



Why gender equality and inclusion are essential for a just transition

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What is a Just Transition?

Just transition is *not* a sectoral goal.

Just transition is an approach, a mindset: A people-centered approach to transitioning to a low-carbon economy that ensures fairness, inclusivity, and equity, leaving no one behind. A just transition should also seek to address historical inequalities and exclusion, to help build more resilient societies for future generations.

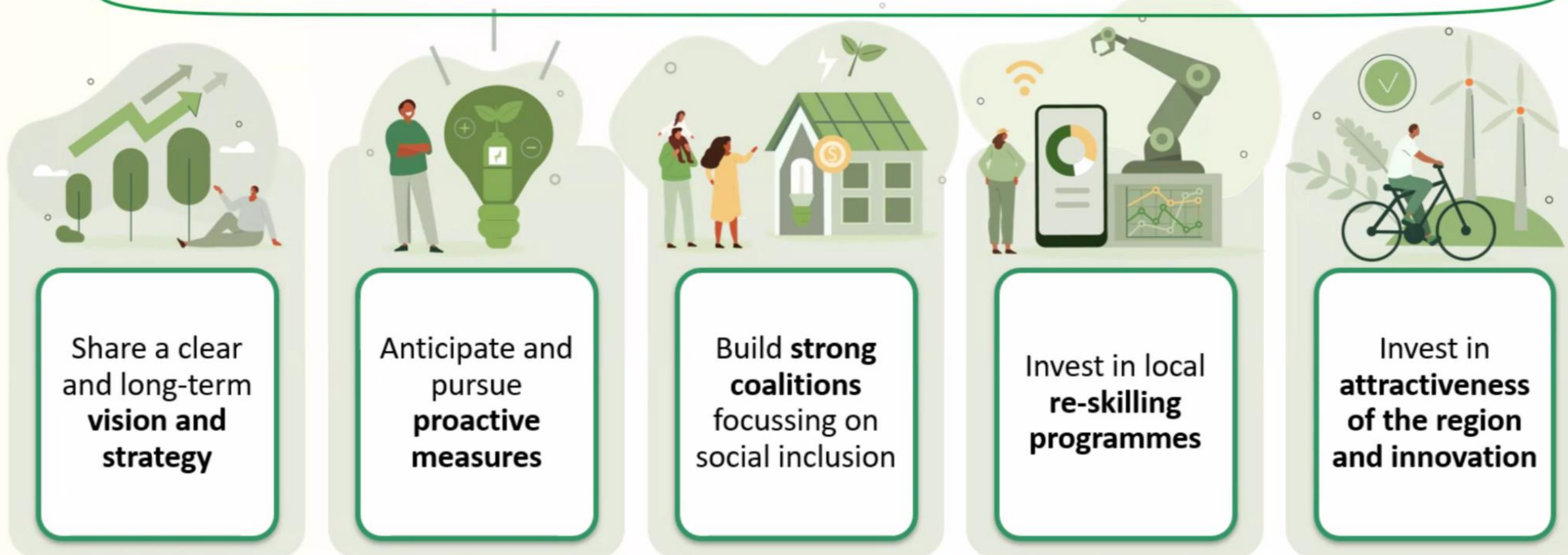
HOW YOU GET THERE IS CONTEXT SPECIFIC.



Local and national success drivers from past transitions



Similarities in transitions from coal, digitalisation, globalisation, however the **green transition is more policy than market driven**



Just Transition as a Development Approach

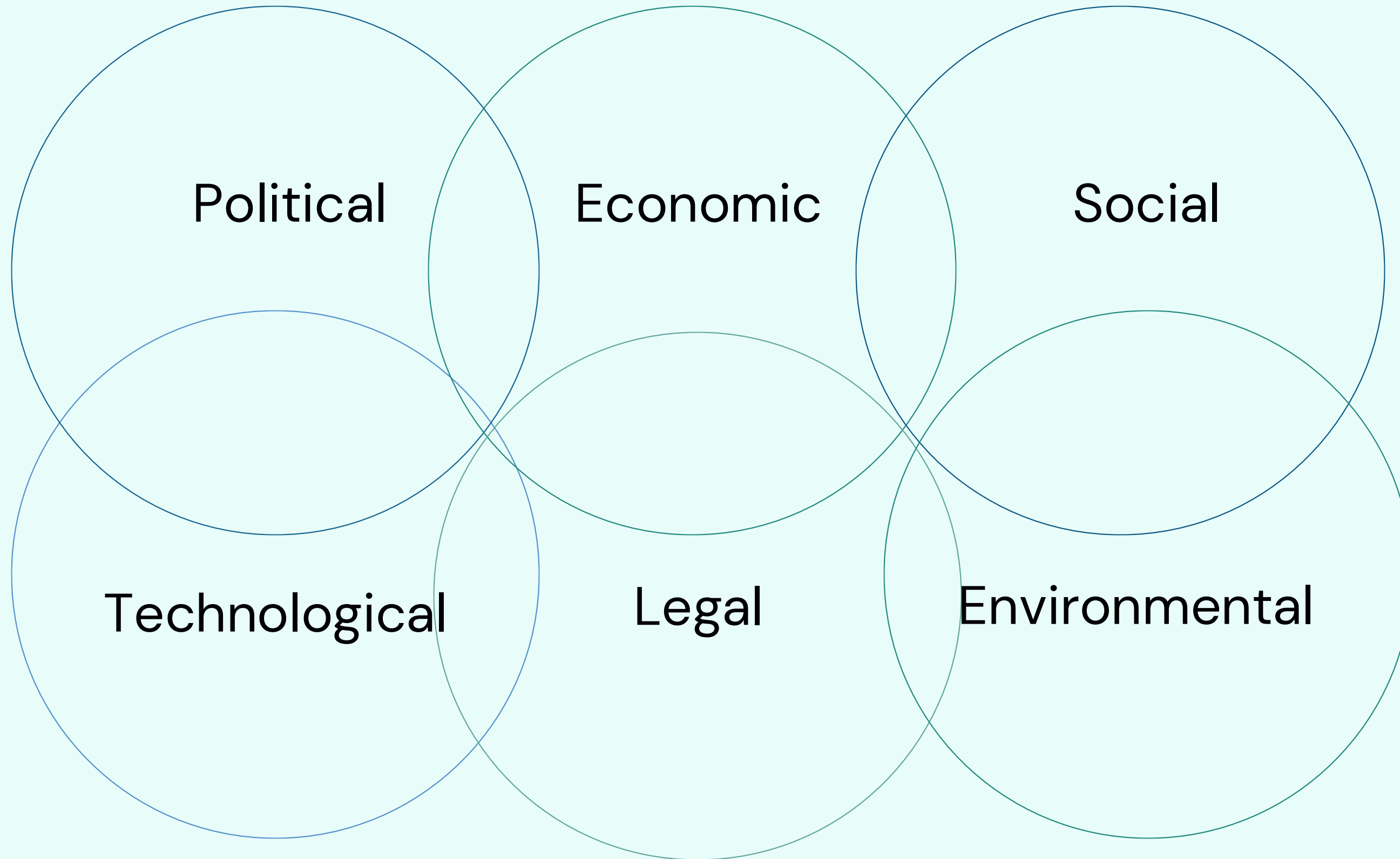


**Just Transition = SDGs in motion for the green economy.
Both aim to balance prosperity, planet, and people — leaving no one behind.**

Just Transition Frameworks

- **UNDP Just Transition Navigator: People-centered governance.**
- **ILO Guidelines: Decent work + social dialogue.**
- **Just Transition Work Programme: Equity, participation, and human rights.**

Just Transition as a Systemic Development Approach



Gender equality is the difference between a ‘green’ transition and a just one. Without it, we risk reproducing old inequalities in new economies.

The Cost of Not Integrating Gender

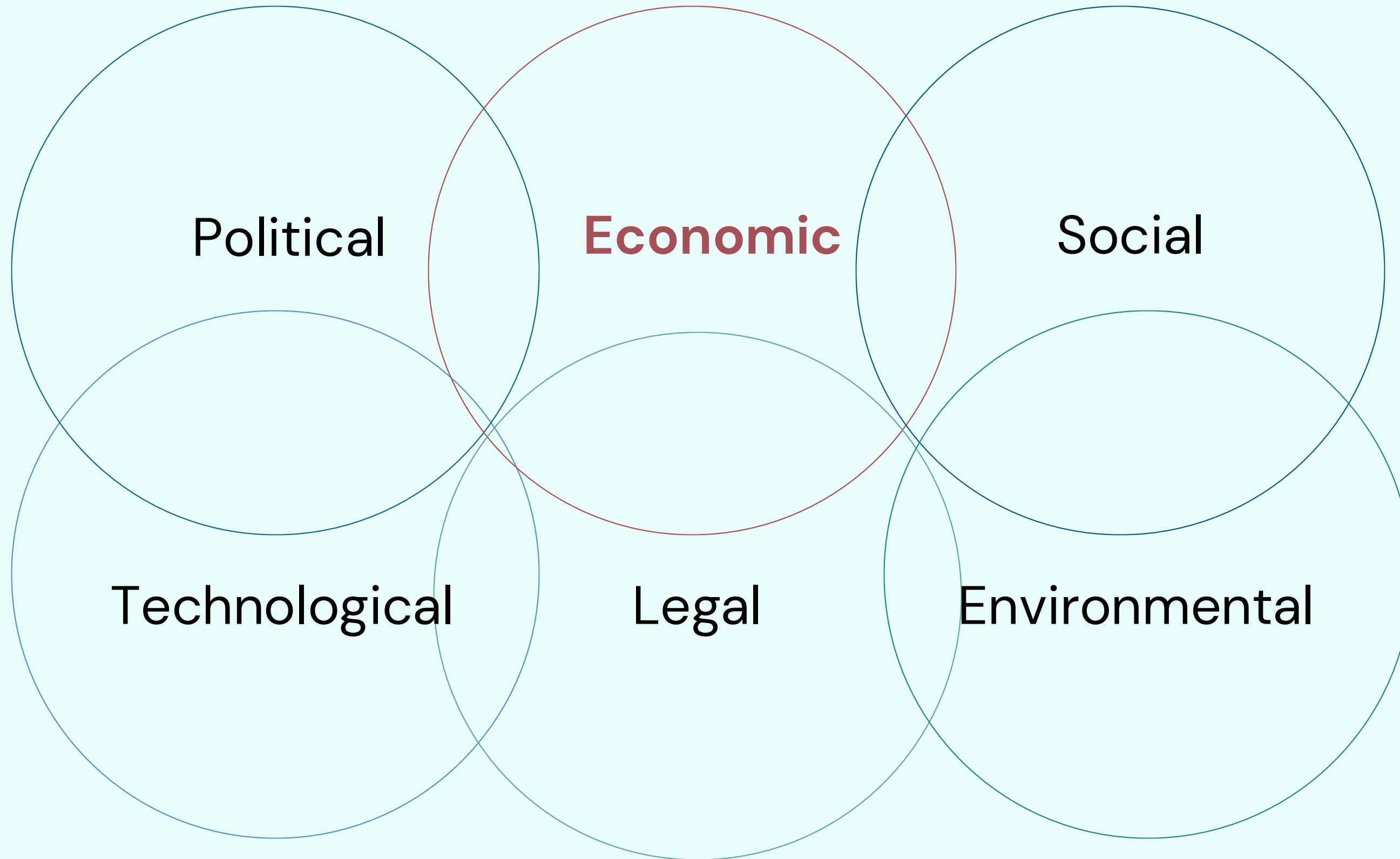


Table 11.1 Tertiary Level Enrolment by Gender and Field of Study, Latest Year Available

	Azerbaijan ⁵⁹		Moldova ⁶⁰		North Macedonia ⁶¹		Georgia ⁶²		Serbia ⁶³		Ukraine ⁶⁴	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Arts Humanities	60.40%	39.60%	70.00%	30.00%	66.40%	33.60%	76.00%	24.00%	67.90%	32.10%	N/A	N/A
Business, Administration and Law	44.50%	55.50%	67.90%	32.10%	54.70%	45.3%	52.00%	48.00%	64.50%	35.50%	N/A	N/A
Education	82.40%	17.60%	79.00%	21.00%	79.70%	20.30%	89.00%	11.00%	80.00%	20.00%	N/A	N/A
Engineering, Manufacturing and Construction	N/A	N/A	21.90%	78.10%	49.90%	50.10%	29.00%	71.00%	42.30%	57.70%	25.50%	74.50%
Health and Welfare	34.10%	65.90%	62.30%	37.70%	74.20%	25.80%	55.00%	45.00%	75.00%	25.00%	N/A	N/A
Information and Communications Technologies	37.40%	62.60%	34.00%	66.00%	33.90%	66.10%	19.00%	81.00%	31.00%	69.00%	16.10%	83.90%
Natural Sciences, Maths and Statistics	62.1%	37.9%	83.60%	16.40%	76.70%	23.30%	61.00%	39.00%	67.00%	33.00%	51.80%	48.20%
Services	29.70%	70.30%	26.10%	73.90%	40.10%	59.90%	29.00%	71.00%	55.70%	44.30%	N/A	N/A
Social Services, Journalism	60.40%	39.60%	83.90%	16.10%	65.50%	34.50%	65.00%	35.00%	68.30%	31.70%	N/A	N/A

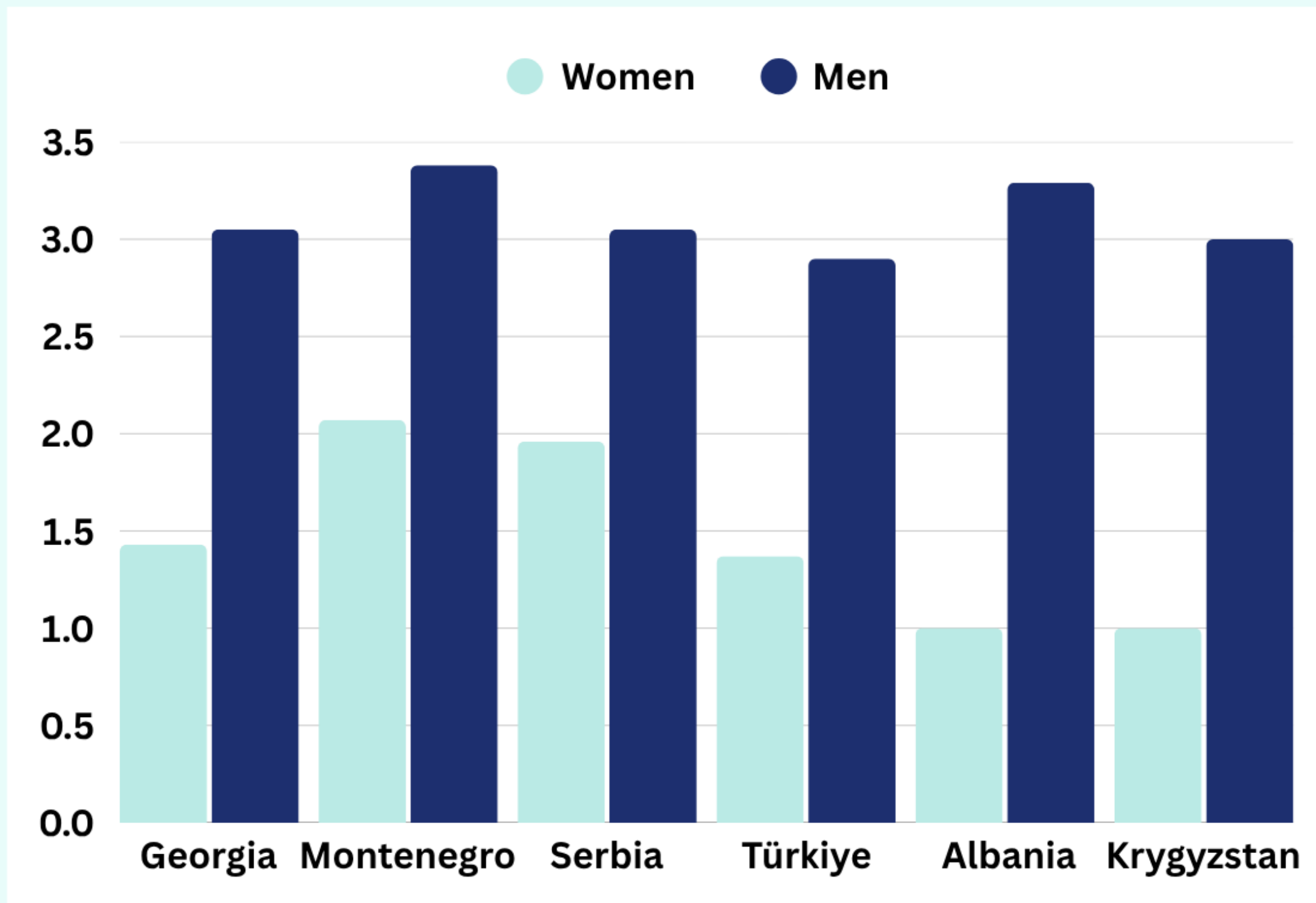
Note: Data not available for Albania, Montenegro, Türkiye and Uzbekistan.

Sources: Country-specific data sources are indicated in the footnotes and based on the most recent year available for each country.

WHO GETS THE GREEN JOBS?

Overall, green jobs remain below 3% of total employment across countries

Green employment as share of total employment by gender, 2022



- Women underrepresented everywhere
- 1 of 3 green jobs, two are held by men and one by women
- Women's share consistently lags behind men's across all countries

REGIONAL DISPARITIES

- Overall 40 regions analysed (Albania excluded)
- Green jobs concentrated in capital cities & hubs (e.g., Tbilisi, Belgrade, Istanbul)
- Green job opportunities drop sharply in rural/remote regions
- Women nearly absent outside major cities
- Men's green jobs more evenly distributed across regions



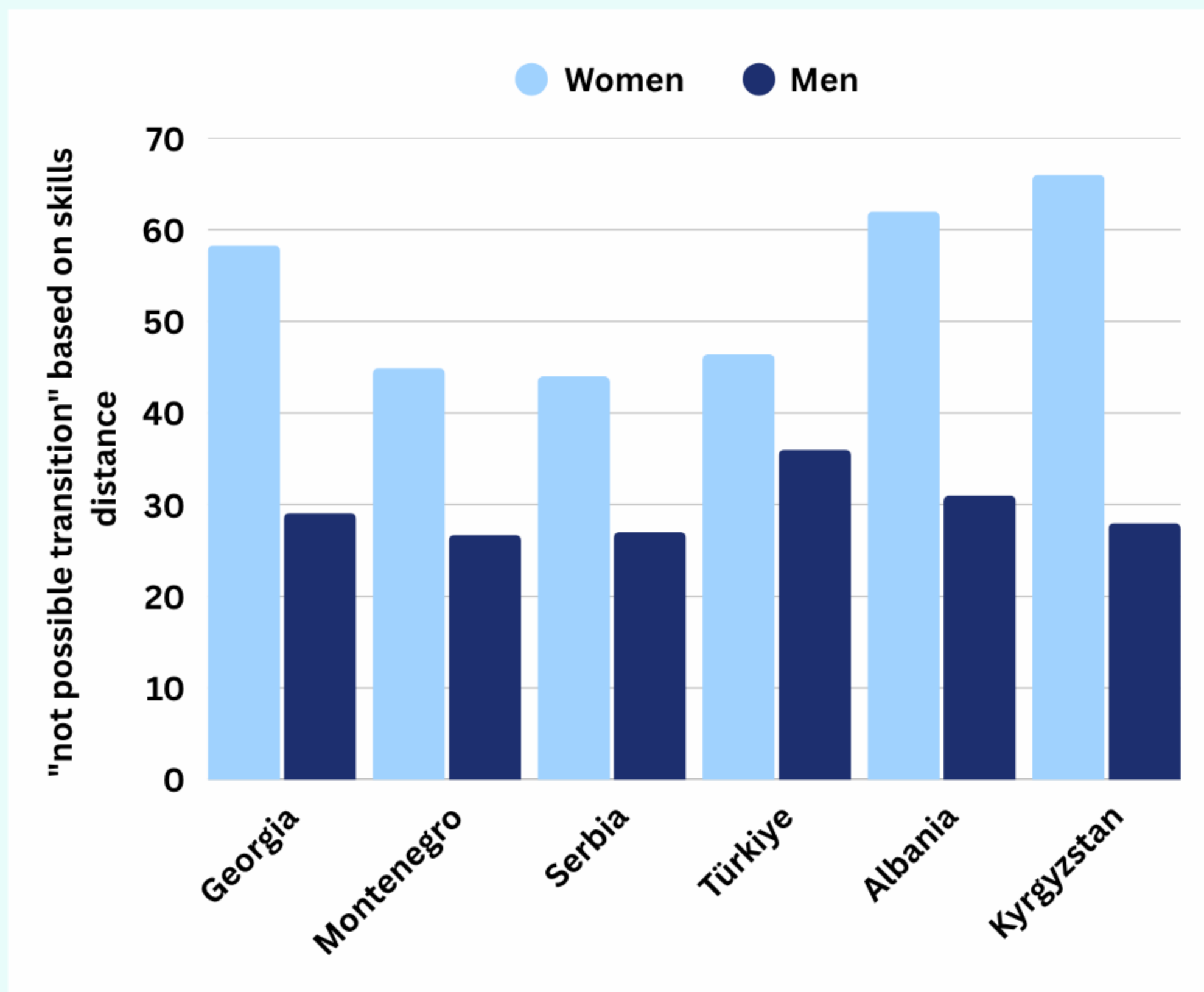
Green transition & reallocation of workers from brown to green occupations

WHO ARE THE "BROWN" WORKERS?

Brown employment as share of total employment by gender, 2022

	Women	Men
Albania	6.3	5.7
Georgia	2.2	6.9
Kyrgyzstan	4.7	6.8
Montenegro	1.2	7.7
Serbia	5.2	12.5
Türkiye	4.9	9.1

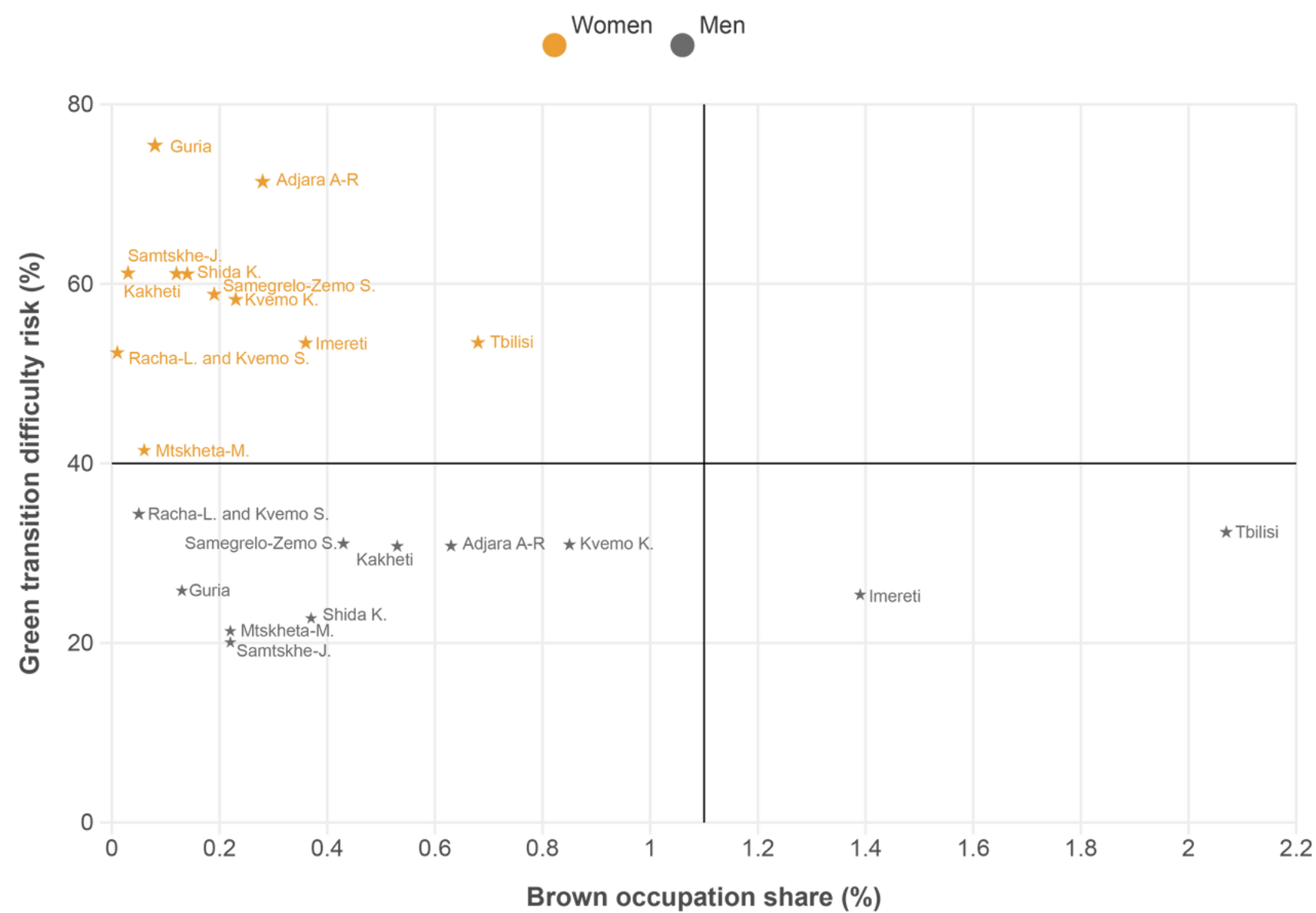
DO WOMEN HAVE THE SAME CHANCES AS MEN TO TRANSITION TO GREEN JOBS?



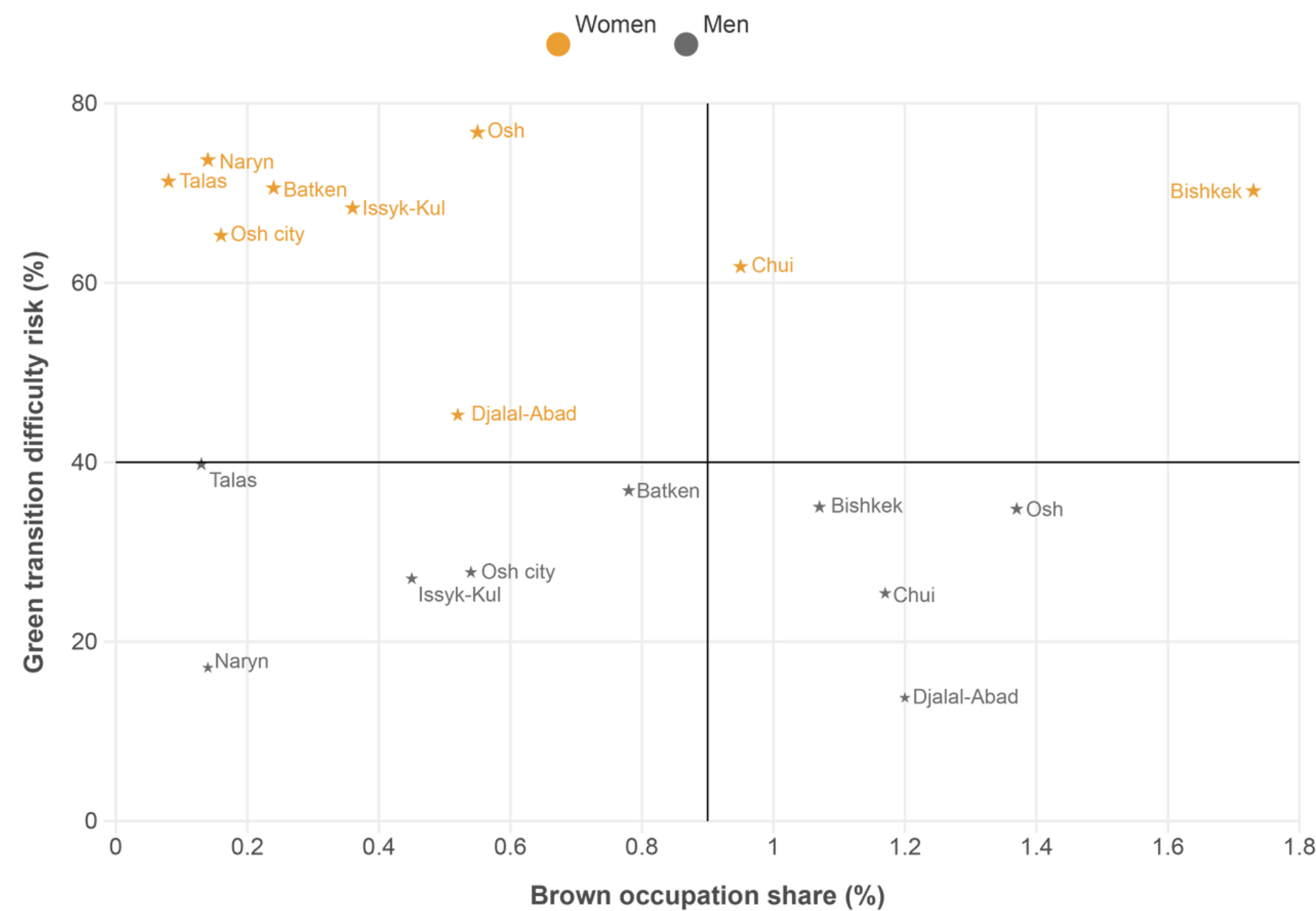
Estimated share of workers at risk of not being able to transition to a green job

If salary distance is also considered, the share of workers at risk of not being able to transition to a green job increases up to 8 p.p.

REGIONS WHERE WOMEN LIVE MATTER FOR THEIR PATHS TO GREEN JOBS

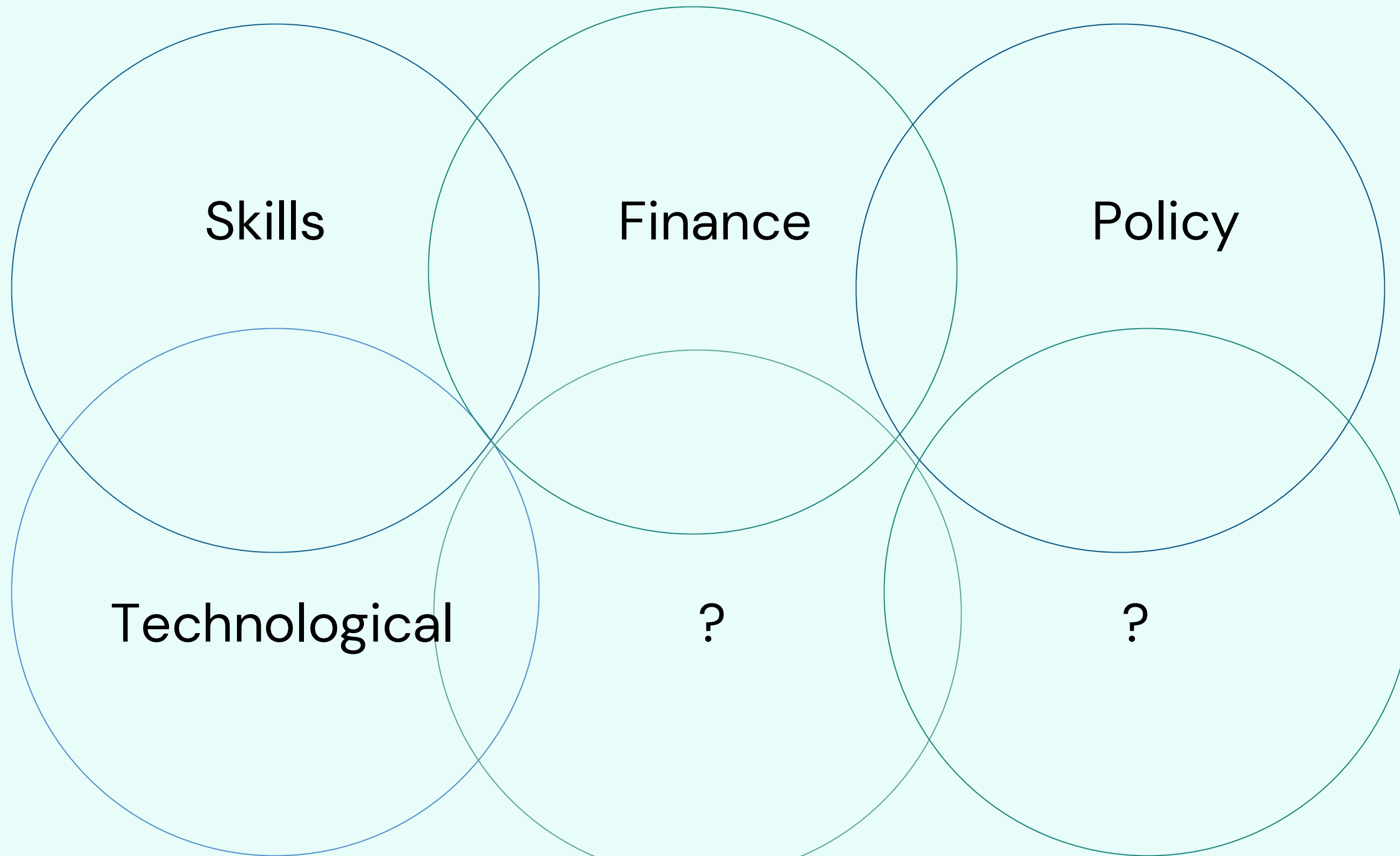


GEORGIA



KYRGYZSTAN

How do you envision Just Transition for your community? What are the enablers?



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