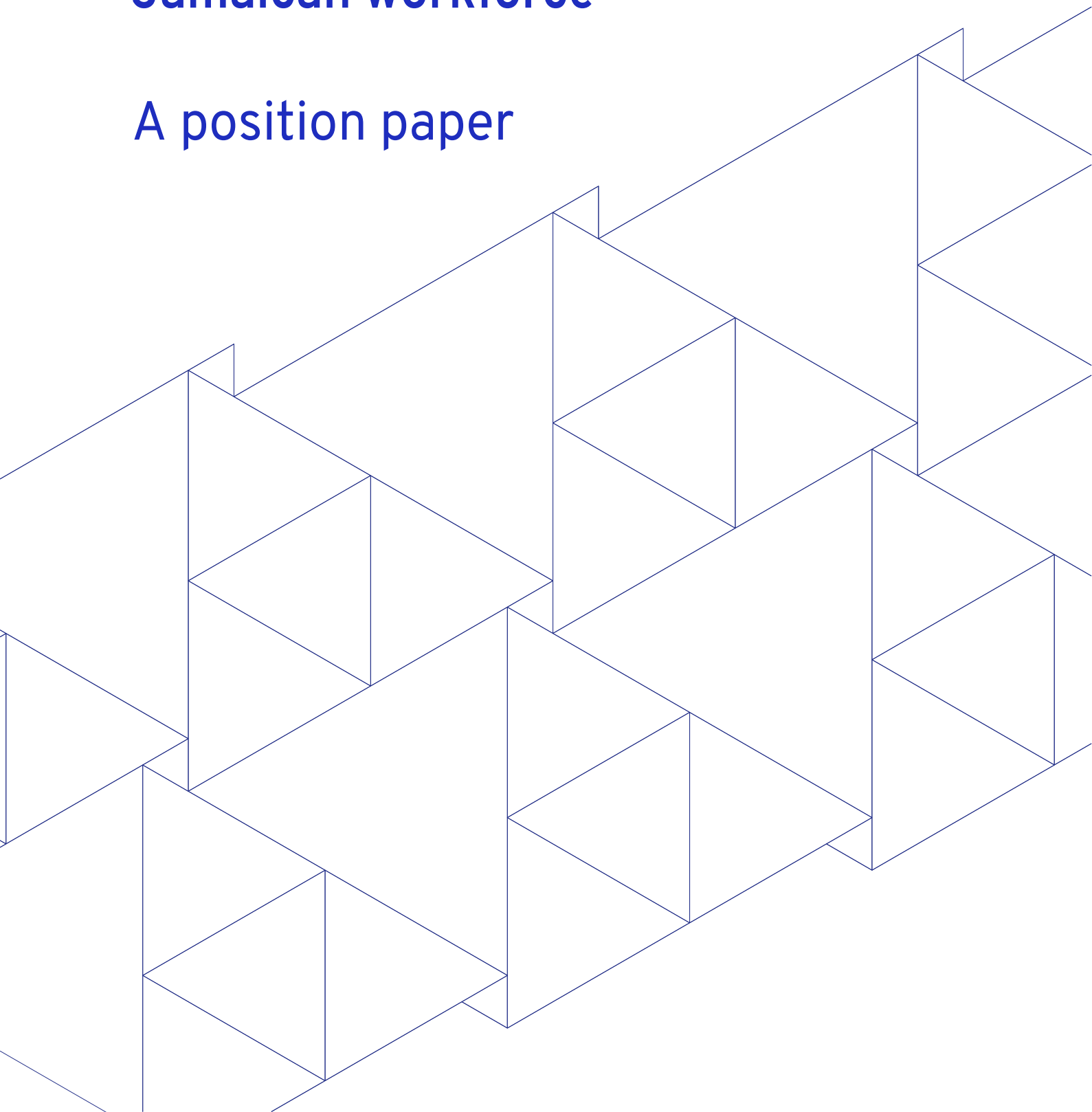




International
Labour
Organization

► A gender responsive approach to the Just Transition of the Jamaican workforce

A position paper



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► List of acronyms

FAO	Food and Agriculture Organization
ILO	International Labour Organization
LFS	Labour Force Survey
NDC	Nationally Determined Contribution
NEET	Education, employment, or training
NPGE	National Policy for Gender Equality
STATIN	Statistical Institute of Jamaica
STEM	Science, technology, engineering, and mathematics
Tec/Voc	Technical Vocational Education and Training
WB	World Bank

► Background

In 2017, Jamaica ratified the Paris Agreement, committing the country to put forward climate efforts in the form of a “Nationally Determined Contribution (NDC)”, and to strengthen this commitment over time. Ratification formalized its ‘intended Nationally Determined Contribution’ through which the country aimed to reduce its emissions by 10 per cent relative to a business-as-usual scenario by 2030 through reductions in emissions in the energy sector.¹

In July 2020, Jamaica updated its NDC commitments for the first time. The updated submission aims to reduce emissions by 25-29 per cent relative to a business-as-usual scenario by 2030. The updated NDC submission covers emissions from forestry and land use change, reflecting the importance of the forestry sector to Jamaica, which accounts for more than half of the island’s total land use. In addition, the updated NDC reflects an increase in emissions reduction ambition in the energy sector. The updated NDC of Jamaica (2020) presents Jamaica’s commitment to addressing climate change and its efforts to increase its ambition in reducing emissions.

The updated NDC notes that Jamaica has broadened the sectoral scope of its original NDC and aims to bring emissions from the land use change and forestry sector within its NDC for the first time. The updated NDC highlights the importance of adaptation and resilience in the face of climate change, while acknowledging and taking into account Jamaica’s susceptibility to climate-related risks such as hurricanes and rising sea levels.

In addition to the above, the Government of Jamaica has made a strong commitment to gender-responsive climate action through its commitment to a Gender Transformative and Responsive Policy.² The Government is aware that any Just Transition must be inclusive, involve relevant stakeholders and promote economic diversification. The transition to a greener economy implies changes on several levels and needs to be accompanied with adequate policies to ensure sustainable and socially inclusive growth. Enabling a Just Transition for workers and communities needs to be at the core of transition policies.

Jamaica declared its welcome of support from the international community as the country pursues these ambitious goals to consolidate its efforts to delink economic growth and development from emissions growth, while also making itself more climate resilient.

This policy paper on a gender responsive approach to just transition contributes to the elaboration of a gender transformative and responsive policy by the Government of Jamaica, while at the same time supporting Jamaica’s achievement of its nationally determined commitments to reducing emissions and addressing climate change.

Methodological approach

To arrive at gender responsive approaches to the recommendations for a Just Transition, a brief review of the development of Jamaica’s NDC was undertaken along with the discourse on Just Transition. An exploration of the areas of priority as set out by the Government together with Government documents on gender equality, and climate change enabled the application of the Just Transition perspective.

¹ Climate Change Policy Framework for Jamaica: Jamaica’s NDCs under the Paris Agreement (2017), by Oral Khan (Lt.Cl.), Ministry of Economic Growth and Job Creation. https://unctad.org/system/files/non-official-document/OKhan_MEGJC_JAMWorkshop_p04_en.pdf.

² National Policy for Gender Equality (NPGE) Jamaica. Developed by the Bureau of women’s Affairs

Once applied to available data sets drawn from Jamaica's STATIN, the World Bank and the FAO, articulation of detailed gender responsive approaches to the recommendations for a Just Transition was possible. The result of the exercise detailed in Table 3, presents what by no means is a complete or exhaustive list, but rather possibilities for action.

► Just Transition

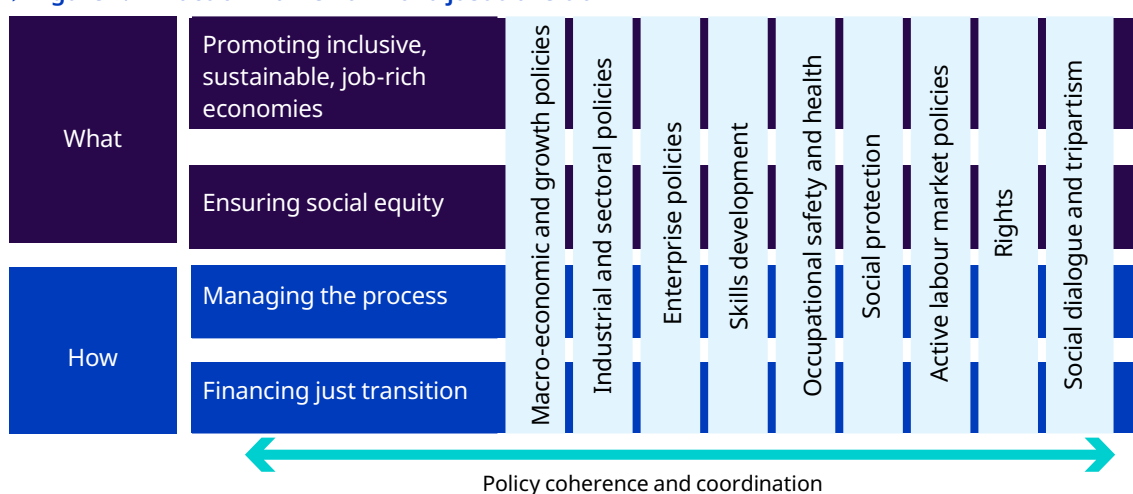
The ILO Centenary Declaration for the Future of Work, 2019, adopted by the International Labour Conference at its 108th (Centenary) Session, recognizes climate and environmental change among the drivers of transformative change in the world of work. It directs the efforts of the ILO to “*ensuring a just transition to a future of work that contributes to sustainable development in its economic, social and environmental dimensions*”.³

A Just Transitions entails:

- Promoting environmentally sustainable economies in a way that is fair and inclusive to everyone concerned – workers, enterprises and communities – by creating decent work opportunities and leaving no one behind.
- Maximizing the social and economic opportunities of climate and environmental action, while minimizing and carefully managing any challenges, including through effective social dialogue and stakeholder engagement and respect for the fundamental principles and rights at work.⁴

Inclusion and equity remain an important concern for groups already facing socio-economic vulnerabilities. These include vulnerable women, persons with disabilities, indigenous peoples, and migrants and refugees. For instance, there is growing evidence of significant gender dimensions to be tackled to ensure that the transition becomes truly just. Studies by the ILO suggest that a substantial share of new employment in green sectors tends to be in male-dominated sectors and occupations, and that job creation in a green economy does not automatically bridge current gender inequalities.⁵ To foster low-carbon economies and societies that are diverse, inclusive and equal, ILO constituents must pursue a Just Transition in tandem with a transformative agenda for gender equality, diversity and inclusion, as called for in the ILO Centenary Declaration (ILO, 2019). Figure 1 illustrates the required range of policies and the degree of policy coherence and coordination necessary for achieving a Just Transition.

►Figure 1. An action framework for a just transition



3 ILO Centenary Declaration for the Future of Work, 2019, para. II(A)(i).

4 ILO Achieving a Just Transition

5 ILO, Skills for a Greener Future, 130–131

Paris Agreement on climate change affirms “the imperatives of a just transition of the workforce and the creation of decent work and quality jobs in accordance with nationally defined development priorities”.

Ensuring a Just Transition is important for all countries at all levels of development. It is also important for all economic sectors – not just the energy supply sector – and in urban and rural areas alike.

There is no “one size fits all” approach to a Just Transition. Policies and programmes need to be designed in line with the conditions in each country, including its stage of development, the range of economic sectors and the types and sizes of its enterprises.

Just Transition: A note on gender equality

The Jamaica National Policy for Gender Equality (NPGE) notes that gender equality requires equal enjoyment by women and men of the socially valued goods, opportunities, resources and rewards, of the society. The NPGE defines its purpose as shifting *“national policymaking and implementation from a gender-neutral position which presumes that women and men always access all socially valued goods equally, to a gender aware position which acknowledges that barriers exist which prevent equal access and thus creates inequality”*.

Goal 5 of the Sustainable Development Goals (SDGs) calls for states to do all within their power to “achieve gender equality and empower all women and girls” by 2030. The UN reminds us that gender equality is *“not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world”*.

It should be noted that gender equality has its roots in differences between men and women in any given society. These result from social constructions of relations, which in turn stem from sexual divisions of labour rooted in biological differences between the genders. Gender equality is itself mediated by the intersectionality of other social structures or categorizations such as race, ethnicity, class, sex, sexual orientation, colour, religious belief and place of origin or residence. Despite years of distance from a colonial framework, the situation of the vast number of women in the Caribbean today suggests that the inherited power dynamics around race, colour, class and sex have not been transformed sufficiently within Caribbean societies to reduce the vulnerability of women and girls to violence and other discriminatory practices and positions of inequality within the social and economic structures (Kambon, 2023).

► Areas of national priority

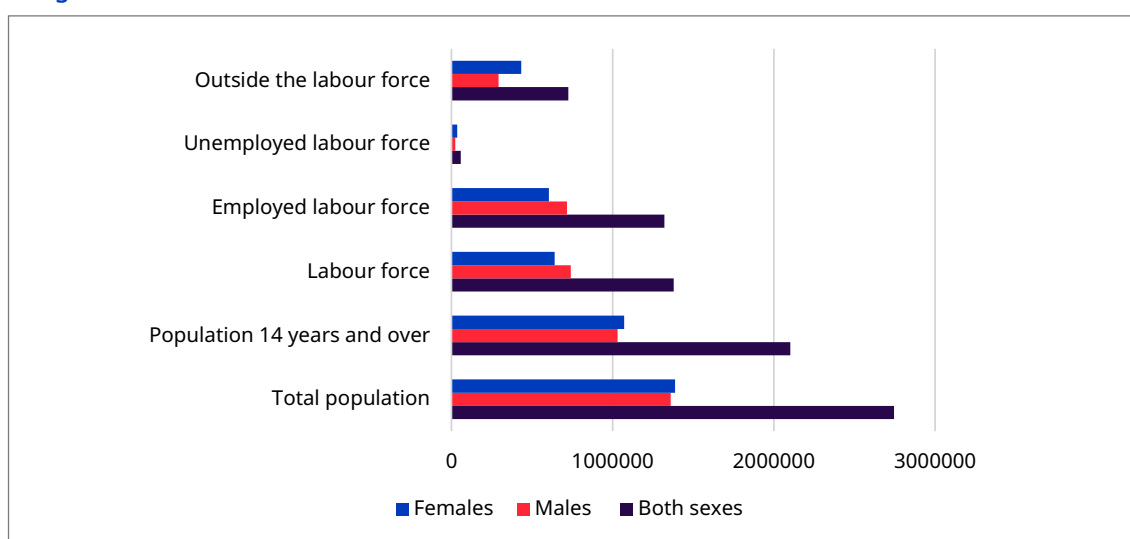
As stated in the NDC (2020), Jamaica has broadened its sectoral scope and taken steps to move towards an economy-wide target and will bring emissions from the land use change and forestry sector within its NDC for the first time. This reflects the importance of the forestry sector to Jamaica, which accounts for more than half of the island's total land use, and the important commitments that the country has made to preserve and enhance these stocks. The country has identified opportunities to deepen the emission reductions it delivers in the energy sector. These opportunities are part of an increasingly comprehensive approach to decarbonizing this sector that covers both the electricity generation, as well as energy use sub-sectors.⁶

In light of the above, five areas were identified to which Just Transition concepts could be applied. These were agriculture, fisheries, forestry and watershed management, waste, and energy. The discussion on national circumstance, which could be viewed as the sub structure upon which achievement of the NDCs rests, was also brought within the frame of discussion.

Jamaica's labour force

Jamaica ranks as the fourth most populous country in the Caribbean (World Bank, 2022) with a population of 2.8 million. The larger part of the population, some 59.5 per cent, live in urban areas, with the capital city, Kingston, serving as the most densely populated area (World Bank, 2023). In October 2023, there were 1,377,600 persons in the labour force comprising 738,900 (53.6 per cent) males and 638,700 (43.6 per cent) females, as illustrated in Figure 2.

► Figure 2. Selected labour force indicators

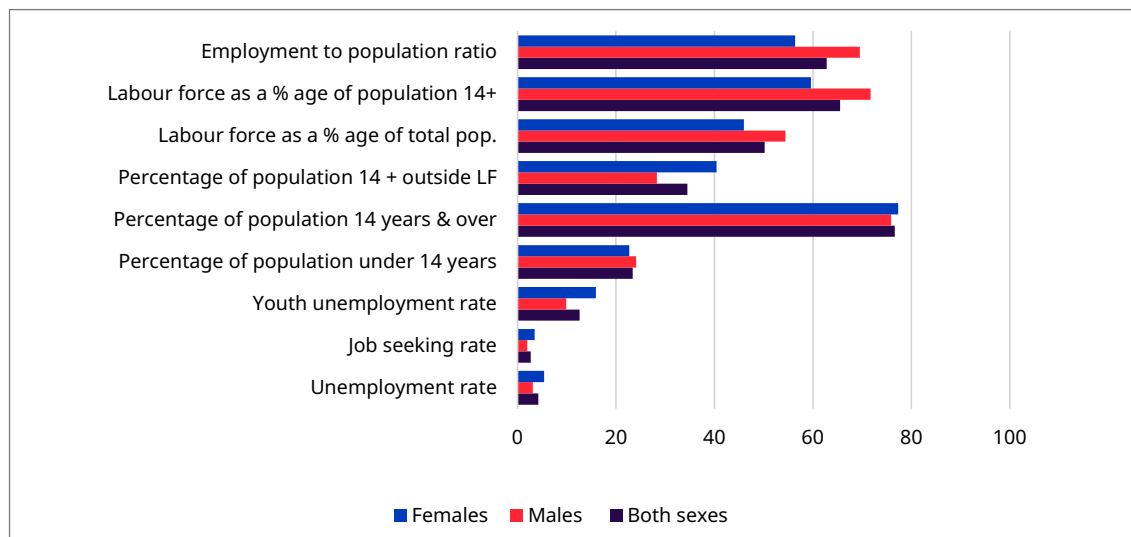


Source: STATIN LFS as of October 2023.

Of the 1,320,400 persons employed in October 2023, 715,900 (54.2 per cent) were males and 604,500 (45.7 per cent) were females. The unemployed labour force amounted to 57,300 of which 23,100 (40.3 per cent) were male and 34,200 (59.6 per cent) were female.

Those outside of the labour force accounted for 724,600 with some 291,700 (40.2 per cent) males and 432,900 (59.7 per cent) females.

► **Figure 3. Selected labour force indicators**



Source: STATIN LFS as of October 2023.

The data illustrated in Figure 3 point to the gender differentials between males and females in the labour force of Jamaica. Jamaican women's labour force participation (60.21 per cent) remains significantly lower than men's (70.86 per cent), while among the youth, the unemployment rate is higher for women than men. Of those who are outside of the labour force, women comprise some 60 per cent. It has been argued that the uneven distribution of household chores and caregiving responsibilities remain as one of the major barriers to women's participation in the labour force (WB, 2023). From the data presented, it would appear that there is a surplus of women in the labour market who could be contributors to society's development if their skills and capacities were harnessed and encouraged to grow.

Meeting the commitment: Focusing on areas of priority

In terms of employment, approximately 72 per cent of the total workforce is engaged in seven sectors, with each sector's contribution to employment as follows:

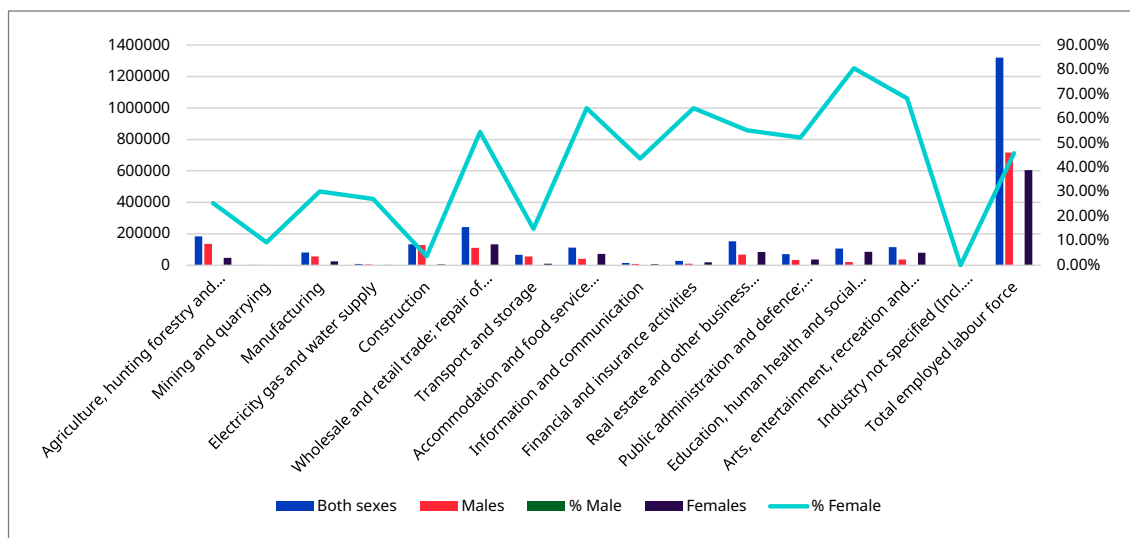
1. Wholesale and retail repair of motor vehicles and equipment industry (20 per cent)
2. Agriculture hunting forestry & fishing (14 per cent);
3. Hotels and restaurants (9 per cent);
4. Construction (9 per cent);
5. Real estate renting & business activities (8 per cent);
6. Manufacturing (6 per cent); and
7. Transport storage and communication (6 per cent).

These sectors collectively shape Jamaica's labour market, reflecting the diverse array of economic activities that drive both the nation's GDP and employment opportunities (ILO, 23).

Data in Table 1, and illustrated in Figure 4, provide information on the current status of male and female employment in all sectors of the economy within which we can identify the priority areas. Those areas are presented further on in this report.

It is important to note as presented in Table 2 and illustrated in Figure 5, that largest proportion of the female employed labour force - 61 per cent - is involved in economic activities that are unskilled, while only 36 per cent of the male labour force is so engaged.

►Figure 4. Employed labour force by industry



Source: STATIN LFS 2023.

►Table 1. Employed labour force by industry

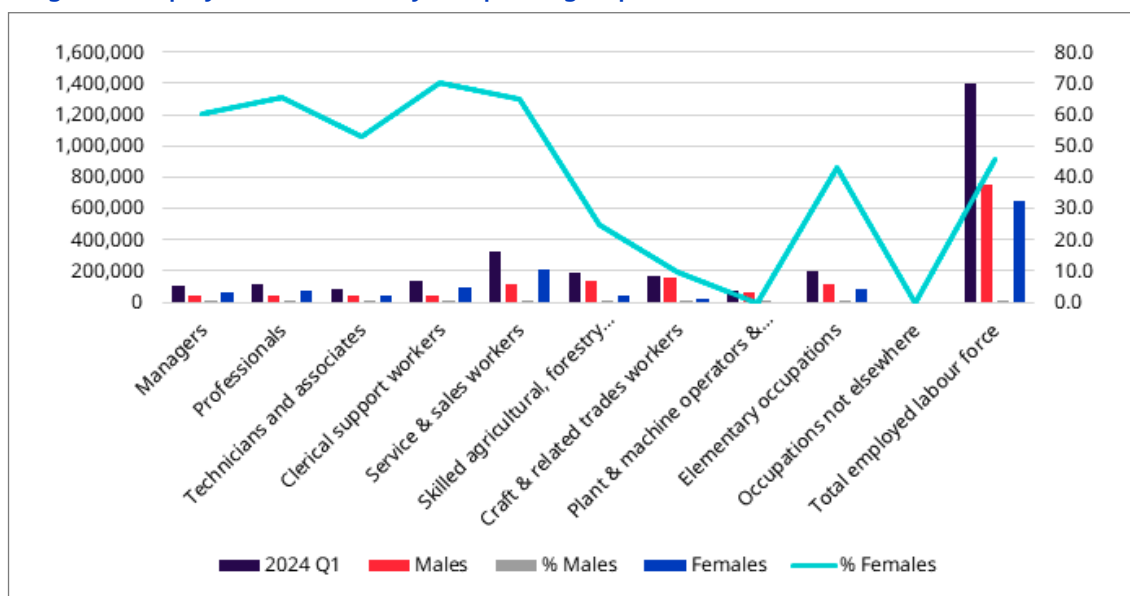
Industry	October 2023				
	Both sexes	Males	% Male	Females	% Female
Agriculture, hunting forestry & fishing	183,000	136,600	74.64	46,400	25.36
Mining & quarrying	3200	2,900	90.63	300	9.38
Manufacturing	81,000	56,600	69.88	24,400	30.12
Electricity gas & water supply	8,100	5,900	72.84	2,200	27.16
Construction	133,200	128,400	96.40	4,800	3.60
Wholesale & retail trade; repair of motor vehicles & motorcycles	243,300	110,600	45.46	132,700	54.54
Transport & storage	65,800	56,000	85.11	9,800	14.89
Accommodation & food service activities	113,000	40,400	35.75	72,600	64.25
Information and communication	14,900	8,400	56.38	6,500	43.62
Financial & insurance activities	28,500	10,200	35.79	18,300	64.21
Real estate & other business services	152,600	68,400	44.82	84,200	55.18
Public administration & defence; compulsory social security	70,700	33,800	47.81	36,900	52.19
Education, human health & social work activities	107,100	20,800	19.42	86,300	80.58
Arts, entertainment, recreation & other services	115,900	36,800	31.75	79,100	68.25
Industry not specified (Incl. extraterritorial bodies)	100	100	100.00	0	0.00
Total employed labour force	1,320,400	715,900	54.22	604,500	45.78

Source. STATIN LFS as of 2023

► **Table 2. Employed labour force by occupation group and sex (2024)**

Occupation group	2024 Q1	Males	% Males	Females	% Females
Managers	100,500	39,600	39.4	60,900	60.6
Professionals	120,000	41,600	34.7	78,500	65.4
Technicians and associates	86,900	41,000	47.2	45,900	52.8
Clerical support workers	136,900	41,000	29.9	96,000	70.1
Service & sales workers	328,600	115,300	35.1	213,300	64.9
Skilled agricultural, forestry and fishery workers	188,200	141,700	75.3	46,500	24.7
Craft & related trades workers	170,200	153,200	90.0	16,900	9.9
Plant & machine operators & assemblers	71,300	67,000	94.0	NA	NA
Elementary occupations	197,900	112,600	56.9	85,300	43.1
Occupations not elsewhere	NA	NA	NA	NA	NA
Total employed labour force	1,400,700	753,000	53.9	643,300	46.1

Source: STATIN LFS 2024

► **Figure 5. Employed labour force by occupation group and sex (2024)**

Source: STATIN LFS 2024.

Agriculture, forestry, watershed management and fishing

In the sector of agriculture, hunting, forestry and fishing, the data from Table 1 suggest that men outnumber women three to one in this area of employment, with men comprising 74.6 per cent of those employed in this sector and women 25.4 per cent. When we examine the subsectors of agriculture, the position of women in most areas appear to be quite marginal. The best presence of women in agriculture, however, is in the area of agricultural landholdings, as FAO data put female agricultural landholders at 33.7 per cent compared to male landholders at 66.3 per cent, based on the 2007 agricultural census.

It has been suggested that if Government were to invest in transforming this sector to support its commitment, it would benefit from a special effort to increase the participation of women in the sector. It should also ensure that resources are focused on those women who are already engaged in the sector and whose capacities and skills can be upgraded to improve their contribution.

The reality is that with more men employed in agriculture, there is greater potential for them to benefit from investments in climate action in the sector. Targeted efforts will be needed to reach women, recognizing roles played across agricultural value chains, from inputs and production to consumption. Jamaica's Gender and Climate Action Plan notes that an understanding of gendered roles in agriculture will be needed to determine how investments should be targeted, and that gender-responsive climate action is grounded in a rights-based approach that enables equitable access to resources, including land, water, and inputs.

Although the sector has a high potential to become a more sustainable industry, the agriculture, hunting, forestry, and fishing sector, currently engages 13.8 per cent of the workforce. It however, has the highest level of informality than that of any of the other sectors at 97.7 per cent. This, according to the ILO, presents considerable challenges and obstacles in transitioning towards equitable and decent work practices within this sector.

Engagement in agriculture and farming among rural women has been identified as a growing activity in Jamaica, however, these women face particular challenges associated with gaps in access to land and other productive assets (World Bank, 2023).

In light of the above, it is proposed that an indicator of success would be an increase of women in the agricultural sector of approximately 25 per cent by 2030 with an associated increase in resources.

With regard to **agricultural enterprises**, of all enterprises owned, women make up a mere 19 per cent of the total and men 81 per cent (WB, 2023). It is recommended that increased training programmes that involve upskilling of entrepreneurs in the development of agricultural and other enterprises be implemented to address the economic needs of rural women.

An alternative for both the generation of new jobs and sustainable entrepreneurship is the development of small- and medium-sized enterprises in activities associated with the bioeconomy, such as processing organic crop-based foods, producing biofuels, or utilizing agro-industry waste for the production of biodegradable materials.

Recommendation: Ten per cent increase of women in agricultural enterprises should be considered through targeted activities for women.

In fishing, when aquaculture and coastal fishing is taken into account, women only comprise 6 per cent of the work force with men making up the vast majority (94 per cent) (FAO, 2019).

It has been argued that adaptation efforts for coastal fisheries will need to consider climate risks and opportunities along the whole value chain, recognizing that women and men play different roles at specific points in the chain. Because of the very low numbers and the possibility to increase across the value chain, it is recommended that a 50 per cent increase of women in the fisheries sector should be considered.

With regard to **forestry and watershed management**, women being the main users and managers of water for domestic use need to take the lead or, at the minimum, be integrally involved in defining priorities for adaptation in the water sector and determining how priority actions should be implemented. They must also play a central role in governance structures for water management. Given the importance of the forestry sector in Jamaica's NDC, gender mainstreaming can be a key entry point. This could involve promoting women's participation in forest management and conservation efforts, recognizing their traditional knowledge and roles in sustainable land use practices, and addressing gender inequalities in access to land and resources. Unfortunately, at the time of writing this report, data on women in forestry and watershed management was unavailable.

By strengthening the forestry and watershed management processes we should see a positive outcome in greater equality between youth in the rural and urban areas, as opportunities are created, and people are upskilled and reskilled in the communities in which they reside.

Positive results were reported in a pilot effort in Jamaica in early 2000 where they had begun undertaking some watershed management training in rural communities, encouraging young people who had not completed schooling, to continue training to be able to manage these processes.⁷

Recommendation: It is recommended that the sector seeks to achieve a 10 per cent increase in women in the decision-making regarding water and forestry management, despite insufficient data.

Waste management

Data on either work force in waste management disaggregated by sex was not available nor was the information on ownership of enterprises that act as service providers to the sector.

However, effective waste management holds immense importance due to its multifaceted impact on environmental sustainability, tourism destinations, and adaptation strategies. Proper waste management is instrumental in mitigating environmental hazards such as soil and water pollution, habitat destruction, and adverse effects on wildlife. Additionally, in tourism-dependent regions like Jamaica, maintaining pristine and litter-free tourist destinations is vital for attracting visitors and preserving the country's image as a desirable travel destination. Furthermore, effective waste management plays a crucial role in flood risk reduction, as improper disposal practices can clog drainage systems and exacerbate the likelihood of flooding during heavy rains and hurricanes (ILO, 23).

With regard to community-based waste enterprises, it would be important to understand what the gender characteristics of small waste enterprises are, e.g., in terms of size and potential for development, waste materials managed or recycled, division of responsibilities and tasks, working conditions, access to technological innovations and income level. Also important to understand would be how project implementation that are focused on micro- and small-enterprises and cooperatives, can ensure that women's existing enterprises are not disproportionately ignored or disrupted and that women share appropriately and equitably in the benefits of new projects including being hired as workers and managers.

While the waste management sector presently has a relatively limited workforce,⁸ it holds substantial potential to create significant employment opportunities in Jamaica, considering the country's requirements and circumstances. With active engagement from the private sector and the complete execution of circular economy initiatives there is the potential to generate approximately 1,161 new jobs in the short term, derived from both the formalization of informal pickers and collectors and the development of companies dedicated to industrial processing and recycling. These companies generate employment in various occupations, including operational as well as professional roles in technical and administrative areas. (ILO, 23).

Recommendation: Ten per cent increase in women's small and medium sized waste enterprises; and a ten per cent increase in resources from new projects being accessed by women headed enterprises.

⁷ Steve Bass and Tighe Geoghegan (2002). Incentives for Watershed Management in Jamaica: Results of a Brief Diagnostic. CANARI Technical Report No. 314.

⁸ ILO study suggests a little over 4,000 persons formally employed in the sector.

Energy

Women comprise 27 per cent of the work force in the energy sector with men making the up the majority with 73 per cent. Efforts to reduce greenhouse gas emissions in the energy sector must comprise efforts to make the sector more representative of the communities it serves – this means increasing the number of women in decision-making roles. This could occur in a number of different scenarios, as managers of the enterprise or as members of community stakeholders who are provided an active space for inclusion in the decision making. Energy sector climate initiatives must be based on analysis of the gendered ways in which people access and use energy, ensuring that access is equitable and that climate change mitigation efforts don't have a disproportionate positive or negative impact on one gender or the other.

It has been suggested that within the scenario of achieving the national target of sourcing 50 per cent of energy generation from renewable sources by 2037, Jamaica could potentially generate between 6,093 to 16,757 jobs. It is noteworthy that the promotion of renewable energies serves as a catalyst, not only for large-scale projects, but also for fostering the growth of small and medium sized enterprises across a spectrum of occupations, encompassing technical, administrative, financial, and commercial.

While specific data on gender impact in the renewable energy labour market isn't available in Jamaica, globally, women constitute 32 per cent of the renewable energy workforce, in contrast to 22 percent in the broader energy sector. Nonetheless, within the renewable energy domain, women's engagement in science, technology, engineering, and mathematics (STEM) roles is significantly lower compared to administrative positions (IRENA, 2019). The gender imbalance in the renewable energy sector is also reflected in the wider energy sector, where on average, there are 76 per cent fewer women than men working in the industry (IEA, 2023).⁹

Recommendation: Ten per cent increase in women working in the sector is proposed coupled with incentives for women headed /owned enterprises through increased financing and market access.

National circumstance

Gender equality

The Vision 2030 - Jamaica National Development Plan makes a national commitment to redressing long-term systemic discrimination against women, identifying and overcoming the limitations to the empowerment of women and men and ultimately creating a society that values gender balance, equality and equity.¹⁰ The National Policy for Gender Equality (NPGE) states that it aims to shift national policy-making and implementation from a gender neutral position which presumes that women and men always access all socially valued goods equally, to a gender aware position which acknowledges that barriers exists which prevent equal access and thus creates inequality (2011).

These national goals and objectives are in keeping with the Position of the IPCC, which stated in 'Summary for Policymakers' in Climate change 2014: Part A: *"Difference in vulnerability and exposure arise from non-climatic factors and from multidimensional inequalities often produced by uneven development processes (very high confidence). These differences shape differential risks from climate change. People who are socially, economically, culturally, politically, institutionally, or otherwise marginalized are especially vulnerable to climate change and also to some adaptation and mitigation responses (medium evidence, high agreement). This heightened vulnerability is rarely due to a single cause. Rather, it is the product of intersecting social processes that result in inequalities in socioeconomic status and income, as well as in exposure. Such social*

⁹ <https://energyalliance.org/gender-empowerment-in-the-renewable-energy-sector/>

¹⁰ National Policy for Gender Equality (NPGE) Jamaica, adopted in 2011 with ongoing implementation up to 2030 in line with the National Development Plan.

processes include, for example, discrimination on the basis of gender, class, ethnicity, age and (dis) ability.”¹¹

Jamaica has made significant strides to foster gender equality in the law, but there is room for improved coordination by institutions from all relevant sectors to implement the laws and policies aimed at narrowing gender gaps, particularly in the economic sector (WB, 2023). The World Bank notes that equal access to economic opportunity is still a distant goal for Jamaican women. The short- and long-term income loss stemming from gender inequality in labour markets in Jamaica has been estimated to be 11.9 and 13.0 per cent, respectively (2011 data) (Teigner and Cuberes, 2016).

The World Bank (2023) concluded that women’s greater accumulation of human capital - in the form of educational attainment and better health outcomes vis-à-vis men - does not translate into gender equality in the labour market. Women’s decision-making capacity is also severely constrained.

Education

There are two phenomena that significantly influence women’s position in the labour market that is shaped by the current education processes and outcomes.

Firstly, females are attaining higher qualification levels than males through the education system (15 per cent of men ages 25-34 completed tertiary education, compared to 25 per cent of women). Even women’s literacy rates are higher¹², yet they are not achieving the returns from that education by way of positions in the labour market and economic benefits.

The data suggest that women continue to be bunched into the lower segments of the labour market and are predominant in the unskilled areas as presented in Table 2 (60 per cent of females as compared to 35 per cent of males are engaged in unskilled economic activities).¹³

The education system can fix that by way of improved enrolment in non-traditional technical and vocational skills training. However, evidence suggests that while more women are engaging in Tech/Voc training than their male counterparts (16 per cent females and 11 per cent males), it is not in the emerging areas necessary for securing jobs and supporting the Government’s aim of shifting to the green economy.¹⁴

Another aspect of women’s inability to access the labour market is evident in the situation of women from the group of youth (28 per cent of the population) who are not in education, employment, or training (NEET). The share of young women NEET was higher than young men’s (30 and 25.4 per cent, respectively), pointing to persisting important barriers faced by both men and women when transitioning from school to work. Female youth face greater difficulties to access the labour market, owing to family responsibilities and lack of prior experience.

The gender responsive approaches to a Just Transition suggests efforts to increase women’s participation in the labour force; and a 10 per cent overall increase in attainment at the Tech/Voc area with a balance of women and men in the specialized areas needed.

11 Habtezion, Senay (2016). Gender and Climate Change. United Nations Development Programme.

12 World Bank 2023, page 15.

13 Occupation included in unskilled: Clerical support workers, services and sales, and elementary occupations.

14 Professor Barbara Bailey (2004) noted that “In spite of the fact that the employed female labour force represents the better source of human capital, women are predominately positioned in sales and service-related occupations and, on average, earn less than their male counterparts. This pattern of occupational segregation is partly determined by the sex-segregation of the technical vocational curriculum and results in females being clustered in the lowest paying sectors of the market and ultimately in women, on average, having lower incomes than men.”

► Summary: Gender responsive approaches to recommendations for a Just Transition

► Table 3. Gender responsive recommendations for a Just Transition

Area	2023		By 2030	
	Participation in the sector		Recommendation for Just Transition	Gender responsive recommendations with indicator of success
	Males	Females		
Agriculture labour force	75%	25%	STATIN Labour Force Survey, October 2023 1. With more men employed in agriculture, there is greater potential for them to benefit from investments in climate action in the sector. Targeted efforts will be needed to reach women, recognizing roles played across agricultural value chains, from inputs and production to consumption. 2. An understanding of gendered roles in agriculture will be needed to determine how investments should be targeted. 3. Gender-responsive climate action is grounded in a rights-based approach that enables equitable access to resources, including land, water, and inputs.	25 % increase of women in the agricultural sector
Agricultural enterprises	81%	19%	World Bank (2023) 1. Training programmes in development of agricultural and other enterprises and implemented to the economic needs of rural women.	10% increase of women in agricultural enterprises
Forestry and watershed management			1. As the main users and managers of water for domestic use, women need to take the lead or, at the minimum, be integrally involved in defining priorities for adaptation in the water sector and determining how priority actions should be implemented. They must also play a central role in governance structures for water management. 2. Given the importance of the forestry sector in Jamaica's NDC, gender mainstreaming can be a key entry point. This could involve promoting women's participation in forest management and conservation efforts, recognizing their traditional knowledge and roles in sustainable land use practices, and addressing gender inequalities in access to land and resources.	

Agricultural land holders	66.30%	33.70%	2007 Agricultural Census, STATIN	1. With more men employed in agriculture, there is greater potential for them to benefit from investments in climate action in the sector. Targeted efforts will be needed to reach women, recognizing roles played across agricultural value chains, from inputs and production to consumption. 2. An understanding of gendered roles in agriculture will be needed to determine how investments should be targeted. 3. Gender-responsive climate action is grounded in a rights-based approach that enables equitable access to resources, including land, water, and inputs.	25% increase of women in the agricultural sector
Workers in the fisheries (fishes and aqua culture)	94%	6%	FAO, Fisheries and Aquaculture in Jamaica, 2018	Adaptation efforts for coastal fisheries will need to consider climate risks and opportunities along the whole value chain, recognizing that women and men play different roles at specific points in the chain (See above).	50% increase of women in the fisheries sector
Waste management	n/a	n/a		Gender and community-based waste enterprises: 1. What are the gender characteristics of small waste enterprises, for example in terms of size and potential for development, waste materials managed or recycled, division of responsibilities and tasks, working conditions, access to technological innovations and income level? 2. How can project implementation focused on micro- and small enterprises and cooperatives, ensure that women's existing enterprises are not disproportionately ignored or disrupted and that women share appropriately and equitably in the benefits of new projects including being hired as workers, managers and the like? Are there examples of how this has happened?	1. 10% increase in women's small waste enterprises; 2. 10% increase in resources from new projects being accessed by women headed enterprises.
Energy	73%	27%	STATIN Labour Force Survey, October 2023	1. Efforts to reduce greenhouse gas emissions in the energy sector must comprise efforts to make the sector more representative of the communities that it serves – this means increasing the number of women in decision-making roles. 2. Energy sector climate initiatives must be based on analysis of the gendered ways in which people access and use energy, ensuring that access is equitable and that climate change mitigation efforts don't have a disproportionate positive or negative impact on one gender or the other.	10% increase of women employed in the energy sector

► Table 4. National circumstance to achieve gender equality

Education	Males	Females	Data source	Recommendation for Just Transition	Gender responsive recommendations with indicator of success
Participation in technical subjects: To address structural barriers that create and reinforce sex segregation of the labour market.				1. Structural barriers that reinforce sex segregation of the school's curriculum, particularly in technical vocational areas, removed. 2. Barriers that prevent either sex from moving into non-traditional areas of training and work identified and addressed. Sex-disaggregated data on sub-categories of the main occupational groups of the labour market routinely collected and reported BWA and MLSS.	
Tech/Voc attainment within the age cohort of 25-34	11%	16%	World Bank based on Jamaica SLC 2018	Research to examine the extent to which women's attainment in the Tech/Voc area is in the nontraditional sectors that will support achieving the target of the NDC.	10% overall increase in attainment at the Tech/Voc area and a balance of women and men in the specialized areas needed.
Labour force as a % age of population 14+	71.7	59.6	Statin Labour Force Survey, Oct 2023		Increase women's participation in the labour force by 10%
To increase employment opportunities for women in the labour market				Policy based research and programmes carried out to identify factors that account for the discrepancy between male/female educational attainment and labour force participation. Findings from research used to inform educational and hiring policies and practices.	

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