

Best practices on just transition of the workforce and creation of decent work and quality jobs, and on economic diversification and transformation

Inputs to the Katowice Committee of Experts on the Impacts of the Implementation of Response Measures (KCI)



The COP, CMP and CMA by its decision 4/COP.25, 4/CMP.15 and 4/CMA.2 mandated the Katowice Committee of Experts on the Impacts of the Implementation of Response Measures (KCI) to receive input from experts, practitioners, and relevant organizations in order to implement some activities in its workplan.

[Women Engage for a Common Future \(WECF\)](#) acknowledges the work done by the Katowice Committee of Experts on the Impacts of the Implementation of Response Measures (KCI) in integrating gender considerations in its work as part of the continuation and enhancement of the Lima Work Programme on Gender (LWPG) and its gender action plan (GAP). We appreciate its continuous work with the secretariat's gender team, as well as incorporation of gender-differentiated impacts from response measures in the development of technical papers.

We welcome the opportunity to submit, and to feed into the KCI's upcoming deliverables, with concrete examples and best practices from different regions, particularly from the Global South, on just transition of the work force and creation of decent work, and economic diversification and transformation. These best practices deliver ambitious climate action towards the achievement of the Paris Agreement and Sustainable Development Goals (SDG) agendas. We resonate with the key elements provided in the TEC's concept note on the different links between gender and response measures. Building effective responses to the current climate crisis requires a deep understanding of how existing and systemic gender inequalities and sociocultural norms can be disproportionately exacerbated with gender blind response measures and policies. Gender considerations must be integrated in the design, planning, implementation, monitoring and evaluation phases of response measures as well as policies, considering the differences in people's needs and abilities.

WECF, as part of the [Women and Gender Constituency](#), is responsible for organizing the [Gender Just Climate Solutions Awards](#), which provide practical lessons to world leaders for ensuring just and equitable climate policies that put people's rights and the integrity of the planet first. These solutions contribute to mainstreaming gender into national climate policies. The following submission is based on the best practices and lessons learned from exemplary gender-responsive climate initiatives implemented by the awards winners. The awards have been organised every year since 2015 by the constituency, in collaboration with the Climate Technology Centre & Network (CTCN), the French Ministry of Foreign Affairs (MEAE), and the Agence Française de Développement (AFD). Thanks to our regular interactions and exchange of experiences with the award winners since COP21, we have been able to identify some crucial elements to advance the integration of gender in Nationally Determined Contributions (NDCs).

1. Introduction

The Paris Agreement's main goal is to strengthen an ambitious and global response to the threat of climate change through a collective transformation. Efforts to limit the temperature increase face shared challenges in making this transformation a just and equitable one. Because of the increasingly interconnected nature of the global economy, the effects of climate change mitigation and response policies are not limited to the boundaries of the nations that adopt them. As the Intergovernmental Panel on Climate Change (IPCC) has noted with considerable agreement, "Societal transformations to limit global warming to 1.5°C and strive for equity and well-being for all are not power neutral. Development preferences are often shaped by powerful interests that determine the direction and pace of change, anticipated benefits and beneficiaries, and acceptable and unacceptable trade-offs. Each development pathway creates its own set of opportunities and challenges and winners and losers, both within and across countries" (IPCC, 2018). It is for this reason that Parties must fully consider the specific needs, priorities and concerns countries from the Global South have in respect to the multiple impacts that may arise with the implementation of different response measures. Commitments from Parties must strive to minimise any adverse economic, social, and environmental impacts in countries where existing inequalities in socioeconomic status, income, discrimination on the basis of gender, class, ethnicity, age, and (dis)ability shape differential risks from climate change (IPCC, 2014).

The implementation of response measures needs to facilitate the undertaking of economic diversification and a just transition of the work force and creation of decent work. However, such a just transition away from fossil fuels towards renewable energies (RE) must not only be a transition away from polluting industries and unhealthy work environments, but also from economic insecurity, which reinforces uncertainties, particularly regarding expectations for our future. Persisting inequalities between women and men in global markets pose significant obstacles for women in all their diversity in gaining access to decent work, social protection, fair working conditions and remuneration, placing women in low waged, insecure and informal subsistence and service industries (WEDO, 2016). In the context of women with indigenous, tribal or ethnic identity, as well as migrants, refugees or those with a disability status, additional barriers and occupational segregation are experienced. From a women's rights and feminist perspective, it is crucial to be aware of socially constructed roles and sectors, as well as of intersectional realities.

In this context, a just transition to a low-carbon and sustainable economy presents an opportunity to transform gender norms, to promote gender equality, to foster social investment in infrastructure and services that take women's needs into account, enhance social protection, and promote policies to recognise, reduce and redistribute household and care work (ILO, 2017).

2. Mapping of concrete examples

Combating climate change by delivering on the Paris Agreement and the 2030 Agenda of Sustainable Development requires an effective and meaningful participation of women at all levels. Gender bias in norms and institutions are hindering the achievement of greater equality. Parties need to foster a structural transformation and effective response measures that are conducive to the full realisation of women's and men's rights.

Real solutions and responses to the climate crisis already exist on the ground. Women have proven to develop climate adaptation and mitigation strategies that are especially fitted to the specific needs of their communities. They have promoted the use of traditional knowledge for resilient agriculture, water source protection, decentralised energy production and economic diversification. Nonetheless, many challenges remain today in adopting a rights based, gender-responsive approach for planning and implementing climate policies (WECF, 2019).

Women's and feminist organizations around the globe are leading the efforts to achieve a gender just transition and have implemented mitigation strategies at all levels which help to change power relations and rigid gender norms within the communities. This has enhanced the access and control over resources, decent employment and equal participation of men and women in all their diversity in decision-making processes (WECF, 2019). The Gender Just Climate Solutions are bottom-up initiatives that are efficient, decentralised, safe, context-base, affordable, sustainable, replicable, interlinked to peace building, promote equal access to benefits, do not burden women, entail multiple benefits, and center local decision-making and women's role within it (WEDO, 2016). Each of these exemplary practices contribute to the SDGs, especially to SDG 5 on Gender Equality and SDG 13 on Climate Action, among other particular SDGs which are indicated for each example.

In this submission we showcase best practices from Morocco, The Marshall Islands, Colombia, Cameroon, Zambia and Indonesia of diverse climate-resilient pathways and transformative models that bring multiple social and environmental co-benefits. These examples will follow the outline described in Chapter 2 and 3 of Annex V of the KCI 4 Meeting Report:

- (a) Title
- (b) Key characteristics
- (c) Description of low-GHG-emission strategies or policies
- (d) Impacts of identified strategy or policy on just transition of the work force and creation of decent work and quality jobs // economic diversification and transformation
- (e) Identified challenges, opportunities, and stakeholder involvement
- (f) Lessons learned

A. Examples of country-driven strategies and best practices on just transition of the work force and creation of decent work and quality jobs.

Women solar cooperatives for a sustainable local economy Union of Women Cooperatives for Argan Oil (UCFA) - Morocco			Contributes to: SDG 3 / SDG 7 / SDG 8 / SDG 12	
Key characteristics	Description low-GHG-emission strategies	Impacts of identified strategy on just transition / decent work	Identified challenges, opportunities, stakeholder's involvement	Lessons learned
<p>This project contributes to the energy transition and the local economy through a community-based and gender-responsive approach.</p> <p>Capacity building, empowerment and training are key cooperative principles, as they are linked to joint ownership and democratic control.</p> <p>Two women energy cooperatives are in development, providing capacity building for women to master solar technologies and creating quality job opportunities.</p> <p>Ancestral knowledge and biodiversity protection is recognised.</p>	<p>A value chain of productive solar technologies for agricultural food processing is emerging, based on an inclusive cooperative model.</p> <p>The installation and dissemination of solar cookers amongst populations of Southern Morocco, semi-arid territory, is a means of preventing deforestation of argan trees, reducing CO2 emissions, and avoiding toxic wood fire fumes. This simple and affordable technical solution makes solar energy accessible to women and local populations.</p>	<ul style="list-style-type: none"> • Contributes to fighting deforestation, reducing CO2 emissions (5 to 10 kg of wood saved per day and per cooker • 600 rural women actively participate in the climate mitigation policy of their region, creating jobs that strengthen women's economic and political empowerment • Women's workload is significantly reduced as they spend fewer hours on firewood collection and cooking • The use of safe and clean solar technology has a direct impact on women's education, health, and empowerment 	<p>Challenges:</p> <ul style="list-style-type: none"> • Patriarchal norms/gender stereotypes • Monopolistic/male-dominated industry • Lack of investment in rural areas, enabling legal framework, nor organisational support • Low access to renewable energy. <p>Opportunities:</p> <ul style="list-style-type: none"> • Energy cooperatives can have an essential role in supporting national governments to achieve their climate/energy objectives of a fossil free and socially sound transformation. This contributes to public acceptance of the energy transition, enhances energy security and provides opportunities for local economic growth. <p>Stakeholders' involvement:</p> <ul style="list-style-type: none"> • Cooperative structures encourage strong commitment and reduce mistrust in authorities • The national office for the development of cooperatives and local academic institutions are supporting activities 	<p>A cooperative is a form of business ownership run by and for their members. The core principles are democracy, equality, equity, and solidarity.</p> <p>They allow increased control over energy generation, keeping investments local, sending a political key message for a sustainable, just and democratic way of business.</p> <p>Gender-just energy cooperatives are a way to guarantee women and men an equal voice in the development of RE production.</p> <p>Thanks to newly acquired skills, women working in productive cooperatives are empowered through the control over the entire value chain.</p>

Sustainable urban model of solidarity economy in Bogotá suburbs ENDA Colombia - Colombia			Contributes to: SDG 10 / SDG 11 / SDG 12 / SDG 16	
Key characteristics	Description low-GHG-emission strategies	Impacts of identified strategy on just transition / decent work	Identified challenges, opportunities, stakeholder's involvement	Lessons learned
<p>Training on natural resource management, gender inequalities, masculinities, local public policies, and citizen's initiatives, has led the beneficiaries of this project to be empowered, exercise their democratic rights, protect their environment and cultural heritage.</p> <p>This project paves the way for a sustainable and gender-responsive city through economic empowerment of women recyclers and guarantees for decent work.</p> <p>Funding access strengthens advocacy, entrepreneurship, and overall management capacities.</p>	<p>Enda has initiated women's civic participation through training of community leaders and developing neighbourhood committees that ensure decent work in the recycling sector. Enda has contributed to destigmatize this population and to recognise their right to a life without violence.</p> <p>It involves community organisations to develop a holistic urban concept, including participatory territorial planning, urban gardening, cultural activities, and the creation of 'Bankomunal', a community savings and credit initiative for women lacking access to formal banking.</p>	<ul style="list-style-type: none"> ● Women recyclers have become environmental agents and providers of a public service with equal pay. They are recognised in their role as leaders for the transformation of urban practices having social, cultural and climate benefits ● 30 tons of paper and 12 tonnes of plastic are recycled annually, saving 120,000 kwh of electricity, avoiding the deforestation of 600 trees and the accumulation of 4,000 kilos of rubbish in landfill ● 20 spokeswomen participate in municipal decision-making processes on environment gender and local budget topics. 	<p>Challenges:</p> <ul style="list-style-type: none"> ● Sexism, physical, sexual, and psychological aggression, as well as domestic violence ● Women suffer double discrimination, as women and waste pickers ● Lack of funding, appropriate laws and frameworks, and organisational support. <p>Opportunities:</p> <ul style="list-style-type: none"> ● Gender-resilient model that contributes to the national adaptation plan (NAP), circular economy policy roadmap and post-covid recovery ● Integration of women recyclers and residents in urban planning bodies institutionalising the recognition of their environmental and social roles. <p>Stakeholder involvement</p> <ul style="list-style-type: none"> ● Women and youth are part of the Community Action Board and institutional working groups. They contribute to citizen's monitored municipal budgeting and the implementation of public policies. 	<p>Solidarity economy is a model that contributes towards the creation of sustainable and gender-responsive cities. This unique urban approach, based on local knowledge and resources, has been practiced by girls, boys, adolescents, and adults for more than 30 years, ensuring intergenerational ownership.</p> <p>The Training-of-Trainers (ToT) concept, whereby women are taking on leadership roles, increases their understanding and control over production and income generation alternatives.</p> <p>This brings a positive change in gender roles enabling women to lead the replication of the solidarity economy model, gaining more recognition within their communities.</p>

Young women contribute to the energy transition of remote islands as trained technicians

IslandEco - Republic of the Marshall Islands (RMI)

Contributes to:

SDG 3 / SDG 4 / SDG 7 / SDG 10

Key characteristics	Description low-GHG-emission strategies	Impacts of identified strategy on just transition / decent work	Identified challenges, opportunities, stakeholder's involvement	Lessons learned
<p>This transformative and gender-sensitive project addresses the interrelated challenges of climate and gender stereotypes in STEM, while considering the geographical location of the RMI.</p> <p>Training of young women technicians is key in achieving holistic and durable climate impact. This simultaneously increases young women's economic independence and political participation and creates activities that have a ripple effect on the local population.</p> <p>Results and best practices are incorporated in national policies, further increasing the project's systemic impact.</p>	<p>IslandEco trains young women technicians to assemble, install, operate and maintain solar-powered lights, refrigerators and freezers. Women technicians built 110 solar photovoltaic installations on different Islands, thus securing decent work conditions.</p> <p>The project ensures a contextual approach by replacing polluting diesel generators on remote atolls where access to fossil fuels is expensive and scarce with sustainable solar equipment.</p> <p>Lessons learnt help increase the ambitions of national climate and energy plans.</p>	<ul style="list-style-type: none"> ● Training, development of women's skills ● Installation of solar panels by women technicians, which increases economic independence and political participation through a spill over effect ● Benefits community members by enabling the sale of refrigerated goods ● Incorporation of the results in RMI's national climate plans and electricity roadmap. This raises climate ambitions whilst guaranteeing inclusive, just and long-lasting energy policies (100% of RE by 2050 with at least 20% women among trained electricians by 2030). 	<p>Challenges:</p> <ul style="list-style-type: none"> ● Structural barriers, gender stereotypes in STEM. ● Geographical isolation of the RMI. ● Insufficient organisational support for innovation; lack of funding for the creation of enterprises and start-ups <p>Opportunities:</p> <ul style="list-style-type: none"> ● Women technicians can help the government achieve the target of 100% RE production by 2050 ● Capitalisation and scale-up of the gender-responsive climate solution, whose results inspired the National Electricity Roadmap and contributed to the National Action Plan on Climate Change. <p>Stakeholders' involvement:</p> <ul style="list-style-type: none"> ● National authorities' and institutions' engagement to produce gender-responsive policies. ● Participation of women in decision-making raises gender-responsiveness and resilience of climate policies. 	<p>Transformative and sustainable impacts achieved through training of women technicians, ensure decent work and increased ambition in national policies and the road towards a just transition. Context-based approach adapted to a country's specific needs ensures acceptability.</p> <p>The integration of best practices in policies enables the scaling-up of solar technologies whilst ensuring their inclusive use and the resilience of climate plans.</p> <p>Governments should not only focus on training, but also increase their efforts across the entire spectrum of actions (from the ground to the political arena), including support for innovation and increasing overall funding for climate action.</p>

B. Examples of country-driven strategies and best practices on economic diversification and transformation.

Indigenous women preserve the Kilum Ijim forest, transforming lives and local economy Cameroon Gender and Environment Watch (CAMGEW) - Cameroon				Contributes to: SDG 4 / SDG 8 / SDG 12 / SDG 15
Key characteristics	Description low-GHG-emission strategies	Impacts of identified strategy on just transition / decent work	Identified challenges, opportunities, stakeholder's involvement	Lessons learned
<p>Women's and youth economic empowerment through entrepreneurial alternatives based on agroforestry principles allows the investment in the project to be sustainable over time.</p> <p>This project opens up new sources of financial autonomy and livelihood preservation, having the potential to be up-scaled and replicated.</p> <p>Training internally displaced girls on personal development, gender-based violence mitigation, women's rights and entrepreneurship gives them the opportunity to flourish as agents of change in equal rights.</p>	<p>CAMGEW fosters a unique scheme of social entrepreneurship focused on tree nursery, bee-keeping and transformed by-products, which rely on raising women's technical knowledge and self-confidence.</p> <p>This model fosters women's socio-economic empowerment and boosts the local economy, while engaging ethnic women in reforestation and organic farming, preventing soil erosion and bushfires, as well as integrating counselling services for young victims of domestic violence.</p>	<ul style="list-style-type: none"> ● Gender parity in the 7 forest institutions' executive boards transforming patriarchal relations in the local communities ● 5 honey cooperatives were founded, as well as 100 MSMEs that produce beeswax, honey juice, soap and candles. Women have control over the entire value chain, while strengthening their communities' resilience ● Counselling 800 victims of domestic violence and sexual abuse on their social rights, and empowering them with business skills ● 50,000 beneficiaries of forest conservation education. 	<p>Challenges:</p> <ul style="list-style-type: none"> ● Armed conflicts and political crises in the area of implementation. Lack of funding and organisational skills for market creation ● Patriarchal norms and gender stereotypes still prevail ● Exclusion in decision-making spaces. <p>Opportunities</p> <ul style="list-style-type: none"> ● ToT schemes with use of local experts enhances continuous learning and sustainability of this model ● Training and funding for marketing sustainable forest products support increasing local incomes ● Identify key opportunities for changing practices and policies. <p>Stakeholders' involvement:</p> <ul style="list-style-type: none"> ● Women are included in community forest governance institutions. Knowledge sharing between local communities, research institutes and local authorities 	<p>Particularly in the rural economy, grassroots women, including indigenous and ethnic women particularly in the rural economy, are already playing an important role as workers and entrepreneurs. This scheme of social entrepreneurship promotes strong cooperation and knowledge sharing between local communities and public authorities, research institutes and foundations, ensuring continuous learning for sustainable forest and biodiversity protection.</p> <p>Through awareness raising, capacity building, moral and financial support, women contribute to building peaceful livelihoods for their families and their communities.</p>

Community-owned and gender-just agroecological system Green Living Movement - Zambia			Contributes to: SDG 7 / SDG 8 / SDG 15 / SDG 17	
Key characteristics	Description low-GHG-emission strategies	Impacts of identified strategy on just transition / decent work	Identified challenges, opportunities, stakeholder's involvement	Lessons learned
<p>Sustainable agriculture practices, adoption of solar home systems and tree planting are the main interventions that are promoted by GLM to reduce the vulnerability of rural women farmers to the negative impacts of droughts and floods. These strategies enhance food and nutrition security, the reduction of GHG and reduce women's workload related to fetching wood.</p> <p>The project approach emphasises working with community structures to ensure community mobilisation and sustainability of the interventions. The guidance from the tradition leaders ensures that practices are adhered to in their culture.</p>	<p>GLM promotes a climate-resilient model in rural areas by implementing gender-responsive agroecological systems and solar technologies.</p> <p>Based on their success, GLM is advocating for the integration of agroecological strategies in Zambia's national agricultural and climate adaptation policy.</p> <p>Thanks to new strategic partnerships with the government and the private sector for the adoption of solar stoves, GLM has helped to prevent deforestation and reduce women's burden of domestic work.</p>	<ul style="list-style-type: none"> ● The project empowers women by involving them in decision-making processes on access and management of natural resources, safeguarding their right to food, rural employment, a safe environment, and climate justice ● 25 women leaders have been elected as treasurers in development committees, positions traditionally occupied by men ● 50 households adopted solar stoves for cooking, lighting their homes and charging small appliances ● The project is working with 5000 rural community members that are within the project areas. 	<p>Challenges:</p> <ul style="list-style-type: none"> ● Lack of inclusive land rights that prioritise rural women and youth instead of corporate land grabbing. ● Policies do not support agroecology principles <p>Opportunities:</p> <ul style="list-style-type: none"> ● Agroecology provides an alternative to mitigate and adapt to climate change and support the achievement of Zambia's Vision 2030 ● According to the 7th National Development Plan, Zambia aims to become a prosperous middle-income country through greener development pathways. <p>Stakeholders' involvement:</p> <ul style="list-style-type: none"> ● Agroecological systems designed together with 10 communities of Mumbwa, Monze and Luanshya districts. ● Over 30,000 people have been sensitised and improved their understanding of climate change, sustainable resource management. 	<p>Agroecology and the use of solar technologies provide an alternative to climate change mitigation and adaptation.</p> <p>Integrating gender and a community approach at all stages of the planning and implementation process is key. This includes (i) increasing women's participation in project committees to ensure decision-making, implementation, monitoring and evaluation, and (ii) ensuring mitigation/adaptation measures build on the strengths of women and men in a way that their skills, knowledge, and capacities are used adequately.</p> <p>Diversified livelihoods and farming activities make rural women less vulnerable to potential disasters and strengthen their food security.</p>

Women’s groups: a structured response to disaster risk in mountain, landslide-prone areas

YAKKUM Emergency Unit - Indonesia

Contributes to:
SDG 1 / SDG 3 / SDG 8 / SDG 15

Key characteristics	Description low-GHG-emission strategies	Impacts of identified strategy on just transition / decent work	Identified challenges, opportunities, stakeholder’s involvement	Lessons learned
<p>The YEU project provides a model of climate resilience, gender responsive community-based action. It empowers women’s groups to identify and implement adaptation strategies, namely aquaponic systems, within their communities. This opens up a range of new economic activities for women, contributing to the diversification of their activities and thus to greater resilience.</p> <p>Women groups increasingly contribute to local and national policies (disaster risk management and water-food supply).</p> <p>Aquaponics models also improve communities’ food sovereignty, climate and Covid resilience.</p>	<p>Context-based adaptation project that tackles the threats of landslide, droughts and groundwater scarcity caused by massive deforestation.</p> <p>Development of more efficient and sustainable water management systems that reduce the risk of climate-related disasters.</p> <p>Rehabilitation of traditional knowledge to ensure drinking water supply and restore mountain agriculture.</p> <p>Re-planting of young trees to prevent landslides.</p> <p>Improvement of waste recycling, reduction of waste produced.</p>	<ul style="list-style-type: none"> ● Empowerment of women through their participation in the establishment and operation of aquaponics systems, thereby strengthening their involvement in water management and decision-making processes at local and national levels ● Sale of both aquaponic and waste recycling products guarantees gender-just income generating activities, thus improving women’s livelihoods and economic independence ● Aquaponics farming benefits local communities by increasing food security with a wider nutritional scope. 	<p>Challenges:</p> <ul style="list-style-type: none"> ▶ Lack of recognition of women’s skills and leadership ▶ Lack of funding and organisational skills for market creation. <p>Opportunities:</p> <ul style="list-style-type: none"> ▶ Aquaponics farming can help adapt to climate change ▶ Economic empowerment leads to rise in female political engagement on a variety of topics, including the fight against gender-based violence or COVID-19 national response ▶ Strengthening of women’s advocacy on local and national policies on climate disaster (e.g., establishment of gender-responsive emergency preparedness programme. <p>Stakeholders’ involvement:</p> <ul style="list-style-type: none"> ● 100 leaders act as trainers and multipliers of the tested resilience practices, ensuring their durability ▶ Women’s involvement in decision-making on water management technology. 	<p>Aquaponics farming provides an opportunity to adapt to climate change, ensures gender-just economic and political participation and increases local food sovereignty.</p> <p>Economic and political empowerment of women increases their participation in climate and gender advocacy, leading to improved national laws.</p> <p>The participatory approach (identification of community capacities and vulnerability, functioning of aquaponics systems and distribution of the harvest) increases the acceptability and relevance of the strategies developed.</p> <p>Trainers ensure the replicability of the associative structure.</p>

3. Conclusions and recommendations

These exemplary practices showcase how gender-just cooperatives, grassroots-initiatives and traditional knowledge are enabling women to become economically active and empowered. Bottom-up and locally based response measures are contributing to the implementation of Agenda2030 by addressing the various SGDs and generating trust and ownership among individuals. As farmers, technicians, entrepreneurs, producers, consumers and household managers, women are powerful stakeholders in implementing low-carbon pathways in developing countries (Schalatek, 2018).

Response measures to climate change must follow an intersectional and intergenerational approach that strives for the implementation of gender-just solutions around the world. Such measures need to address the challenges, needs and priorities of women in all their diversity, particularly of girls, young women, elderly women, women living with disabilities, indigenous and afro-descendant women, as well as gender non-conforming persons, who are often excluded from spaces of meaningful participation in policy making, decision-making and political processes. We therefore make the following recommendations for Parties:

- Create incentives for community-driven and participatory models that respond to climate change mitigation and resilience
- Promote gender-responsive funding guidelines, allocation criteria and financial instruments
- Promote response measures that do not make access to financial support conditional on land tenure rights
- Increase the access of local women's groups to financial resources, i.e. via small grants, green credit lines for women entrepreneurs, or by facilitating their collaboration with accredited implementing agencies as executing partners with local gender expertise
- Provide appropriate legal frameworks that ensure a sustainable transition and economic diversification
- Conduct targeted training programmes in STEM for girls and women and provide incentive programmes that create jobs in these areas, as well as provide opportunities for an autonomous life for girls and women
- Integrate and rehabilitate local and traditional knowledge of indigenous women in the planning, implementation, and evaluation of response measures, through the establishment of multi-stakeholder spaces of discussion including but not limited to committees, round tables, assemblies
- Challenge the entrenched gender norms and stereotypes dictating discriminatory laws, policies, and behaviours through education and awareness-raising programmes.

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