

Draft Concept Note for Side event at COP24

Polish Presidency and ILO Joint side-event

Game changer for the future of work: Towards a just transition with gender equality

Polish Pavilion, 03 December, 16:30-18:00

Background and objective

This event will highlight how the global efforts towards a just transition and achieving gender equality, are mutually reinforcing and beneficial, and can be a 'game changer' for the future of work. Prevailing gender gaps continue to hamper progress both in developed and developing economies, therefore the linkage between gender and climate change is important and a necessary combination. This session will showcase the untapped potential of promoting just transition with gender equality across different sectors and country contexts for furthering effective climate action, while working to close persistent gender gaps. It will build on the diverse experiences of Poland, the Pacific islands and other participating countries, and their unique socio-economic situations and climate vulnerabilities.

This session will focus on sharing practical knowledge and lessons learned about leveraging just transition with gender equality for a more inclusive and sustainable future of work. Each panellist will come with a distinct perspective – and will highlight how just transition with gender equality can contribute to transforming the future of work and address the treats of climate change.

Climate change related impacts pose a serious threat to the world of work and include, among others, heat waves, floods, droughts, changing rainfall patterns, rising sea levels, as well as other extreme weather events and slow onset events. Addressing gender equality as an integral part of climate action and just transition can contribute to both achieving gender equality as well as promoting effective mitigation and adaptation measures. Progress towards gender equality has been uneven, women continue to face exclusion, discrimination and disproportionate exposure to socio-economic vulnerabilities.

The world of work is also impacted by some mitigation and adaptation measures, especially when groups that are already facing socio-economic vulnerabilities are excluded. The impacts of climate change, and climate actions that exclude women, for instance, may exacerbate the range of obstacles and socio-economic vulnerabilities that characterize decent work deficits for women.

A just transition is important for low, middle and high income economies, for combating climate change and furthering inclusive climate action as well as sustainable development. In the world of work, a just transition towards environmentally sustainable economies and societies for all has a vital role to play in ensuring that the negative effects of climate impacts and climate action are minimized, while the positive effects of mitigation and adaptation measures advance gender equality and decent work, rather than perpetuating or exacerbating gender disparities.

It is increasingly urgent to identify and address the unique challenges faced by diverse economies and sectors across different country contexts from the lens of just transition with gender equality. From agriculture and fisheries to manufacturing and energy, the concept of just transition provides vital guidance for ensuring that climate action is more effective by transforming gender norms and furthering gender equality, while ensuring women have the opportunity to participate as actors in combating climate change and spurring green growth.

Format: Interactive panel discussion

Agenda:

16:30 – 16:45

The moderator (Ms. Zuzanna Dąbrowska) introduces the diverse panel and highlights briefly the timely nature of the topic, while also connecting it to the Declaration on Just Transition. (5 minutes)

Opening remarks by Poland’s Representative (TBC) potentially highlighting the challenges faced by Poland from climate impacts more broadly and to achieving gender equality more specifically. The role of the COP24 Presidency in taking forward the issue of just transition with gender equality could also be highlighted. [5-10 minutes]

16:45 – 17:30

The Moderator explains that two questions will be posed to each panellist (not one after the other) and they will have about **5 minutes** to respond to each question.

1. To Dr. Nur Masripatin, Senior Advisor to the Minister of Environment and Forestry on Climate Change and International Conventions/National Focal Point for UNFCCC (Indonesia)

- Engaging with the realities at the country level, especially those countries that are particularly vulnerable to climate change is critical – how is climate change impacting the world of work in your country, and what implications does it have for gender equality?
- The informal economy is also an important source of employment in Indonesia. How can a just transition with gender equality bring about changes to ensure that both women and men involved in the informal economy are better protected from climate impacts and are able to contribute towards a low-carbon economy?

2. To Ms. Montserrat Mir, Confederal Secretary, European Trade Union Confederation

- A just transition has been very important to the workers’ movement in climate action and for the future of work – why is this the case and how are workers engaging on gender equality related aspects in this context? What is the role of collective bargaining in advancing just transition with gender equality?
- Have there been success stories where just transition also advanced gender equality objectives? Please share some experiences at the national or international level.

3. To Mr. Sandeep Chauhan, President of Fiji Commerce and Employer Federation (Fiji, Pacific Islands)

- The private sector, and the employers’ organizations in particular, have a key role in taking forward climate action and shaping a sustainable future of work. Your organization has also been a strong promoter of women in business and in leadership. What is the employers’ perspective towards a just transition, and its role in achieving gender equality?
- How can the employers promote gender equality in the emerging green sectors, for instance in solar energy or low-carbon manufacturing, especially in the case of addressing skills gaps, occupational segregation and furthering non-discrimination?

4. To Mr. Roy Cimatu, Secretary, Department of Environment and Natural Resources (The Philippines)

- The Philippines is also particularly vulnerable to climate impacts, can you please highlight some threats to gender equality due to climate impacts in your country?
- Your country has been advocating for strong climate action, and has recently also adopted a Green Jobs Act. The Philippines also has a strong gender equality policy framework with the Magna Carta and other measures. Please can you share some experiences about the initiatives your country is taking to ensure ambitious climate action that promotes gender equality and green jobs?

5. To Ms. Patricia Fuller, Ambassador for Climate Change (Canada)

- What is Canada's experience with regard to promoting climate action / just transition alongside gender equality?
- How can we better ensure that women, alongside men, are able to be more involved in decision making on climate policies and action when unpaid care falls disproportionately on women's shoulders? What is Canada doing to transform gender norms that enable women to participate actively in taking forward climate action, including indigenous women? [For moderator's information: According to the ILO, 16.4 billion hours per day are spent in unpaid care work –76.2 per cent of which are taken up by women (more than three times as much as men)]

6. To Ms. Bridget Burns, Director at Women's Environment & Development Organization

- The gender constituency is an important advocacy group in the climate negotiations. Can you please share your position on the relationship between promoting gender equality and ensuring a just transition? Can you give us some concrete examples that have resulted in positive outcomes at the international level?
- Gender responsive climate action also entails taking into account the intersectional realities, such as those of indigenous women, migrant workers or persons with disabilities. In your views, how can a transition to a low-carbon economy address their concerns?

17:30 – 17:45

The moderator, if time permits, will take two rounds of questions from the floor.

17:45 -18:00 – Closing Remarks

The moderator introduces ILO Representative (Ms. Michelle Leighton, Chief)

Summing up of the discussion, and potentially highlighting the importance of ILO's "Guidelines on a just transition towards environmentally sustainable economies and societies for all". Also building linkages with the future of work – gender equality, climate change and climate action are also key drivers shaping the future of work – in this regard, highlighting opportunities from just transition and gender-responsive climate action.