

MINISTERIAL DECISION

LV/D/579

ENERGY AND WORK

SANTIAGO, CHILE

3/10/2025

THE LV MEETING OF MINISTERS

CONSIDERING:

THAT in accordance with the provisions of Article 3, paragraphs b) and f) of the Lima Agreement, OLADE has among its objectives and functions: to join efforts to promote an independent development of the energy resources and capacities of the Member States; as well as to advocate the industrialization of energy resources and the expansion of industries that make energy production possible, purposes in which the labor force of the sector plays a fundamental role.

THAT by virtue of the provisions of Article 10 c) of the Lima Agreement, the Meeting of Ministers, as the highest authority of the Organization, has among its attributions to approve the Work Program of the Organization, as well as to examine and evaluate the results of the activities carried out for its fulfillment.

THAT the Member States of OLADE are committed to achieving progress in the fulfillment of Goal 8 decent work and economic growth of the United Nations 2030 Agenda for Sustainable Development and its goals aimed at: achieving higher levels of economic productivity through diversification, technological modernization and innovation, focusing on sectors with high added value and intensive use of labor; progressively improving the production and efficient consumption of global resources; protecting labor rights and promoting a safe and risk-free working environment for all workers.

THAT in any process or project that involves an installation, transaction or interconnection aimed at the use of energy resources and the corresponding infrastructure, the intervention of the energy sector workforce is a fundamental element to guarantee the satisfaction of energy requirements within the framework of the execution of energy policies and plans in force in the OLADE Member States.

THAT according to data from the International Energy Agency, the energy sector constitutes one of the main generators of employment globally, representing approximately 2% of the global workforce in 2023, and with significant growth, taking into account that employment in general increased by 2.2% in 2023, while employment in the energy sector (defined as direct employment

✓
M^c
MS

in energy supply sectors, related to energy infrastructure or equipment, or key technologies that use energy) grew by 3.8%.¹

THAT the energy transition as a process of change in the way energy is produced, and its emphasis on the progressive replacement of fossil fuels by renewable energies, implies transformations that have a direct impact on workers in the energy sector, such as those that have become evident in recent years in the coal labor market, as a result of the closure of coal-fired power plants in some countries in the region.

THAT the OLADE Member States through the design and implementation of energy transition policies that determine strategies and plans to counteract negative socioeconomic impacts on the energy labor market, can contribute to the achievement of a just and inclusive energy transition for workers in the energy sector.

THAT even as global renewable energy employment growth reached an all-time high in 2023 at 16.2 million jobs, up from 13.7 million in 2022; and the strong year-on-year increase of 18% reflects solid growth in renewable energy generation capacities, along with the continued expansion of equipment manufacturing, the energy labor market faces a shortage of qualified workers with specific skills and high degrees of specialization for clean energy, which implies investing in upgrading the knowledge and skills of workers in related occupations to address this shortage in the near term.²

THAT even though women represent approximately 32% of the total workforce in renewable energies,³ they continue to occupy an unequal proportion (despite the high rate of growth in the number of jobs in the energy sector) compared to men; and that to meet the growing demand for skills and talents required for a just and inclusive energy transition, energy policies should promote measures that favor greater diversity in the workforce, with a gender equity perspective.

M.C.
[Signature]

¹ Third edition of the World Energy Employment (WEE) report published in November 2024 by the International Energy Agency <https://iea.blob.core.windows.net/assets/2be1e935-a2e5-4535-9524-6f2610efd23f/WorldEnergyEmployment2024.pdf>

² Renewable Energy and Employment: Annual Report 2024, published in October 2024 by the International Renewable Energy Agency (IRENA) and the International Labour Organization (ILO) https://www.irena.org//media/Files/IRENA/Agency/Publication/2024/Oct/IRENA_Renewable_energy_and_jobs_2024.pdf

³ Third edition of the World Energy Employment (WEE) report published in November 2024 by the International Energy Agency <https://iea.blob.core.windows.net/assets/2be1e935-a2e5-4535-9524-6f2610efd23f/WorldEnergyEmployment2024.pdf>

In exercise of its powers,

DECIDES:

ARTICLE ONE: TO INSTRUCT the Permanent Secretariat of OLADE to carry out a diagnosis aimed at: identifying the needs for technical training, acquisition of abilities, skills and labor reconversion, in order to mitigate the risks of shortage of skilled labor and its impact on the fulfillment of the goals foreseen within the framework of the energy transition; and on this basis, promote the implementation of technology transfer and capacity building programs aimed at providing technical and practical training to workers in the energy labor market, and potential workers in the energy sector, in order to create and/or strengthen training and technological capabilities, for the insertion of new workers into the sector or the reorientation of workers whose subsector or industry has experienced a structural decline due to depletion, obsolescence or reorientation of sources or technologies, and therefore require the acquisition of other knowledge and skills to access decent jobs in the framework of a just, sustainable, and gender-sensitive energy transition.

ARTICLE TWO: TO INSTRUCT OLADE, in coordination with specialized agencies, to provide technical assistance to Member States that so require, regarding the design and implementation of policies, strategies, plans, regulatory and institutional frameworks, aimed at promoting the ratification and effective application of international labor standards, declarations, and ILO instruments relevant to the energy labor market, as well as the incorporation of gender perspectives, and to improve the capacities of decision-makers with respect to the recognition and observance of fundamental principles and human rights regarding labor in the energy sector.

ARTICLE THREE: TO URGE the Permanent Secretariat of OLADE to work on the development and publication of indicators and statistics that allow quantifying and qualifying the functioning of the energy labour market, through the estimation of the magnitude, distribution, supply and demand of the energy sector workforce, at the national, subregional and regional levels, by subsectors, sources and technologies, covering the entire energy value chain; as well as advancing the development of a mechanism for periodic monitoring and evaluation of the policies implemented, to measure their effectiveness in job creation, gender inclusion, and reducing skills gaps in the energy sector.

ARTICLE FOUR: TO REQUEST the Permanent Secretariat of OLADE to provide the support required by OLADE Member States to address gender inequality in the energy labor market, and other related and related imbalances, with a view to: guarantee the maintenance and insertion of the female workforce in the energy sector, promoting inclusiveness and equal opportunities and treatment for women, by eliminating gender-biased practices that limit women's access and career progression in the sector; promoting the implementation of joint responsibility policies and raising awareness of gender equality in the organizational culture of companies in the sector, among other actions; prevent and eliminate gender-based violence and harassment; and promote the design and implementation of gender policies that guarantee equal treatment in the hiring, promotion, training, and appointment of women to technical-professional, managerial, and decision-making positions.



ARTICLE FIVE: TO URGE OLADE to promote strategic alliances between Member Countries and educational institutions to design curricula adapted to the specific demands of the energy sector, ensuring the training of a qualified workforce in the long term.

ARTICLE SIX: TO INSTRUCT the Permanent Secretariat of OLADE to seek the technical and financial resources necessary for the fulfillment of the mandate contained in Article one of this Ministerial Decision, including the assessment of public-private partnerships, coordination with specialized international organizations, universities and research centers, triangular cooperation and South-South cooperation.

ARTICLE SEVEN: TO URGE the National Coordination of the OLADE Member Countries to provide OLADE's Permanent Secretariat with the information and support required for the implementation of the mandate contained in this Ministerial Decision.



Michel Chebat
Minister of Public Utilities, Energy
and Logistics
Belize



Alejandro Gallardo Baldivieso
Minister of Hydrocarbons
and Energies
Plurinational State of Bolivia



Andrés Rebolledo Smitmans
Executive Secretary
OLADE