



International  
Labour  
Organization



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

The ILO welcomes the opportunity to contribute towards the work of the UNFCCC regarding gender and climate change, and provide a submission related to the Gender Action Plan (GAP), particularly with regard to areas for improvement and further work to be undertaken in subsequent action plans.

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

### *Key findings from recent ILO research:*

In 2019, the ILO released a report titled, ‘[Working on a warmer planet: The effect of heat stress on productivity and decent work](#)’, and observed that projections based on a global temperature rise of 1.5°C by the end of this century suggested that in 2030, 2.2 per cent of total working hours worldwide will be lost because of higher temperatures, a loss equivalent to 80 million full-time jobs, which is also equivalent to global economic losses of US\$2,400 billion. **It underlined that the impact of heat stress could also exacerbate existing gender inequalities in the world of work, notably by worsening the working conditions of the many women employed in subsistence agriculture, and of men on construction sites.**<sup>1</sup>

Also in 2019, the ILO released key findings regarding ‘[Skills for a Greener Future](#)’, which among other aspects, highlighted changes in occupations, skills gaps and skills shortages in meeting the skills demand of the green transition. Findings showed that gender disparities will persist, and the “creative destruction” of jobs will have greatest effect on male workers in mid-skill occupations. In both the energy sustainability and the circular economy scenario, most job creation and reallocation was concentrated among mid-skill occupations, with the greatest impact on male-dominated occupations. These results suggested that the growth in mid-skill jobs in the green transition can partly offset the global trend in which skill-biased technological change is hollowing out mid-skill occupations. Men in mid-skill occupations will have the greatest need of reskilling and upskilling to enable them to tap into new job opportunities. **This also suggested that current occupational gender stereotypes are likely to persist: women**

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<sup>1</sup> See: ILO. 2019. *Working on a warmer planet: The effect of heat stress on productivity and decent work* (Geneva).

**will get only a fraction of the jobs created, unless measures are taken to train women in relevant skills, so that they can benefit from potentially created jobs.<sup>2</sup>**

Previous ILO research ([World Employment and Social Outlook 2018: Greening with jobs](#))<sup>3</sup> has also highlighted that 24 million new jobs could be created globally by 2030 if the right policies to promote a greener economy are put in place under a 2-degree scenario. **However, it has also been highlighted that achieving the 2-degree goal will not, by itself, improve the female employment share<sup>4</sup> by 2030.**

***Key publications:***

- ILO, [Working on a warmer planet: The effect of heat stress on productivity and decent work](#), 2019.
- ILO, [Skills for a Greener Future: Key Findings](#), 2019.
- ILO, [A quantum leap for gender equality: For a better future of work for all](#), 2019.
- ILO, [Indigenous Peoples and Climate Change: Emerging Research on Traditional Knowledge and Livelihoods](#), 2019.
- ILO, [World Employment and Social Outlook 2018: Greening with Jobs](#), 2018.
- ILO, [Gender, labour and a just transition towards environmentally sustainable economies and societies for all](#), 2017.
- ILO, [Indigenous Peoples and Climate Change: From Victims to Change Agents through Decent Work](#), 2017.
- ILO, [Guidelines for a Just Transition towards environmentally sustainable economies and societies for all](#), 2015.
- ILO, [Gender equality and green jobs](#), 2015.

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<sup>2</sup> See ILO. 2019. *Skills for a Greener Future: Key Findings* (Geneva).

<sup>3</sup> See: ILO. 2018. *World Employment and Social Outlook 2018: Greening with jobs* (Geneva).

<sup>4</sup> The female employment share is the percentage of employed persons who are women.