disruptions. Where there are legal restrictions, women are less likely than men to own a bank account, save or borrow ([Demirguc-Kunt et al. 2013](#)). Additional barriers to accessing finance include women's lower levels of digital access for mobile money payments, and women's lower ownership of physical assets to be used as collateral ([Livingstone and Jenkins 2021](#)).
- **Work:** More women tend to work in informal jobs which are lower paid and at greater risk during climate shocks and in the transition to net zero ([Hearle et al. 2019](#)). In general, women earn less than men and are under-represented in certain occupations and sectors relevant to the green economy. For example, women only represent 32% of employees in the renewable energy sector ([IRENA 2019](#)). Education and skills building for women in green sectors and other jobs in the climate transition, that challenge the social norms that prevent women's economic empowerment, are still needed for women workers to participate in the green economy (OECD 2023). Many of the potential new jobs in these sectors will require highly skilled workers; women currently disproportionately have the majority of low-paid and low-skilled jobs so are less likely to be hired. In a 32-country study, [ILO \(2019\)](#) found that without policy interventions, the energy transition will likely create more employment opportunities for men than for women.
- **Gender-specific constraints and enablers:** policies, laws, social norms and workplace practices can affect women's opportunities to adapt to climate change. For example, norms that limit women's mobility, time and voice mean that women tend to stay at home while men migrate during shocks leaving women with rising care responsibilities, declining food and water security and adding to the time women must spend fetching firewood and water ([Hunt and Samman 2016](#),

Even with a global temperature rise of 1.5°C, 950 million people will experience water stress, heat stress and desertification, and the global population exposed to flooding will rise by 24%. Current plans are not enough to avert this ([IPCC 2023](#)).

[Estin 2018](#)). Similarly, during climate shocks, as social controls and protections are disrupted, women and children face greater risk of becoming targets for gender-based violence ([Goh 2012](#)). Women are underrepresented on boards and in leadership positions to raise these issues ([Mavisakalyan and Tarverdi 2019](#), [WEDO 2020](#)).

Inaction will likely worsen the impacts of climate change on women, leading to increased poverty, displacement, time poverty and loss of life and livelihoods. Loss of biodiversity, degradation of ecosystems, and changes in weather patterns can reduce livelihoods, particularly in rural areas, where women tend to rely on activities such as farming, fishing, or non-timber forest products ([UN Women 2016](#)). Women farmers are more likely to face challenges in accessing

resources such as land, credit, and technology, exacerbating the impacts of climate change on their livelihoods ([Livingstone and Jenkins 2021](#)). This will increase women's time poverty, as they travel further to collect water and fuel and result in higher levels of sickness, leading to more care responsibilities for women ([Clugston et al. 2023](#)). Vulnerability is exacerbated by inequity and marginalisation linked to gender, age, ethnicity and low income, especially for many Indigenous Peoples and local communities ([IPCC 2023](#)). For example, older disabled women may be at risk of abandonment by families that no longer have the capacity to support them leaving them physically unable to reach water or food distribution points or health centres (Reilly 2010 in [Lee et al. 2020](#)). Vulnerability is higher in locations with poverty, governance challenges and limited access to basic services and resources, violent conflict and high levels of climate-sensitive livelihoods ([IPCC 2023](#)).

Breaking the cycle of inequalities and incentivising action

Inclusive green growth and a gender-just climate transition will require concerted action. The new [Gender-Responsive Just Transitions and Climate Action Partnership](#), signed by 68 countries at COP 28, is guided by the Lima Work Programme Gender Action Plan. It mobilises action around three core pillars: better quality data to support decision making in transition planning; more effective finance flows to regions most impacted by climate change; and education, skills and capacity building to support individual engagement in transitions. Breaking the cycle of pre-existing inequalities will require action from governments, business and civil society. [Livingstone and Jenkins \(2023\)](#) suggest a framework for action (see Annex 2), as well as tools and examples of good practice, that can help guide government, business and civil society actors.

Incentives to action include the growing economic and environmental case for women's economic empowerment. The business case is increasingly evident as gender-smart climate finance is shown to mitigate risks; re-envision and fulfil fiduciary duty and meet investors' expectations; drive long term value; enable new investment opportunities; and amplify societal impact ([Biegel and Lambin 2021](#)). For political and social acceptability, green growth policies often maximise synergies and short term economic benefits such as job creation, poverty alleviation, and increased efficiency ([Avis 2018](#)).

2.3 The enabling environment needed for gender inclusive green growth (Session 3)

Economic frameworks that support gender inclusive green growth

Macroeconomic frameworks that support green growth also need to address the constraints to women's economic empowerment. The relationship between green growth and women's economic empowerment is set out in the [2030 Agenda for Sustainable Development](#) and the [UNFCCC Gender](#)

[Action Plan](#). These frameworks provide the starting point and scope for targeting women in green growth policy and programmatic response. However, the right approach to implementing gender-sensitive green growth strategies depends on the economy and the gender context ([DCED 2019](#)).

There are various economic risks and vulnerabilities that need to be integrated into programming, policy formulation and influencing:

Tax systems that disadvantage women: Building more inclusive tax systems would support the different ways men and women interact with the tax system. Gender biases in tax policies can influence women’s decisions to engage in paid work, including in green sectors, and can reinforce norms relating to gendered occupational segregation and contribute to women’s unpaid care responsibilities and reliance on informal working ([DECD 2019](#)).

Green financing that does not incorporate gender equality objectives: Climate investments with a gender lens can generate revenues and spread risk by diversifying portfolios for investors and bring significant benefits to women, by mitigating risk, driving value addition and amplifying gender impact ([2XChallenge 2022](#)). For instance, access to sustainable energy technologies would reduce the drudgery associated with women’s energy production and use, while also contributing to a reduction in their dependency on solid fuels—a form of carbon emission ([UNDP 2014](#)).

Only a negligible amount of green bonds globally have gender as their priority objective ([ADB 2023](#)): Bond frameworks could include a gender component in the form of a general, high-level requirement on gender integration, such as undertaking gender analyses, the development of gender action plans and making ongoing reporting on their implementation mandatory ([IISD 2021](#)).

Many developing countries have unsustainable debt burdens, and many debt relief packages do not differentiate how men and women interact with the economy: A debt restructuring agenda that incorporates gender concerns and supports climate and nature investments would include a focus on more progressive taxation through equitable taxation of multinationals, taxes on extreme wealth and taxes on financial transactions. This would facilitate increased spending on health care and education, ensure that all women workers receive living wages and adequate working conditions and allow for a strong focus on universal access to food and nutrition ([Ghosh 2021](#)). Gender sensitive budgeting would ensure the services that women rely disproportionately on are not the ones hit hardest by cuts at times of insufficient tax revenue.

Gender equality is often not promoted within rapidly growing carbon markets: there is a growing demand amongst buyers for more expensive higher-integrity carbon credits that meet robust environmental *and* social standards. Customers of these bonds, such as pension funds, have a role in demanding higher integrity in bonds, and third parties have a role in holding them accountable to commitments made on gender-responsive carbon markets. Specific requirements on gender integration, the provision of clear guidance and examples for project developers, and more robustly collected impact data for labelling projects as ‘empowering women’ would support this demand ([Phillips and Jenkins 2022](#)).

Many women have limited opportunities to gain productive and higher quality jobs: Reforms that encourage women to contribute to the economy as employees and entrepreneurs will both level the playing field and make the economy more dynamic and resilient ([World Bank 2023](#)). Training services could up-skill women workers to become more productive and greener in their own occupations, and to re-skill women for a transition to new green jobs. Employment programmes can connect women workers to jobs in emerging green sectors ([World Bank 2021](#)). Tension could emerge between the Decent Work Agenda’s objective of ‘creating jobs’ and increasing minimum wages or measures that increase labour costs. Analysis of the potential “winners” and “losers” of various policy interventions, could help minimise or mitigate negative impacts on women.

Feminist proposals for gender inclusive transitions

New economic models will only be sustainable if unpaid care and domestic work (UCDW) is placed at the centre. Without deliberate action the transition to a green economy may exacerbate women's care responsibilities ([Livingstone and Jenkins 2021](#)). Investment in the care sector could create 2.7 times as many jobs as the same investment in construction and produce 30% less greenhouse gas emissions; the average job in health and care produces 26 times less greenhouse gas than a manufacturing job, over 200 times less than an agriculture jobs and nearly 1,500 times less than a job in oil and gas ([Women's Budget Group and Women's Environment Network 2022](#)).

Social protection is not usually integrated into macroeconomic frameworks: if the climate transition is to succeed, social protection must be adequately reflected in international and national climate financing strategies, with adequate financial allocations and planning ([ILO 2023](#)). Unemployment protection schemes and cash transfer programmes could play a critical role in supporting workers facing job losses related to the transition. Social protection can also facilitate the transition to new jobs, particularly when combined with skills development and job placement or relocation measures ([ILO 2018](#)). Targeted and temporary micro-credit or small grants to women-owned Micro-, Small and Medium-sized Enterprises, or subsidised employment could generate green jobs for women, which can complement investments in skills ([World Bank 2021](#)).

There are various entry points for UCDW during the transition to net zero. Governments can raise awareness of the impact of the transition to net zero can have on the amount of UCDW needed and the barriers to carrying this out. This would support public services policy during climate shocks that responds to the needs of unpaid carers and ensure that care services are quickly restored after emergencies ([Clugston et al. 2023](#)). Green growth strategies should focus not only on creating jobs in the formal economy—and ensuring access to those jobs for women—but also on improving the quality of and returns to work in the informal economy ([Hearle et al. 2019](#)). UCDW, often carried out by women, should also be included in national wealth calculations to better reflect their workloads and contributions. For the private sector, the GenderSmart & 2X Collaborative Care Economy Working Group 16 have prepared two guides for investors, employers, and corporate actors on the care economy and why and how to invest in the care economy ([Gender Smart 2022a](#) and [Gender Smart 2022b](#)).

The economics of nature

Macroeconomic frameworks that support gender-inclusive green growth also need to consider environmental sustainability. There are various concepts for this which incorporate gender equality to different extents. The Economics of Biodiversity: The Dasgupta Review aims to enhance biodiversity and deliver economic prosperity ([Dasgupta 2021](#)). Natural capital accounting is the integration of natural capital, such as oil, gas, minerals, water and soil, into company balance sheets which encourages companies to foster conservation practices. However, neither of these approaches explicitly address gender inequalities ([IISD 2023, Livingstone and Jenkins 2021](#)). The theory of Doughnut economics, on the other hand, introduces an ecological ceiling and asserts that gender equality is part of the social foundation required for a regenerative and distributive economy ([Raworth 2017](#)). Degrowth refers to a transition towards a just, participatory, and ecologically sustainable society and a shift in common values towards care, solidarity and autonomy and away from GDP which can be “wasted growth” if it does not support human development ([Livingstone and Jenkins 2021, Tønnessen 2023](#)). Nature-based Solutions propose ways of working with nature underpinned by biodiversity with participation and co-production as central features ([Seddon and Smith et al. 2021, Chausson et al. 2020](#)).

Decolonisation, Indigenous people's rights and racial justice

Feminist economics, with decolonising approaches and a focus on centring indigenous people's rights directs the focus to reimagining relationships between groups in different countries, as well as a more intersectional analysis including other marginalised groups such as Indigenous communities ([IIED 2022](#)). This includes women living in indigenous communities, who can support economic transitions toward sustainable use of natural resources and diverse local economies, and potentially reduce violence and conflict ([Brondizio et al. 2021](#)).

There is a need for the West “to step aside, to keep silent, to be ignored, to allow for other ways of knowing and being in the world for better solutions to the climate crisis” ([Gay-Antaki 2022](#))

Decolonising approaches would involve a focus on everyday struggles and resistance local power dynamics, and meaningful and empowering participatory research ([IIED 2022](#)). Accountability and feedback loops, and collaboration and co-learning, including with women, can facilitate transitions away from current structures that historically produced and simultaneously reproduces climate injustices ([Sultana 2022](#)). Zimbabwe is an example of a country that has an objective on strengthening local, indigenous and traditional knowledge and practices within its Climate Change Gender Action Plan ([UNDP 2023](#)), thereby creating an enabling environment that prioritises collaboration and coproduction of knowledge in any transition to net zero. At the time of writing, no evidence could be found online about how the Plan is being implemented.

2.4 Creating opportunities for women in green growth sectors (Session 4)

Addressing formal and informal barriers to women's economic empowerment in a climate transition

In business, evidence is growing that women's leadership strengthens climate innovation and improves climate and business outcomes. A study of over 6,000 companies in 46 countries ([Kreuzer and Priberny 2022](#)) showed that boards with a higher share of female members emit a lower amount of GHGs. Banks with more gender-diverse boards provide more credit to greener companies and lend less to firms with high pollution intensity ([Gambacorta et al. 2022](#)).

Engaging with women's organisations can help design more effective policy that supports climate transition and women's access to employment and income generating activities. Labour standards, health and safety rules and opportunities for women to collectively organise could support women – including women of different ages, in urban and rural settings, and women with disabilities – benefit from potential opportunities in the green economy ([Livingstone and Jenkins 2021](#)).

Women's organisations can advise on overcoming patriarchal social norms that create barriers to women's economic empowerment and green growth. They can advise rules and norms that perpetuate gendered job segregation in green sectors, such as energy, agriculture and infrastructure, and those that contribute to violence, exploitation and harassment as women take on new roles in male-dominated sectors ([Biegel and Lambin 2021](#), [Hunt and Samman 2016](#)). Women's organisations can help reframe public narratives around unpaid care and domestic work from a “burden” towards a public “good” that encourages men and boys to learn how to carry out domestic tasks and share responsibility (Parkes 2021, Chopra and Krishnan 2022a, both in [Clugston et al. 2023](#)). At the same time, it is important to be mindful not to put the burden of climate adaptation and resilience disproportionately on women and women's organisations.

Role of private investment and multilateral institutions

Investors and multilateral organisations can create opportunities for women in green sectors and the climate transition through:

- **Financing and investment:** Climate finance that supports women’s economic empowerment can be advanced through existing climate funds, and new initiatives such as the New Collective Quantified Goal, new Global Goal on Adaptation, the Food and Agriculture for Sustainable Transformation Initiative and Global Early Warning System for All ([Livingstone and Jenkins 2023](#)). 2X Global provides a [Gender and Climate Finance Toolkit](#) to help investors, fund managers and others to identify and prioritise gender-smart climate finance investment risks and opportunities.
- **Technical Assistance and Capacity Building:** European Bank for Reconstruction and Development (EBRD), for example, delivers a [Women in Business Programme](#) which supports women-led Small and Medium-sized Enterprises (SMEs) to access finance, knowledge and advice, and infrastructure projects that promote gender-sensitive design and provision of services. Likewise, [International Fund for Agricultural Development](#) (IFAD) provides finance and technical assistance to women farmers with access to climate-smart agricultural practices, technologies, and markets.
- **Policy dialogue with government and private sector:** Policy dialogue can improve mutual understanding, identify priorities, enhance ownership and participation, allow partners to find common ground, build constituencies and resolve for change as well as influence policy (USAID 2014 in [Fusheini and Marnoch 2020](#)). Cross-stakeholder policy dialogues, such as this Wilton Park Dialogue, help create opportunities for women’s economic empowerment in the climate transition, for example: WeProsper’s Research Salons [ICRW \(2023\)](#), UN-Women and ESCAP-organised Asia-Pacific Dialogue ([UN Women 2017](#)), EU-funded El-Hiwar II project ([ENERGIA 2022](#)) and at COP 28 ([COP 2023](#), [UNFCCC 2023](#)). An evaluation of policy dialogues ([SIDA 2015](#)) suggests that, to be effective, they need to be co-ordinated strategically and supported by complementary processes such as policy-related research and the strengthening of CSO participation in policy dialogue. The engagement of leaders, use of multiple types of policy dialogue, and taking a long-term perspective also support positive policy dialogue outcomes.

Private sector and business environment reform

Policy makers can incentivise action by companies and support the business environment which currently disadvantages women. Examples of policy actions are:

- **Required reporting on Environmental, Social and Governance (ESG)** and integrating reporting on Environment and Social components e.g. advocating for social equity measures to be included in iterations of the Taskforce on Climate-related Financial Disclosures reporting requirements ([WOW and BFP 2021](#)).
- **Policies that actively support women who are negatively impacted by the climate transition**, including women of different ages, in urban and rural settings, and women with disabilities. This could be through targeted social protection, job creation and community regeneration programmes ([WOW and BFP 2021](#)).
- **Policy action that supports more gender-equal access to STEM education and other skills** that support transition to a green economy ([WOW and BFP 2021](#)).

Multinationals with significant supply chains can make significant progress with a conducive business environment. The table below outlines actions multinationals can take:

Table 1: Gender considerations for companies at each stage of decarbonisation journey

Stage #	Objective
1- Strategy and regulation	Set ambitions on decarbonisation and women workers, ensuring that said ambitions align with strategic goals and comply with regulation(s).
2- Supply chain mapping	Obtain a high-level understanding of carbon emissions and gender inequality risks across the supply chain. This heatmap will help companies to identify risks and opportunities, and the suppliers which may need to be prioritised.
3- Actions to decarbonise with a gender lens	Develop a decarbonisation action plan which considers women workers in the supply chain. This should also include cost, feasibility, emissions reduction potential and any other relevant considerations (e.g. impact on nature).
4- Considering carbon removal projects	Manage any residual emissions (remaining emissions after implementing comprehensive decarbonisation options) by investing in high quality, gender responsive carbon removal projects.

Source: [WOW \(2023\)](#)

Technology and the digital divide

Digital and technological assets can help women to manage climate risk, respond to climate variability and access support and information to help with livelihoods during climate shocks. [GSMA \(2022\)](#) highlights some emerging best practices to increase women’s participation in digitised value chains. These include the complementary use of e-learning and in-person touchpoints to reach women farmers with educational content; facilitating mobile money and bank account opening for women farmers to ensure women can access digital payments; and working with community mentors and field agents that women farmers trust has proven effective at building their financial and digital skills and increasing their confidence and trust in digital solutions.

AI can enable more efficient data collection and sharing, citizen reporting and actionable insights. After natural disasters, it can rapidly assess damages and unlock funding [\(WEC 2023\)](#). However women constitute only 22% of AI professionals [\(UNESCO 2023\)](#). By intentionally targeting AI education to girls, increasing support for training in LMICs, and fostering communities of practice for women in AI, women can apply these tools and help combat gender biases in the datasets that train them [\(WEC 2023\)](#).

2.5 Charting a gender inclusive model of economic transformation that will unlock green quality jobs in developing countries (Session 7)

A transformational model of gender-inclusive green economic transformation actively promotes women's economic empowerment, recognizes the interconnectedness of gender equality, environmental sustainability, and economic growth, and works to advance all three objectives simultaneously (see Table 2, note this is not an exhaustive list of options). A politically and financially appealing model is one that tackles the tensions between drivers of growth, inequalities and the environmental constraints to growth. There are differing views on whether a transformational model should optimise short term economic benefits such as job creation, poverty alleviation, and increased efficiency [\(Avis 2018\)](#), prioritise addressing inequalities or focus on mitigating climate change, environmental degradation and biodiversity loss.

A model that simultaneously advances equality, growth and sustainability could lower carbon emissions and result in greater economic, business and social resilience to climate shocks, while simultaneously closing the gender gap on economic justice. There is strong evidence that women’s leadership is good for climate outcomes and for business (see Section 2.1). Macroeconomic approaches can integrate gender equality and women’s economic empowerment as well as

environmental sustainability (see Section 2.3). Ensuring women have access to decent work and control over work-related decisions and access to and control over economic assets will contribute to closing the gender gap in economic justice. (See Section 2.4).

The path to delivering the model could begin by building on existing evidence, global policy frameworks and mobilising around forthcoming events and meetings, for example:

- **Build on existing and generate new data and evidence:** Gender data is an essential tool to design and deliver a model that ensures women’s economic empowerment in green sectors and the climate transition (Data 2x et al. 2022 in [Livingstone and Jenkins 2023](#)). The effectiveness of gender data is dependent on greater disaggregation of data, and data sharing and transparency. Useful repositories of existing evidence include the FCDO-funded [WOW Helpdesk](#), and the Tulane University-led [Evidence-based Measures of Empowerment for Research on Gender Equality \(EMERGE\)](#).
- **Increase gender-responsive financing in green sectors and the transition to net zero:** The evidence base for gender-smart climate finance is strong and growing. Gender-smart climate finance can mitigate risks; re-envision and fulfil fiduciary duty and meet investors’ expectations; drive long term value; help find new investment opportunities; and amplify societal impact ([Biegel and Lambin 2021](#)). 2X Global’s [Gender and climate finance toolkit](#) and community of practice helps to identify and prioritise gender-smart climate finance investment risks and opportunities.
- **Mobilising around existing events and policy frameworks:** The Enhanced Lima Work Programme on Gender and its GAP (see Annex 3) provide a framework for mainstreaming gender in green growth and a climate transition. The [Gender-Responsive Just Transitions and Climate Action Partnership](#), a recently signed outcome of COP 28, provides an opportunity to mobilise around a set of actions to which countries have already committed, such as: gender-responsive strategies on mitigation and adaptation; implementing gender-responsive budgeting, policy and planning, and developing legislation and policy; promoting skills training, including in informal sectors, and equal opportunities in job markets; collaboration across sectors and in partnership with women’s organisations; and promoting measures to reduce, redistribute and value unpaid care and domestic work

Challenges remain, however evidence already exists to demonstrate what works, and governments, multilaterals, businesses and communities are already mobilising to ensure women’s economic empowerment in a climate transition. The global context (see Session 1), the impact of climate change on women’s economic empowerment and the tensions between growth, inequalities and environmental limits (see Session 2) all pose challenges to the design and delivery of a gender-inclusive model of green economic transformation. Over the next year, events are taking place globally (see Session 9) where these challenges can be met and overcome together.

Table 2: Components of a transformative model for gender-inclusive green growth

WOMEN'S ECONOMIC EMPOWERMENT	ENVIRONMENTAL SUSTAINABILITY	ECONOMIC GROWTH AND POVERTY REDUCTION
<p>Access to decent work and control over work-related decisions</p>	<p>Social and environmental standards integrate gender equality in analysis and reporting.</p> <p>Circular economies that are inclusive, regenerative and redistributive.</p> <p>Nature-based solutions that support ecosystems alongside human development, with participation and co-production as central features.</p>	<p>Education and skills to ensure inclusion of women workers in the labour market for green sectors.</p> <p>Decent jobs for women in green sectors and the climate transition.</p> <p>Women-led business and women entrepreneurs in green sectors and the climate transition.</p> <p>Formalisation of informal work, paying attention to risks for women of doing so.</p>
<p>Access to and control over economic assets</p>	<p>Gender and climate smart agriculture that includes women's access to resources such as land, credit, and technology.</p> <p>Gender-smart climate finance including for women entrepreneurs and women-led businesses.</p> <p>Social protection linked to environmental stewardship.</p> <p>Ecosystem protection and restoration that includes women and supports their food security, income and health.</p>	<p>Social protection linked to financial inclusion.</p> <p>Carbon markets that meet the gender equality requirement for carbon credits in the Core Carbon Principles.</p> <p>Debt relief that recognises the different ways that women interact with the economy, as paid and unpaid workers.</p> <p>Tax laws and tax administration that allow for the different ways men and women interact with tax systems.</p> <p>Trade agreements that ensure women-led businesses and women workers in supply chains benefit from economic opportunity.</p> <p>Access for women to digital and technological assets, including digital payment and lending systems.</p>
<p>Gender-specific constraints and enablers</p>	<p>Women's leadership and participation in climate action and business.</p> <p>Address social norms that limit women's time, mobility and voice.</p> <p>Address social and reproductive labour issues, by building recognition, reduction, redistribution, representation and reward for care work.</p> <p>Laws and policies that support women's participation in the labour market and labour rights in the workplace.</p> <p>Address gender based violence in the workplace, at home and in the community.</p>	

2.6 How to go forward: Developing and delivering a gender inclusive model for green growth (Session 9)

Defining roles for building women's economic empowerment into global efforts for green growth

National governments can set a policy and regulatory environment, collaborate with business and civil society, and fund programmes that support women's economic empowerment, environmental sustainability and economic growth ([UN Women 2020](#)). This should involve enacting laws that ensure access to employment in green sectors, equal pay, access to education, and property rights for women. Governments can allocate funds, develop policy and provide technical support to initiatives that support women's entrepreneurship, women in supply chains, access to clean energy, and climate-smart agriculture. Training and skills development programmes can support women get decent work in green sectors and in the climate transition. The World Bank Indigenous Knowledge Toolkit gives decision-makers in government, business and donor agencies guidance on how best to engage with indigenous communities including indigenous women's organisations ([Oettle and Koelle 2010](#)).

Businesses have a key role to play through employment practices, supply chain management and investing in gender-inclusive green innovation (Biegel and Lambin 2021). This could involve implementing the [UN Empowerment Principles](#), a set of considerations to help the private sector focus on key elements integral to promoting gender equality in the workplace, marketplace and communities. Green businesses, or businesses transitioning to net zero can promote women's economic empowerment, including promoting women in leadership roles. Women-led enterprises can be integrated into supply chains, providing them with access to green markets and growth opportunities. Women-owned businesses are critical to ongoing innovation within the green economy, given their greater tendency to focus on green business and/or low carbon options. Initiatives that empower women economically can also promote environmental sustainability, for example through gender-inclusive procurement ([Hearle 2023](#)) and gender-lens investing ([2X Collaborative 2021](#)). WOW's Guidance for multinational companies planning Scope 3 emissions reductions outlines the gender considerations that companies need to keep in mind at each stage of the decarbonisation journey, and the business benefits of taking this gender lens ([WOW 2023](#)).¹

54% of women entrepreneurs view a reduction in their carbon footprint as their top measure of success in investment, beyond financial returns. This is compared with 41% of men (2020 Paribas Global Entrepreneur Report in [WOW 2023 p. 13](#))

Civil society organizations (CSOs) can raise awareness about and advocate for policy and practice in the intersection between women's economic empowerment, environmental sustainability and economic growth. CSOs like [WEDO](#), [Women's Budget Group](#) and especially Indigenous women's groups have a key role to play advocating for policies and practices that empower women as leaders, entrepreneurs and workers in green sectors and in the climate transition and holding governments, businesses and multilaterals accountable for commitments to women's economic empowerment. NGOs can provide training, mentorship, and support services to women leaders, women entrepreneurs and women workers in green sectors, helping them overcome barriers to economic empowerment.

¹ Scope 3 refers to the carbon emissions which are associated not with the organization itself, but which are found upstream and downstream in its supply chain and for which the organization is therefore indirectly responsible, for example purchased goods and services.

The United Nations, international finance institutions and multilaterals also have critical roles facilitating coordination and collaboration around key international frameworks, providing technical assistance, and mobilising financial resources and investment. International organizations can provide technical assistance and expertise to support countries to design and implement policies and programmes that promote women’s economic empowerment, environmental sustainability and economic growth. Financial resources and investment can support women-led initiatives in green sectors and in the climate transition more generally. These institutions need to build gender data into national statistics on climate transitions, and strengthen countries’ capacities to collect and use sex-, disability-, age- and geographical-disaggregated data ([Jenkins and Hearle 2023](#)). Using gender data that is collected and reported, it can then hold countries to account for progress.

There are numerous upcoming opportunities to mobilise around and deliver key messages to policy-makers, businesses and investors (see table below). Building on existing and generating new data and evidence will support advocacy at these key events to increase access to and control over decent work and economic assets, and address gendered constraints to women’s economic empowerment through better policy interventions and gender-inclusive financing in green sectors and in the climate transition.

Table 3: Key upcoming events on women's economic empowerment and climate transitions

Timeline	Milestone/event	Location
15-19 April 2024	United Nations General Assembly (UNGA) Sustainability Week: a series of high-level thematic dialogues and events on the following themes: Global Stocktaking on Sustainable Energy ; High-level Thematic Event on Sustainable Tourism ; Informal Dialogue on Building Global Resilience and Promoting Sustainable Development through Infrastructure Connectivity ; High-level Meeting on Sustainable Transport ; and High-level Thematic Debate on Debt Sustainability and Socio-Economic Equality for All .	New York, United States
19-21 April 2024	World Bank Group/International Monetary Fund (IMF) Spring Meeting: cross-stakeholder dialogues to discuss current world challenges and how to respond to promote growth, equity and prosperity for all. The schedule and speakers have yet to be posted.	Washington DC, United States
28-29 April 2024	World Economic Forum Special Meeting on Global Collaboration, Growth and Energy for Development: dialogue with over 700 leaders from all sectors and industries on leveraging global cooperation for economic development, promoting a more sustainable energy transition and furthering technological advancement	Riyadh, Saudi Arabia
3-13 June 2024	Bonn Climate Change Conference: traditionally these “interim negotiations” are of great importance in preparing for COP. The final review of the implementation of the enhanced Lima work programme and its GAP will begin at this conference, identifying progress, challenges, gaps and priorities. Submissions can be uploaded to the submission portal by 31 March 2024.	Bonn, Germany
3-14 th June 2024	112th Session of the International Labour Conference: bringing together the tripartite delegations from the International Labour Organisation’s 187 member States, this year’s agenda	Geneva, Switzerland

Timeline	Milestone/event	Location
	includes a general discussion on decent work and the care economy.	
8-18 July 2024	The High-level Political Forum on Sustainable Development The theme for the Forum is <i>“Reinforcing the 2030 Agenda and eradicating poverty in times of multiple crises: the effective delivery of sustainable, resilient and innovative solutions”</i>	New York, United States
22-23 Sept 2024	UNGA Summit of the Future. Aims to accelerate progress towards the Sustainable Development Goals (SDGs) including Gender Equality : <i>“Advancing SDG 5 on gender equality and women’s empowerment entails measuring unpaid care work, recognizing climate and pandemic impacts on vulnerable women, ensuring their financial access, combating gender-related disinformation, harnessing digital technologies for their benefit, promoting gender integration in global finance and putting women and girls at the centre of security and peace policies.”</i>	New York, United States
22-29 Sept 2024	Climate Week New York City 2024: Run in partnership with the UNGA and run in coordination with the United Nations and the City of New York, last year’s themes were Built Environment, Energy, Environmental Justice, Transport, Finance, Sustainable Living, Nature, Policy, Industry and Food.	New York, United States
2 Oct-22 Nov 2024	79th Session of the UNGA: the main policy-making organ of UNGA, the 79 th Session will provide a forum for multilateral discussion of the full spectrum of international issues covered by the United Nations Charter.	New York, United States
4-6 Oct 2024	G7 Ministerial Meeting on Gender Equality and Women’s Empowerment. No details available on G7 website . There are also Ministerial meetings on Climate, Energy and Environment, Labour and Employment, and Inclusion and Disability amongst others.	Matera, Italy
21-25 Oct 2024	Commonwealth Heads of Government Meeting (CHOGM) 2024. Under the theme, "One Resilient Common Future: Transforming our Common Wealth", CHOGM 2024 aims to strengthen: resilient democratic institutions upholding human rights, democracy, and the rule of law; a resilient environment to combat climate change; resilient economies that support recovery and prosperity; and resilient societies to empower individuals for a peaceful and productive life.	Apia, Samoa
25-27 Oct 2024	World Bank/IMF Annual Meetings: cross-stakeholder dialogues to discuss current world challenges and how to respond to promote growth, equity and prosperity for all.	Washington DC, United States
11-22 Nov 2024	UN Climate Change Conference (UNFCCC COP 29): held in the framework of the United Nations Framework Convention on Climate Change, the Conference of the Parties (COP) assess progress in dealing with climate change.	Baku, Azerbaijan
18-19 Nov 2024	G20 Summit: The theme of this year’s summit is <i>“Building a Just and Sustainable World”</i> , where 19 sovereign countries, the European Union and African Union will discuss how to address major issues related to the global economy. There are a number	Rio de Janeiro, Brazil

Timeline	Milestone/event	Location
	of working groups, including the Employment Working Group , Trade and Investment Working Group , Women's Empowerment Working Group , and the Sustainable Finance Working Group . There is a Calendar of working group meetings from now until the summit.	
10-21 Mar 2025.	Committee on the Status of Women 69 / Beijing+30 : the main focus of the sixty-ninth session will be on the review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcomes of the 23rd special session of the General Assembly .	New York, United States

Note: some events will offer participants to join online. Events have only been included in the time for which there are confirmed dates.

Source: Authors' own

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Annex 1: Glossary of key terms

Adaptation: adjustments in ecological, social, or economic systems in response to actual or expected climatic stimuli and their effects or impacts to moderate potential damages or to benefit from opportunities to do with climate change (UNFCCC 2021)

Carbon sink: A process or mechanism that removes carbon dioxide from the atmosphere.

Climate change: a change of climate which is attributed directly or indirectly to human activity that alters the composition of the global atmosphere and which is in addition to natural climate variability (United Nations 1992).

Climate finance: local, national or transnational financing—drawn from public, private and alternative sources of financing—that seeks to support mitigation and adaptation actions that will address climate change ([UNFCCC](#)).

Climate variability: Refers to variations of the climate on all spatial and temporal scales beyond individual weather events and can be due to natural or human activity ([IPCC 2018](#))

DAC Gender Equality Policy Marker: a statistical tool to record aid activities that target gender equality as a policy objective.

Gender equality: Equality of opportunity and equitable outcomes for all women and men where access to life chances and opportunities are not constrained by, nor dependent on, their sex. This usually requires strategies that compensate for women's historical, social and political disadvantage at every level, that prevents women and men from otherwise operating on a level playing field (DFID 2019).

Gender responsive: intentionally employing gender considerations to affect the design, implementation and results of programmes and policies to reflect girls' and women's realities and needs, valuing their perspectives, respecting their experiences, and ultimately empowering girls and women (UNICEF 2017).

Gendered occupational segregation: dominance of one sex in a particular occupation or the higher share of one sex relative to the expected share ([EIGE website](#)).

Green economy: an economy that results in improved human well-being and social equity, while significantly reducing environmental risks and ecological scarcities. It is low carbon, resource efficient, and socially inclusive" (UNEP, 2011).

Green growth: There are multiple definitions of green growth, for example ([UN SDG website](#)):

- **UNESCAP:** growth that emphasizes environmentally sustainable economic progress to foster low-carbon, socially inclusive development.
- **OECD:** fostering economic growth and development, while ensuring that natural assets continue to provide the resources and environmental services on which our well-being relies.
- **World Bank:** growth that is efficient in its use of natural resources, clean in that it minimizes pollution and environmental impacts, and resilient in that it accounts for natural hazards and the role of environmental management and natural capital in preventing physical disasters.

- **GGGI:** green growth is the new revolutionary development paradigm that sustains economic growth while at the same time ensuring climatic and environmental sustainability. It focuses on addressing the root causes of these challenges while ensuring the creation of the necessary channels for resource distribution and access to basic commodities for the impoverished.
- **The International Growth Centre** [defines an economic development path as sustainable](#) if it delivers the maximum possible gains in human welfare after properly accounting for the damaging effects of environmental externalities. It is a path that balances growth and environmental protection in the way that best promotes human welfare ([IGC 2023](#)).

Inclusive green growth: FCDO defines inclusive green growth as simultaneously achieving poverty reduction, social inclusion, environmental sustainability and economic growth. It is economic growth that maintains natural wealth or assets, whilst also delivering positive environmental, social and economic outcomes, by recognising the need to balance short-term drivers of growth with longer-term global environmental constraints ([Livingstone and Jenkins 2021](#)).

Just transition: FCDO defines just transition as aiming to ensure *poverty eradication*. It assists workers and communities dependent on *fossil fuels and other polluting industries* to find alternative jobs, sources of income and replacement industries ([Livingstone and Jenkins 2021](#)).

Mitigation: efforts to reduce greenhouse gas emissions and enhance sinks (e.g., increasing forest areas) (UNFCCC 2021).

National Adaptation Plans: These aim to reduce vulnerability to the impacts of climate change, by building countries' adaptive capacity and resilience and facilitating the integration of climate change adaptation into relevant new and existing policies, programmes and activities ([UNFCCC website](#)).

Nationally Determined Contributions: a climate action plan to cut emissions and adapt to climate impacts. Each Party to the [Paris Agreement](#) is required to establish an NDC and update it every five years ([United Nations website](#)).

Net zero: Net zero CO₂ emissions occur when anthropogenic CO₂ emissions are balanced globally by anthropogenic CO₂ removals over a specified period ([IPCC 2018](#)).

Quality jobs: work that is productive and delivers a fair income, security in the workplace and social protection for all, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men ([ILO Decent Work definition](#))

Resilience: the ability of a system, community or society exposed to hazards to resist, absorb, accommodate, adapt to, transform and recover from the effects of a hazard in a timely and efficient manner, including through the preservation and restoration of its essential basic structures and functions through risk management (UNDRR 2021).

Women's economic empowerment: Women having the ability to succeed and advance economically, and the power to make and act on economic decisions to enhance their well-being and position in society ([Calder et al. 2020](#)).

Annex 2: WEE and Climate Change: WOW’s Framework for Action

WOMEN’S ECONOMIC EMPOWERMENT AND CLIMATE CHANGE: A FRAMEWORK FOR ACTION								
EVIDENCE Use gender data, evidence and analysis to better understand context, intersectionality and power dynamics and to design better climate change responses			POLICY Ensure gender-responsive policy and programming by raising the profile and fully implementing the Lima Work Programme on Gender and its Gender Action Plan which place WEE and the just transition as central to climate policy and action			FINANCE Advance gender-smart and just climate finance through existing climate funds, new initiatives and in the reform of multilateral development banks and international finance institutions		
PROGRAMMING								
Address gender-specific constraints and enablers			Access to decent work and control over workrelated decisions			Access to and control over economic assets		
Promote women's leadership in climate processes and in business	Engage women's organisations, especially indigenous women, in climate processes	Change the rules and challenge social norms that create barriers to WEE and climate resilience	Ensure women get decent jobs in green sectors and the transition to net zero	Enhance education and skills for women workers in the green economy	Champion women innovators and entrepreneurs in the green economy and transition to net zero	Ensure women have access to and control over natural and communal assets	Ensure women have access to and control over digital technology	Build women's resilience to climate shocks

Source: [Livingstone and Jenkins \(2023\)](#)

Annex 3: Key policy frameworks

GLOBAL COMMITMENTS ON GENDER AND CLIMATE CHANGE

The Paris Agreement: “Parties should when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity” (UNFCCC, 2019).

The Enhanced Lima Work Programme on Gender and its Gender Action Plan (UNFCCC, 2019) emphasises that a just transition to sustainable development can only be achieved if women are actively involved in developing and implementing all aspects of climate change mitigation and adaptation. The GAP encourages: 1) Enhanced understanding of the differentiated impact of climate change on men and women, and the role women play as agents of change. 2) Gender balance, participation, and women’s leadership. 3) Coherence in integration of gender considerations. 4) Gender-responsive implementation in mitigation, adaptation, finance, technology and development. 5) Monitoring and reporting to improve tracking of implementation and reporting.

2030 Agenda for Sustainable Development: The Sustainable Development Goals, also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet and ensure that by 2030 all people enjoy peace and prosperity. The 17 Sustainable Development Goals are integrated—they recognise that action in one area will affect outcomes in others, and the development must balance social, economic and environmental sustainability. Goal 5 is achieving gender equality and empowering all women and girls; Goal 8 is on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all; and Goal 13 is on taking urgent action to combat climate change and its impacts.

Sendai Framework for Disaster Risk Reduction 2015-2030: The Sendai Framework emphasises the importance of gender equality and social inclusion and of sex-disaggregated data. The Guiding Principles of the Framework is to protect people “while promoting and protecting all human rights, including the right to development”. Priority 3 on “investing in disaster risk reduction for resilience” mentions sexual and reproductive health while Priority 4 on “enhancing disaster preparedness for effective response and to build back better in recovery, rehabilitation and reconstruction” mentions wider issues relating to women and gender ([UNDRR 2023](#)).

REGIONAL COMMITMENTS ON GENDER AND CLIMATE CHANGE

Common African Position to Integrate Gender Equality in Climate Action Agenda: Under the 66th Commission on the Status of Women in 2022, African countries adopted the Common Africa Position with a call to action to national, regional and global stakeholders to:

- Fulfil existing commitments and obligations under the Rio conventions and the Sendai Framework;
- Strengthen the capacity of national statistical offices and government institutions to collect, analyse, disseminate, and use disaggregated data to conduct gender analysis on climate change, environmental and disaster and risk reduction;
- Provide capacity and technical support at regional and national levels to ensure that action plans on climate change and disaster risk reduction are gender-responsive and transformative;
- Strengthen inter-governmental coordination mechanisms to foster joint strategies by gender machineries and environment ministries;

- Invest in the protection of early childhood and take the appropriate practical measures, such as the building of community childcare, to free women and girls, most of whom are in the agricultural sector and highly exposed to the impacts of climate change ([African Union 2022](#)).

Association of Southeast Asian Nations (ASEAN) Agreement on Disaster Management and Emergency Response and its Work Programme 2021–2015: this established the Technical Working Group on Protection, Gender, and Inclusion, and has gender and social inclusion as one of its seven guiding principles. The ASEAN Regional Framework on Protection, Gender and Inclusion in Disaster Management 2021-2025 is a “*crucial entry point for supporting Member States in implementing gender-responsive disaster risk reduction and humanitarian action*” ([ASEAN 2022 p. 3](#)).

Santiago Commitment, the outcome of the fourteenth session of the Regional Conference on Women in Latin America and the Caribbean in 2020 provides a commitment to building a gender, intersectional, intercultural and rights perspective in national policies and budgeted programmes on climate change, and strengthening women’s participation and inclusion of gender equality in needs assessments and response plans. It also calls for strengthened coordination between machineries for the advancement of women and the governing entities of policies on climate change, as well as supporting the participation of women’s organisations and movements, in the design, implementation and monitoring of climate change policies ([Aguilar Revelo 2022](#)).

The Revitalised Pacific Leaders Gender Equality Declaration commits to meaningful participation of women and girls in climate change action, including in decision-making, development and use of technologies, and through simplified access to finance. It also calls for the safety and protection of women and girls in climate security ([Pacific Islands Forum 2023](#)).

UK COMMITMENTS ON GENDER AND CLIMATE CHANGE

FCDO Disability Inclusion and Rights Strategy 2022-2030: Commits the UK to embedding disability considerations in the International Climate Finance portfolio, investing in research and evidence on disability inclusive climate action, and institutionalise disability inclusion.

FCDO International Women and Girls Strategy 2023-2030: FCDO will “commit to at least 80% of FCDO’s bilateral aid programmes having a focus on gender equality by 2030 (using OECD DAC Gender Policy markers). The strategy also commits the UK to “integrate gender and social inclusion objectives into our climate finance, programmes and strategies, enabling women and girls to be drivers of locally led adaptation and supporting their leadership in a just transition to a green, inclusive economy. We will ensure FCDO’s work on trade, infrastructure, agriculture and manufacturing, including in green sectors and in digitally enabled enterprises, supports women’s economic empowerment” (p.25).

International Development (Gender Equality) Act 2014: States that development assistance should “contribute to reducing poverty in a way which is likely to contribute to reducing inequality between persons of different gender”, and humanitarian assistance, should take “account of any gender-related differences in the needs of those affected by the disaster or emergency.”

UK International Climate Finance Strategy (2023): States that “we must make climate finance more accessible, increase the share going to adaptation, scale up mitigation finance to drive low carbon investments, increase gender-responsiveness...and integrate nature and social inclusion benefits, such as disability” (p.6).

UK Strategic Framework for International Climate and Nature Action (2023): Commits the UK to “delivering on our commitments...to push for more gender-responsive and socially inclusive approaches, empowering women, girls, people with disabilities and other marginalised groups to

access the tools, support and opportunities needed to build climate resilience and promote meaningful participation” (p48).

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