

Towards gender-transformative climate actions: Dialogues between Latin America and the Caribbean and the European Union

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INTRODUCTION

The struggle to promote gender equality and the commitment to and concern for the environment are two matters which occupy a central place in the agendas of the European Union (EU) and Latin America and the Caribbean (LAC). Both regions have played a leading role in the implementation of Agenda 2030 and the principal Multilateral Environmental Agreements, including the Paris Agreement, as well as other political frameworks with wide global consensus such as the Framework for Disaster Risk Reduction 2015-2030 and the New Urban Agenda, among others. Given the importance of acting collectively to safeguard the environment and promote gender equality and women's empowerment, the United Nations Development Programme [UNDP] and the EU-LAC Foundation made a commitment to hold a series of dialogues on action for gender and the climate between September and December 2022. This document presents the principal conclusions resulting from this series of dialogues in order to design and implement gender-transformative climate actions based on the exchange of experiences between experts from Latin America, the Caribbean and Europe.

The link between gender and climate actions: the search for synergies between both agendas

The debate around climate change has evolved from a focus on the environment to tackling the economic and social aspects of the issue. However, it is only recently that analyses have marginally considered the needs of women, youth and the most vulnerable communities. Over the last ten years, greater efforts have therefore been made at multilateral and regional level to identify the link between the climate agenda and the gender equality agenda.

One of the most recent regional advances was the approval, in January 2022, of a policy statement on gender equality and climate change by the European Committee of the Regions. The objective of this mandate is to incorporate the gender perspective at every level of the European Green Deal. Similarly, the 2020-2025 Gender Equality Strategy highlights the importance of promoting the equal participation of women in policies and actions to safeguard the environment and act on climate change at every level.

In the LAC region, the Buenos Aires Commitment, adopted in November 2022 at the XV Regional Conference on Women in LAC, agreed on specific objectives to integrate the gender perspective, intersectionality and an intercultural aspect into programmes on the environment, adaptation to and mitigation of climate change, and reducing disaster risk, as well as to promote the participation of women in decision-taking in these areas. Another relevant regional instrument is the Escazú Agreement which was signed by 24 countries in LAC and ratified by 12 of them. This was the first regional treaty on the environment in LAC, coming into force in April 2021. The implementation of this Agreement presents a powerful opportunity to ensure that actions on environmental matters incorporate a gender-transformative focus.¹ Another relevant regional example is the Regional Working Group on Gender and the Environment, an initiative resulting from the Forum of LAC Ministers of the Environment, currently under the Presidency of Chile and the Technical Secretariat of the United Nations Environment Programme [UNEP]. In February 2021, part

1 Fundación Ambiente y Recursos Naturales (2022): Reporte de evento paralelo: Lectura del Acuerdo de Escazú en clave de género, retos y oportunidades. Online: https://acuerdodeescazu.cepal.org/cop1/sites/acuerdodeescazuop1/files/reporte-de-evento-cop1-escazu-genero-retos-y-oportunidades_esp_0.pdf

of this Forum's agenda dealt with the relevance of promoting gender equality in environmental management² and encouraged member countries to take measures to reduce gender inequalities in the sustainable management of natural resources and ecosystems.

However, in both LAC and the EU, there is still a long way to go to connect the gender agendas and the climate agendas. Among measures put forward to contribute to greater synergy are the strengthening of institutions for more efficient inter-sectoral coordination, the implementation of the gender mandates included in the United Nations Framework Convention on Climate Change (UNFCCC) (including the Lima Working Programme on Gender and its action Plan), the implementation of the gender commitments of the nationally determined contributions (NDCs), gender-responsive climate funding, the evaluation of gender impacts on climate actions and policies and the development of strategies to make the gender focus transversal across plans and actions for climate change and the just energy transition.

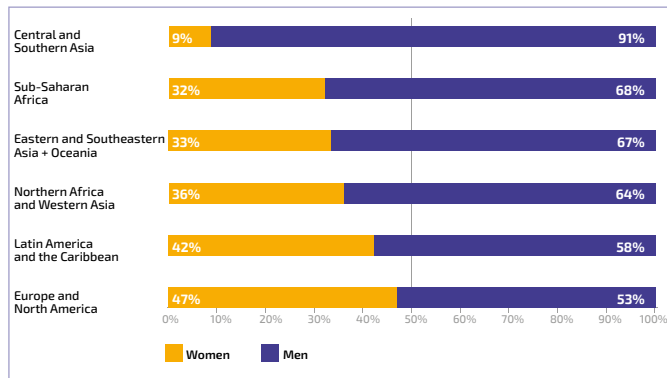
The low level of participation by women in climate governance can exacerbate inequalities

In both regions – the EU and LAC – women continue to be under-represented in the drawing up of national climate policies, as well as in high-level decision-taking on transition processes towards low-carbon economies.

A study by the UNDP and the University of Pittsburgh shows that in most regions of the world women are under-represented compared to men in Ministries for environmental protection (Figure 1). In fact, women's participation in environmental Ministries averages 33% across the world and is therefore one of the lowest figures of any policy sector.

2 Decisiones de la XXII Reunión del Foro de Ministros de Medio Ambiente de América Latina y el Caribe Barbados Febrero 2021. ONU Programa para el Medio Ambiente. Online: <https://www.unep.org/es/events/evento-de-onu-medio-ambiente/xxii-foro-de-ministros-de-medio-ambiente-de-america-latina-y-el>

Figure 1: Percentage of men and women employed in environmental Ministries by region



Source: University of Pittsburgh and UNDP. 2022. Gender Equality in Public Administration: Where are the Women in Environmental and Climate Change Ministries (<https://www.undp.org/publications/gender-equality-public-administration-where-are-women-environmental-and-climate-change-ministries>)

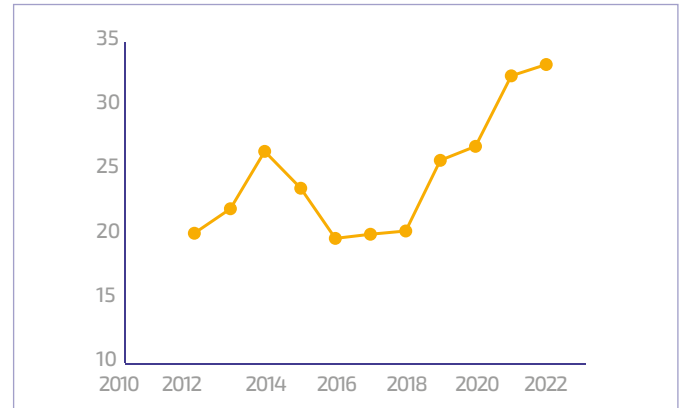
According to data updated in December 2022, in EU Member States women occupy 33% of posts in Ministries responsible for policy on the environment and climate change, as against a representation of 67% for men.³ Although this shows a considerable gender imbalance, the proportion of female government Ministers with responsibilities in the area of the environment has shown an increase compared to 2012, the year when this data was first collected (Figure 2). On the other hand, 41% of the members of departments of the European Commission concerned with climate action (Directorate General for Climate Action, Directorate General for Energy, Directorate General for Mobility and Transport, Directorate General for the Environment) are women.⁴ In LAC, in December 2020, 42% of the people employed in Ministries involved in environmental protection were women.⁵

3 Gender statistics Database. European Institute for Gender Equality (2022): National ministries dealing with environment and climate change: ministers by seniority. Online: https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm_env

4 Gender statistics Database. European Institute for Gender Equality (2022): Environment related DGs of the European Commission: political positions. Online: https://eige.europa.eu/gender-statistics/dgs/indicator/wmidm_env_euinst_wmid_env_eu_ec_pol/hbar/year:2022/geo:EU/EGROUP:ENV_EU_EC/sex:M,W/UNIT:PC/ENTITY:TOT,DG_CLIMA,DG_ENER,DG_MOVE,DG_ENV/POSITION:COMM

5 UNDP and University of Pittsburgh (2021): Gender equality in public administration: where are women in environmental climate change ministries? Policy brief. Online: <https://www.undp.org/publications/gender-equality-public-administration-where-are-women-environmental-and-climate-change-ministries>

Figure 2: Evolution of the participation of women in Ministries responsible for environmental and climate change policies in the EU27, 2012- 2022



*Members of the Government or Executive Power in Ministries responsible for environmental and climate change policies.

Source: Drawn up by the author based on Gender statistics Database. European Institute for Gender Equality. "National ministries dealing with environment and climate change: ministers by seniority". 2022. Online: https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm_env

This exclusion also has an intersectional dimension. For example, the youngest women have played a leading role in social movements focussed on the environment. However, just as in other contexts, young people experience additional challenges hampering their participation in spaces at the highest level, mainly because of gender bias which undermines their capacity to make decisions. Such bias affects all women in terms of participation and leadership, and even more so when it intersects with an overlay of several other aspects of discrimination.⁶

Traditional gender roles, unequal access to resources, a working culture characterised by poor flexibility in terms of working hours, a lack of mentoring, a lack of advice and mentoring programmes in higher education and in workplaces, are some of the barriers limiting the inclusion of women in management posts and on management boards in climate sectors. Similarly, caring duties, which fall disproportionately upon the most vulnerable women, and gender violence, also present an obstacle to their participation. In the EU countries

6 UNDP (2023): Breaking down gender biases: Shifting social norms towards gender equality. Online: https://hdr.undp.org/content/2023-gender-social-norms-index-gsni?_gl=1*1dndv7w*_ga*MTY2MDUxNjc2OC4xNjQ2NDIzNzQw*_ga_3W7LPK0WP1*MTY4OTYyMjl2Ny44OC4xLjE2ODk2MjlyNzYuNTEuMC4w#/indicies/GSNI

92% of women consider themselves to be carers on a regular basis, that is, they provide unpaid caring services for at least several days of the week, compared with 68% of men.⁷ In LAC, women devote over three times as much time to unpaid domestic and caring work as do men, with care responsibilities falling most heavily on the women with the lowest income.⁸

These barriers and other inequalities in turn determine the differentiated impact of climate risks and dangers, where women and girls find themselves in situations of greater vulnerability.⁹ The inter-relationship between gender, climate change, disasters and migration tends to exacerbate existing inequalities, and in many situations the negative impacts are greater upon women, putting them, along with girls, in a position of vulnerability where they find their ways of life, their property and their health affected. *Unequal access to the highest-level decision-taking on climate change and the environment can result in diverse women's knowledge, needs and priorities becoming invisible. Consequently, in some cases climate policies and actions lack gender sensitivity and contribute to increasing inequality. Although representation at the highest level does not translate directly into structural changes, it is one of the first steps in constructing gender-responsive climate policies.*

In order for women to take a full and effective role in climate management, both through their involvement and in leadership, it is important to promote and ensure the implementation of regulations giving access to financial resources, food security, the right to own land, a secure and protective environment for participation, access to and control of information, access to certified training in matters related to the environment and the strengthening of skills in leadership and in areas related to the environment.

Similarly, incorporating an inter-generational perspective in climate agendas and in the transition process

7 European Institute for Gender Equality (2020): Beijing Platform for Action: Gender inequalities in care and pay in the EU. Online: <https://eige.europa.eu/publications/gender-inequalities-care-and-pay-eu>

8 Comisión Económica para América Latina y el Caribe (2021): Panorama Social de América Latina, 2020 (LC/PUB.2021/2-P/Rev.1), Santiago

9 Grupo Regional de Trabajo sobre Género y Medio Ambiente de América Latina y el Caribe (2020): Guía de Política Pública sobre integración de Género y Medio ambiente para tomadores de decisión y hacedores de políticas públicas. Online: <https://www.unep.org/genero-y-medio-ambiente-acciones-del-pnuma-en-america-latina-y-el-caribe>

towards low-carbon economies can generate opportunities to empower women and girls in all their diversity. For example, their ability in areas related to science, technology, engineering and mathematics (STEM) can be strengthened. If the transition is designed and implemented in a gender-transformative way, offering the reinforcing of skills ('skilling'), opportunities will open up for women to be included in the future labour market of Green Jobs (see also Boxes 1 and 2).

Box 1: The Empowermed project, good practice in climate action with territorial and gender perspective in the EU

The objective of the Empowermed Project is to mitigate the effects of energy poverty in the coastal areas of the Mediterranean, paying special attention to the specific features of coastal areas and to gender and health aspects. In addition, it seeks to develop practical solutions to empower people affected by energy poverty by drawing up political recommendations at local, national and European level to tackle energy poverty. The Project has been implemented since 2019 in coastal areas of Slovenia, Croatia, Spain, France, Albania, Germany and Italy. Project initiatives include the installation of energy saving measures and the promotion of energy efficient measures in homes; training for social agents and partners of the project in the provision of energy advice to homes; joint advisory services on domestic energy and health; campaigns to promote policies focussed on gender justice; recommendations to identify and act against energy poverty aimed at relevant actors, and more.

Other actions identified in the dialogues were the construction of the concept of just, fair and gender-transformative environmental stewardship as a necessary social function for the survival of the human race and of the planet, which should be included as a cross-cutting element of all climate policies¹⁰.

10 The concept of stewardship refers to the responsible use and protection of the natural environment through conservation and sustainable practices. UNDP (2020). Human Development Report 2020: The next frontier Human development and the Anthropocene. Online: <https://hdr.undp.org/content/human-development-report-2020>

A territorial focus, an integral concept of care and change theories are the key to constructing gender-transformative climate agendas

One of the key challenges identified during the dialogues was the need to base climate commitments and actions in the local context and construct local climate agendas that would take account of the specific features and requirements of the various territories. For example, in Small Island Developing States (SIDS), it is important to consider the specific features of coastal areas that are particularly vulnerable to the effects of poverty, the increase in sea levels and the devastation of extreme climate events (see Boxes 1 and 2).¹¹

Box 2: EnGenDER Project - Inclusive aquaponics for a resilient Santa Lucía (Santa Lucía)

The project seeks to demonstrate the commercial viability of aquaponics as a means of adapting to climate change and to support efficient, inclusive and scalable systems of aquaculture administered by groups that are traditionally marginalised within the agricultural sector, such as women, young people and people with a disability. As part of the project, a CSO group of farmers with disabilities was chosen to benefit from an infrastructure of greenhouses and aquaponics. Training methods were developed to be inclusive and to take account of the needs, characteristics and abilities of the various different groups of women, young people and farmers with disabilities.

The initiative provided for consultations with these groups to discuss problems and gaps, to include them in the decision-making process and to promote fair representation of them in the process of planning the training sessions. At the same time, it encouraged their ability to grow and sell their own food, including the sources of protein that will contribute to their food security and increase their self-sufficiency.

11 European Environment Agency (2021): Coastal. Online: <https://www.eea.europa.eu/publications/europes-changing-climate-hazards-1/coastal>

In Latin America and the Caribbean, the traditional economic models have deepened the devastating effects of the climate crisis in indigenous and rural populations.¹² This has been reflected in a reduction in production, a water shortage, a loss of species, even more precarious working conditions in the rural setting, the need to migrate to urban areas and other impacts.

History, knowledge, culture and, therefore, the identity of indigenous peoples and communities are directly linked with the land they live in. A recent study by UNDP, the Food and Agriculture Organization [FAO] and Red de Mujeres Rurales de Latinoamérica y el Caribe [REDLAC] highlights that for women, and especially indigenous or rural women, their environmental environments determine their livelihoods, well-being, vulnerability or resilience, and influence their autonomy, physical, economic and decision-making.¹³ Climate change, droughts and major floods, and the loss of forests are the most worrying issues for indigenous and rural women as they put their livelihoods, sustenance and well-being at risk, as Leonor Zalabata an indigenous Arhuaca woman from Colombia, pointed out: "When the Earth is ill, I get ill; when I am ill the earth gets ill"¹⁴. In this sense, addressing the current environmental crises requires ensuring that women's equal enjoyment of environmental rights, respect for unique worldviews, and ensuring that their environmental 'guardianship' or 'stewardship' and contributions to community care are recognised, valued and promoted in national and local climate policies and solutions.

12 Gudynas, Eduardo (2022): Cambio climático, extractivismos y género: crisis entrelazadas dentro del desarrollo. En: Silva Santisteban, Rocío (Ed): Mujeres indígenas frente al cambio climático. Online: <https://www.iwgia.org/es/recursos/publicaciones/317-libros/3313-mujeres-indigenas-frente-al-cambio-climatico>

13 PNUD, FAO y REDLAC (2023) Las Voces de las Mujeres Rurales en América Latina y El Caribe ante las Crisis Multidimensionales (en edición).

14 Entidad de Naciones Unidas para la Igualdad de Género y el Empoderamiento de las Mujeres [ONU Mujeres], Programa de las Naciones Unidas para el Medio Ambiente [PNUMA] y Fundación Natura (2019): Mujeres que cuidan la naturaleza: relator de defensoras del ambiente en Colombia. Bogotá, p. 26. Online: <https://colombia.unwomen.org/sites/default/files/Field%20Office%20Colombia/Documentos/Publicaciones/2019/12/Mujeres%20que%20cuidan%20la%20naturaleza%202020.pdf>

The fact that indigenous and rural women depend on natural resources to survive means that not only are they more vulnerable to the consequences of climate crises, but that they are powerful agents for change.¹⁵ They have been at the forefront of developing initiatives to mitigate and adapt to the effect of climate change¹⁶, and it is also they who have actively condemned the negative impacts of activities that are not sustainable and cause damage to the environment. However, the lack of resources, insecurity, displacement and sexual violence that female climate defenders may suffer limit the extent to which these women can occupy positions of power in climate governance, the promotion and defence of self-determination, and the preservation of the culture of the indigenous peoples, the land and natural resources in their local areas.¹⁷

It is therefore necessary to promote the leadership and inclusion of indigenous and rural women in climate governance by constructing an inter-sectoral dialogue that would include the passing on of ancestral knowledge related to protecting the land and managing natural resources in national and international decision-making spaces. To this end there is an urgent need to guarantee women's environmental rights to live in a clean, healthy and sustainable environment, guarantee women's rights to have ownership and tenure of the land, to ensure they live in a safe and inclusive setting which will facilitate their participation, and give them equitable access to resources and the power to take decisions, as well as technical assistance, training, and the opportunity to take part in membership-based organisations.

Equally, any climate actions designed with a territorial gender-transformative focus should be based on local and community needs, preferences and requests, differentiated by gender. This focus will only be achieved by promoting the empowerment of networks of community women so that they can be involved in collec-

15 Silva Santisteban, Rocío (2022): Prólogo. En Silva Santisteban, Rocío (Ed). *Mujeres indígenas frente al cambio climático*. <https://www.iwgia.org/es/recursos/publicaciones/317-libros/3313-mujeres-indigenas-frente-al-cambio-climatico>

16 Banco Mundial (2022): *Mujeres indígenas perseveran en medio de un clima cambiante*. Online: <https://www.bancomundial.org/es/news/feature/2022/08/08/indigenous-women-leaders-persevere-amid-a-changing-climate>

17 Véase [nota al pie 10](#); y Oficina Internacional del Trabajo (2018): *Los pueblos indígenas y el cambio climático: de víctimas a agentes del cambio por medio del trabajo decente*. Online: https://www.ilo.org/global/topics/indigenous-tribal/WCMS_632113/lang--es/index.htm

tive processes of political advocacy, and in multi-actor dialogues and processes to allocate climate funding at territorial level.

Another of the demands expressed during the dialogues is to create spaces where national long-term theories of change can be drawn up linked to the climate agendas to help identify the structural causes of inequalities and power relations and to propose coordinated climate actions to close the gender gap. Also, it is important that these spaces generate cultural and social transformation, guarantee empowerment opportunities for women in all their diversity and promote the collective construction of new economies and models of sustainable development that are fair and gender-transformative.

New jobs in just, low-carbon economies must include women

The transition to low-carbon economies is generating jobs that contribute to conserving, restoring and improving the quality of the environment across all economic sectors, commonly known as 'Green Jobs'. Innovation and a qualified workforce with the skills required in this field are needed to promote models of a Green economy. *Women make up an essential component in the development towards Green economies. However, the division of work by sex still shows gender bias, resulting in a low level of participation by women in this emerging labour market.*

Just as in high-level decision-taking spaces, women are under-represented in the workforce of the environmental sector. In the LAC region, women represent 9% of executive management posts and 18% of management posts in the energy sector.¹⁸ Similarly, women represented less than 15% of the total of all professionals employed in the transport sector in 2019.¹⁹ On the other hand, half of all posts in the tourism sector are occupied

18 Valenzuela, María Elena (2023): *Empleos verdes, una oportunidad para las mujeres en América Latina*. *Cambio climático, género y transición justa*. Oficina Internacional del Trabajo (OIT). Online: https://www.ilo.org/americas/publicaciones/WCMS_870970/lang--es/index.htm

19 Banco Interamericano de Desarrollo (BID) (2019): *Participación femenina en el mercado laboral de transporte*. Online: <https://publications.iadb.org/es/participacion-femenina-en-el-mercado-laboral-de-transporte>

by women, although these are largely in jobs requiring low qualifications and in administrative tasks.²⁰

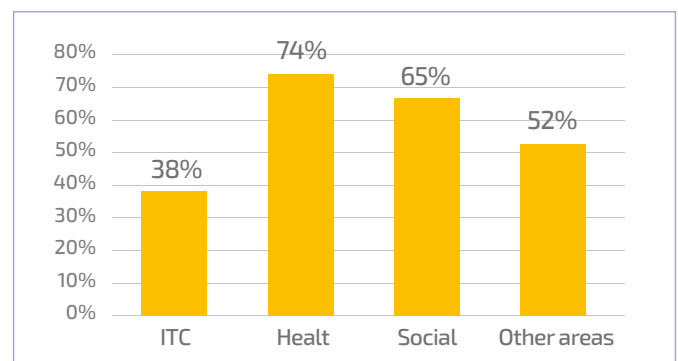
Owing to gender inequalities in the societies of many countries, the skills of women and their contributions to recovery and to the design of models of Green development lack the recognition due to them and are undervalued.²¹ **Women will not therefore benefit from the creation of Green Jobs unless the current gender segregation in the labour market is tackled in the sectors most closely linked to decarbonisation (energy, agriculture, construction, waste management, among other things).** Over 80% of new Jobs created by the decarbonisation agenda will be in the sectors that are now dominated by men, and only 20% of these new jobs will be created in sectors where women are in the majority.²²

Female participation does not even reach 25% of all existing Green Jobs in the region of Latin America. The evolution of women's participation in this sector slowed in the period 2017-2020, the decrease being further exacerbated from the beginning of the Covid-19 pandemic.²³ In EU countries, the number of women employed in the energy sector has been increasing, although the sector remains predominantly a male space. In 2019, the proportion of women employed in the electricity and gas sector was 25%, with Denmark, Sweden and Belgium having the highest percentage of women working in this industry. The fossil fuels sector is one of the most male-dominated: 90% of the workforce in 2019 were men²⁴. Nevertheless, the renewable

energy sector has the potential to employ a greater number of women.²⁵

Gender segregation in the labour market begins in education and is deepened by access to careers in the STEM areas, with a lower proportion of women than men graduating in the fields of engineering and technology (see Figure 3). Although progress has been made in increasing the proportion of female researchers in these fields, many women still face challenges when undertaking a professional career in the field of science.²⁶ The low visibility of female role models, the division of gender roles and the way educational and professional careers guidance is characterised by stereotypes and gender bias are some of the challenges limiting the introduction of young women to these careers.²⁷

Figure 3: Percentage of women graduates in STEM careers in LAC



Source: Drawn up by the author based on UNESCO (2020)²⁸

20 Organización Mundial del Turismo (2021): Informe Mundial sobre las mujeres en el turismo. Online: <https://www.e-unwto.org/doi/book/10.18111/9789284422753>

21 CEPAL, FAO, ONU MUJERES, PNUD, OIT (2013). Trabajo decente e igualdad de género. Políticas para mejorar el acceso y la calidad del empleo. Online: https://www.ilo.org/santiago/publicaciones/WCMS_233161/lang--es/index.htm

22 Saget, Catherine, Vogt-Schilb, Adrien and Luu, Trang (2020). Jobs in a Net-Zero Emissions Future in Latin America and the Caribbean. Inter-American Development Bank and International Labour Organization. Online: https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/documents/publication/wcms_752069.pdf

23 Comisión Europea (2022). Estudio sobre acceso de las mujeres al empleo verde en América Latina. Serie de estudios temáticos EU-ROCLIMA+, N° 21. Programa EUROCLIMA, Dirección General de Asociaciones Internacionales, Comisión Europea. Online: <https://www.euroclima.org/publicacion-euroclima-2/estudiol-sobre-acceso-de-las-mujeres-a-empleo-verde-en-america-latina/viewdocument/415>

24 Directorate General for Energy European Commission (2021): Asset study on collection of gender-disaggregated data on the employment and participation of women and men in the energy sector. Online: <https://op.europa.eu/en/publication-detail/-/publication/2c7e5b81-15cd-11ec-b4fe-01aa75ed71a1/language-en>

To this we must add recruitment processes with no gender focus in the Green Jobs sector, the lack of training programmes, the salary gap between men and women,

25 Ibidem.

26 Bello, Alessandro (2020): Las mujeres en ciencias, tecnología, ingeniería, matemáticas en América Latina y el Caribe. ONU Mujeres. Online: <https://lac.unwomen.org/es/digiteca/publicaciones/2020/09/mujeres-en-ciencia-tecnologia-ingenieria-y-matematicas-en-america-latina-y-el-caribe>

27 Swafford, Marshall and Anderson, Ryan (2020): Addressing the gender gap: Women's perceived barriers to pursuing STEM careers. Journal of Research in Technical Careers, v4, n°, p. 61-74. Online: <https://eric.ed.gov/?id=EJ1254004>

28 Alessandro, Bello (2020): Las mujeres en ciencias, tecnología, ingeniería, matemáticas en América Latina y el Caribe. ONU Mujeres. Online: <https://lac.unwomen.org/es/digiteca/publicaciones/2020/09/mujeres-en-ciencia-tecnologia-ingenieria-y-matematicas-en-america-latina-y-el-caribe>

unequal access to research funding²⁹ and an excessive load of caring responsibilities that limit their inclusion in the labour market (see Box 3).³⁰

Box 3: Care and climate action at the centre of territorial planning

Care should be recognised as a right, a job, a public asset and a pillar of social protection. Incorporating an integral concept of care, including care for the environment and care for people, as a cross-cutting element in public policy can help build cities that are more resilient and sustainable.

In Bogotá, the "[Mujeres que Reverdecen \(Women who make things Green again\)](#)" programme offers training with a qualification, cash transfers and temporary recruitment in caring for the city's environment to vulnerable women. The theoretical and practical training focusses on gardening activities, the maintenance of Green spaces, urban agriculture and planting, and more. The programme is specifically intended for women heads of household with a low income or who are caring for people with a disability, small children or elderly people, among other such responsibilities. Since October 2021, the programme has promoted the inclusion of over 5000 women.

Similarly, the district care system of Bogotá designed the "[Manzanas del Cuidado \(Care Blocks\)](#)". These are geographical areas that consolidate new and existing care services, putting the needs and well-being of carers and those who are cared for at the centre of town planning. This project enables carers to access training and activities they can also do in their spare time, for example, learning to ride a bike to encourage the use of more sustainable transport.

The Green economy may present an opportunity for women to achieve their rightful place in the workforce through better paid, non-traditional jobs, such as those where women represent less than 25% of the

29 The Lancet (2019): Advancing women in science, medicine and global health. Vol. 393, No. 10171, p.493-610. Online: [https://www.thelancet.com/journals/lancet/issue/vol393no10171/PIIS0140-6736\(19\)X0006-9#Editorial](https://www.thelancet.com/journals/lancet/issue/vol393no10171/PIIS0140-6736(19)X0006-9#Editorial)

30 Heffernan, Rose; Heidegger, Patrizia; Koehler Gabriele; Stoc, Anke and Wiese, Katy (2022): A Feminist European Green Deal. Towards an Ecological and Gender Just Transition. Friedrich-Ebert Stiftung. Online: <https://eeb.org/library/a-feminist-european-green-deal-towards-an-ecological-and-gender-just-transition/>

workforce.³¹ To this end it is important to incorporate a more integrated vision in the progress towards just and low-carbon economies and in the measurement of economic growth to include, within plans for the just transition, sectors and industries that are traditionally excluded but necessary to achieve new and inclusive systems of production.

It is a matter of urgency to ensure women can access the opportunities for decent employment offered by the Green and Blue economies. To this end, it is important to promote the participation of women in scientific careers, to encourage exchanges between female professional leaders in the Green economy sector, to promote a gender focus in the processes of professional careers guidance and recruitment so that the gender perspective is incorporated, and to construct new policies for workers' and corporate rights in a quality work setting that will help reduce the gender gap in sectors that were traditionally male.

RECOMMENDATIONS

- **To promote female leadership in all its diversity in climate governance.** It is recommended that access to funding resources, access to and control of information, access to training in environmental matters and leadership skills, and the right to own land, among other things, should be guaranteed.
- **To recognise environmental rights and gender-differentiated environmental stewardship as a principle** and a cross-cutting element of climate policies.
- **To apply the framework of recognising, reducing, redistributing care, rewarding and representing caregivers** in a gender-transformative way.
- **To encourage the leadership of indigenous and rural women in climate solutions.** We should put the passing on of ancestral knowledge relating to the protection of the earth and the management of natural resources at the centre of spaces where decisions are taken at the highest level, guaranteeing a protective context for participation and access to resources.

31 Guerrero, Naret y Stock, Anke (2012). La economía verde desde una perspectiva de género. Fundación Friedrich Ebert, FES- ILDIS. Online: <https://library.fes.de/pdf-files/bueros/quito/09064.pdf>

- **To design gender-transformative climate actions with a territorial focus** that will take account of local and community needs, preferences and requests differentiated by gender and guarantee fair access to climate funding.
- **To empower women's networks**, especially grassroots and community networks, to encourage processes of collective political advocacy and dialogues with various actors.
- **To promote the participation of women in STEM careers to guarantee access to the new job opportunities** offered by the Green and Blue economies.
- **To promote the regional interchange of good practice and lessons learned.** We recommend encouraging interchanges between leading professional women on matters related to the Green economy.
- **To design long-term national theories for change in gender related to the climate agendas** that will make it possible to identify the structural causes of inequalities and unequal power relationships prevalent in the climate sectors and to propose coordinated climate solutions to close the gender gaps and generate empowerment opportunities for women in all their diversity.

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