

GENDER AND ENVIRONMENT: SUPPORT KIT FOR UN ENVIRONMENT STAFF

**HEALTHY AND
PRODUCTIVE
ECOSYSTEMS**

**CHEMICALS,
WASTE AND
AIR QUALITY**

**ENVIRONMENT
UNDER REVIEW**

**CLIMATE
CHANGE**

**RESILIENCE TO
DISASTERS AND
CONFLICTS**

**ENVIRONMENTAL
GOVERNANCE**

**RESOURCE
EFFICIENCY**



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UN ENVIRONMENT STAFF**



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Gender and Environment: Support Kit for UN Environment Staff

The purpose of this support kit is to help colleagues understand the relevance of gender in their specific field and provide entry points for integration of gender in project cycle activities and communications. The support kit builds on the UN Environment Policy and Strategy for Gender and the Environment 2014–2017 and aims to provide practical guidance for strengthening gender considerations within UN Environment’s work.

The support kit has been drafted in a highly inclusive manner. UN Environment staff with experience in different sectors and priority areas, together with Gender and Environment Officers and Gender Focal Points have provided extensive support to delivering the content. The material therefore reflects the needs and experiences of the organization, and aims to be useful to all staff within UN Environment.

Given the large scope of work within UN Environment, the support kit should be understood as a starting point for exploring ways to include gender considerations, with recommendations on further resources.

Furthermore, the structure of UN Environment’s global and regional levels will impact the gender activities. For instance, the global divisions tend to be more involved in project development, while the regional offices work more with implementation, including interaction with implementing partners. These different dimensions have been reflected in the support kit.

In part 2, each section contains an introduction on why gender is relevant to each of the seven priority areas, some important entry points for integrating gender in project Planning and implementation, examples of relevant projects, and finally, links to further information and external sources. The annexes provide definitions of terminology, and further support on mainstreaming gender in project design and inclusive communications.

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Part 1: Introduction





The different ways in which environmental conditions impact the lives of women and men is largely a result of existing inequalities around the world.

The impact of women and men on the environment also differs due to different gender roles, responsibilities and norms. Women and men have distinct needs and priorities, and will therefore use environmental resources and services differently. Gender roles often create differences in the way that men and women act in relation to the environment, and in the ways men and women are enabled or prevented from acting as agents of environmental change. Due to these differentiated roles, men and women adopt different strategies and have different types of knowledge regarding environmental protection.

Environmental management therefore needs to be gender responsive, looking at gender aspects of the use of natural resources (water, forests, land), the consumption of services and goods (transport, food) and the experiences of environmental degradation (pollution, exposure to chemicals, loss of biodiversity). ‘Gender blindness’ will lead to less effective environmental protection and management. It is also likely to disadvantage certain groups: in most societies women, children and minorities have less power and influence.

Everyone has an important role to play in moving towards environmental sustainability — women and men alike. Recognizing women as part of the solution is not only a human right in itself but also provides a unique opportunity to address the deep-rooted inequalities in society that adversely affect the urban and rural environment.

Examining gender roles can also bring projects closer to the reality on the ground and help develop more effective solutions. Whether we are talking about policies, projects or nexus issues, the notion of gender is essential for understanding complexities. It can help shape how we reach out to people and how we create the most sustainable solutions to environmental challenges.

When addressing gender in the context of the environment, it is important to recognize that women and men are not homogeneous groups. Age, social class, ethnicity, religion, sexual orientation and other variables interact in shaping the links between gender and the environment. This complexity must be accounted for in approaches to participation, needs analysis and programme design.

Facts and figures on gender and the environment

Across the globe, inequalities between women and men persist. These structural inequalities also affect environmental issues and cannot be ignored when planning effective environmental projects.

- The impacts of ‘natural’ disasters are always gender differentiated: commonly, more women (than men) die in disasters. The impacts during the aftermath of disaster and recovery are also gender differentiated. For instance, following disasters women and girls suffer more from shortages of food and economic resources, and are at greater risk from the increase in gender based violence.¹
- When women have a higher socioeconomic status, the effects of natural disasters are less influenced by gender.² Increased gender equality creates more resilient communities and societies.
- Over 4 million people die prematurely from illnesses attributable to household air pollution from cooking with solid fuels.³ Women are disproportionately exposed to the health risks associated with household energy use.
- There is widespread gender inequality in land rights and ownership, and access to and management of resources. This impacts the whole society and economy: children are 60-85 per cent more likely to suffer from malnutrition where women lack land rights.⁴
- In 2017, women held 30 per cent of ministerial positions in environment-related sectors globally — a 10 per cent increase from 2015.⁵ Unequal representation of men and women in political positions makes environmental governance less reflective of the population and their different needs.
- Between 1992 and 2011, only 4 per cent of signatories to peace agreements and less than 10 per cent of negotiators at peace tables were women.⁶ However, in 2015, 7 out of 10 peace agreements included gender-specific provisions.⁷
- The potential of women in the green economy is not being realized. Supporting women’s access to income, savings and assets, as well as developing childcare services, can create new opportunities for advancing national development.

- Food insecurity is gendered: households headed by single women account for 35.4 per cent of all food-insecure households in the United States of America; women of colour (i.e. minorities) are even more disadvantaged.⁸ A similar trend is observed in most other countries.
- Women are often engaged in informal economic activities that lack visibility. For instance, in some countries, women’s contribution to the formal economic sector is not recognized — for example, their contribution to farming or fishing. This limits access to benefits such as climate change information and agricultural extension services (technology, finance and skills training), which are often targeted at men in formal occupations.

The Sustainable Development Goals (SDGs) are designed to address structural inequalities, which are the root causes of poverty and inequality. The SDG Framework has a stand-alone goal for gender equality and the empowerment of women and girls (SDG 5), and includes promoting women’s access to natural resources and enabling technologies, and increasing women’s participation in environmental decision-making processes. Gender equality can accelerate progress towards the other goals and has been defined as a cross-cutting priority — for instance, for goals related to climate change, health, energy, oceans and ecosystem management.

The value of a gender-inclusive approach

- Through developing an understanding of how the different roles, responsibilities, norms and priorities of men and women shape human interaction with the environment, we can better understand complexities in the regions and countries where we operate.
- Ensuring that the different positions and knowledge of men and women in relation to the environment are integrated in the different stages of environmental project management contributes to more effective and sustainable projects.
- ‘Leaving no one behind’ means ending discrimination and enhancing gender equality.

- Incorporating a gender perspective throughout UN Environment’s interventions can help build the resilience of communities and cities to climate change and disasters; support the conservation of natural resources; improve the health of people exposed to chemicals, waste and air pollution; and open up opportunities for equal participation in policymaking.
- A gender perspective can also help us gain a better understanding of the reality on the ground and people’s relation to the environment, and thus open up more effective solutions to the problem.

In UN Environment’s work this entails:

- Mainstreaming gender in our programmes, projects and activities
- Mainstreaming gender across the organizational structure, divisions, priority areas and at regional and country levels
- Making sure our communication is inclusive, and that gender issues are observed in publications, reports and assessments
- Including gender issues in events such as workshops, conferences and high-level meetings
- Supporting implementing partners and countries to integrate gender concerns
- Working internally to improve gender parity

The UN Environment Medium Term Strategy 2018–21,⁹ states that “UN Environment has the responsibility to model good practice and drive the achievement of gender equality and other rights-based frameworks in its environmental-related activities, including assessments and analyses, norms, guidelines and methods” and that “in all of its work, UN Environment will apply a gender lens in order to achieve better outcomes”. Gender issues are also stipulated under each priority area in the Programme of Works 2016–17 and 2018–19.¹⁰

This support kit is intended to be a practical document, helping project managers, programme officers and consultants to find gender entry points and relevant ways to consider gender issues in their projects. The following sections aim to refrain from ‘policy language’ and provide practical guidance tailored to each priority area.

References

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- 7 Ibid.
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- 9 UN Environment, [Medium Term Strategy 2018-21](#).
- 10 UN Environment, [Programmes of Work](#).

Part 2: Gender Issues in UN Environment's 7 Priority Areas

PRIORITY AREA 1

Climate Change

Climate change will have varied impacts across geographical regions, but it will also impact people differently because of sociocultural norms and structures within those regions. Women and men are likely to be affected in different ways by the impacts of climate change. This is due to gender inequalities and how these relate to economic, political and social opportunities, such as formal employment, access to credit and technologies, education and public participation. In addition, due to different roles and responsibilities, the effects of climate change (such as drought and water scarcity, floods, and reduced livelihoods) will have different impacts on men and women, boys and girls. Consequently, successful sustainable interventions to address climate change must consider the different needs and perspectives of both women and men; and recognize the important contributions of both male and female decision makers, stakeholders, educators, caretakers and experts — across sectors from forestry, agriculture and fisheries, to large-scale energy infrastructure and sustainable cities.

- In 2017, women held 30 per cent of top ministerial positions in environment-related sectors globally — a 10 per cent increase from 2015. While this is a step in the right direction, the continued unequal representation of men and women in political positions means that adaptation and mitigation policies and plans are less reflective of the population and their different needs.
- Women have less access to labour markets, especially formal markets. In 2013, 72.2 per cent of men were in employment, compared to only 47.1 per cent for women.¹¹ Without access to formal employment and alternative income sources, women are more vulnerable to climate change.
- Energy poverty is gendered: women and girls from poor communities are lowest on the energy ladder and they encounter more challenges than men and boys in accessing energy services. Using cheaper alternatives and renewables that are locally sourced can help provide low-carbon electricity that enables women to spend less time on housework and more on, for example, education or employment.

- Vast differences exist between women's and men's land tenure: in 2011, globally less than 20 per cent of all landholders were women.¹² A lack of control over land/property effects the ability to change crops or switch to other forms of income generation.
- Women make up two-thirds (493 million) of the 774 million illiterate adults (15 years old and over) in the world; and more than half of illiterate youth — 76 million of a total 123 million — are girls.¹³ Higher rates of illiteracy among women and girls reduces access to climate change information and education.
- In 2016, of the 162 Nationally Determined Contributions (NDCs), submitted in accordance with the Paris Climate Agreement 2015, only 65 (40 per cent) explicitly mention 'gender' or 'women' in the context of their national priorities and ambitions for reducing emissions.

Entry points



CONTEXT ANALYSIS

- **Analyse general gender gaps and power relations**
 - Access to land, education, formal labour markets, cultural practices, norms and traditions, and national gender policy or laws that restrict women's land ownership or participation.
- **Are national climate change-related policies gender sensitive? And do gender equality policies and plans include climate change considerations?**
 - Nationally Determined Contributions (NDCs), National Adaptation Plans (NAPs), National Adaptation Programme of Action (NAPAs), Nationally Appropriate Mitigation Action (NAMAs), etc.
 - Sectoral policies relevant to climate change (e.g. agriculture, water, forestry, natural resource management policy)
- **Gender gaps in climate change-related areas**
 - Energy access, access to natural resources and ecosystem services, environmental political participation, gender roles in livelihood activities (fisheries, forestry, agriculture, etc.), access to new technologies, access to information and capacity-building in STEM fields (science, technology, engineering or mathematics).



PLANNING AND IMPLEMENTATION:

- **Specific gender components in outcomes**
 - For example, ‘Increased awareness of gendered differentiated vulnerabilities to climate change among policymakers in country x’, ‘women’s access to renewable energy increased’. Example indicators include: percentage increase in women’s access to energy and renewable energy asset ownership; number of women who received skills development training in energy entrepreneurship.
- **Specific gender components in outputs**
 - For example, ‘Livelihood improvement plans based on urban ecosystems and gender roles developed and implemented within poor urban communities’, ‘Improved capacity of policymakers, communities and women to understand gender-responsive energy policies and effectively engage in planning and policy development’.
- **Specific gender components in activities**
 - Gender assessments, climate change related awareness-raising campaigns with targeted messages for women and men, trainings that include gender perspectives of climate change, consultations with both women and men, equal participation in workshops, the development of Gender Action Plan within projects

Adaptation

By integrating considerations of gender, adaptation projects can help to ensure that the development of climate resilience is effective, viable and grounded in reality. It can help to ensure that activities will not exacerbate inequalities and other vulnerabilities, it can help to fulfil the specific needs of the most vulnerable, and it can ensure the equal participation of men and women in the decision-making and implementation phases of these activities. Both women and men can act as agents of change at different levels of the adaptation process.

The ability to act in response to and in anticipation of climate change (understood as adaptive capacity) involves having:

- access to and use of information and services
- control over assets
- the ability to innovate in response to evolving challenges and opportunities
- flexibility and foresight in planning and decision-making¹⁴



PROJECT EXAMPLE

Gender-sensitive National Adaptation Plans (NAPs)

During a workshop in Colombo (Sri Lanka) for the National Adaptation Plans Global Support Programme (a programme aimed at helping developing countries advance their long-term adaptation planning process), UN Environment Asia Pacific included gender perspectives in the overall presentations as well as the country representatives' group discussions. As the main objective of national adaptation plans is to reduce vulnerabilities and build resilience, it is essential to understand and include a gender perspective and consider the particular vulnerabilities of both men and women. The participants expressed a strong interest in these issues and Member States requested support to increase institutional capacities for gender-responsive adaptation planning.

Mitigation

Mitigation efforts such as renewable energy, low-carbon transport and climate-smart agriculture present unprecedented and rapidly growing economic opportunities for both developed and developing countries. Women and men should be supported as entrepreneurs, engineers, business professionals and decision makers in these emerging sectors.

CLEAN ENERGY

Clean energy solutions such as the production, marketing and sale of solar panels and energy-efficient cook stoves, if well designed, can contribute significantly to the well-being of women, men and children. Affordable solar lighting in rural areas can, for example, enhance women's mobility and increase their safety. Solar energy-powered medical facilities in remote areas can help reduce maternal and infant mortality. The sale of solar panels and clean cook stoves by women present important economic opportunities for them and their families. The use of clean cook stoves can alleviate the domestic workload, as well as reduce the risk of violence during firewood collection due to the reduction in time spent collecting wood. Clean cook stoves can also protect women from indoor air pollution.



PROJECT EXAMPLE

Gender vulnerability assessment in adaptation programme

As part of the Myanmar Climate Change Alliance (MCCA), UN Environment and UN Habitat have assisted the Government of Myanmar in recognizing the different perspectives of men and women through gender vulnerability assessments conducted in local communities. The assessments found that women in rural Myanmar, as well as bearing the burden of poverty and homecare responsibilities, are also disadvantaged by a lack of access to natural resources, limited participation in decision-making processes, and restricted access to economic production and land rights. In addition, women's economic contribution to the fisheries and agricultural sectors is not recognized and as a result they are often excluded from climate change adaptation capacity-building interventions for farmers and fishers. This gender analysis was central to informing the Myanmar Climate Change Strategy and Action Plan (MCCSAP) 2016–2030, the Myanmar Climate Change Policy and MCCA climate resilience interventions, ensuring integrated gender responsive actions.

ENERGY ACCESS

Rural societies in developing countries rely predominantly on natural resources for energy, such as wood, mangrove, charcoal and agricultural waste. Women disproportionately bear the burden of energy poverty. They face significant health and safety risks from household air pollution, from carrying heavy fuel loads, and from a lack of lighting. As women and children bear the main responsibility for gathering natural resources for energy use, increased access to energy can leave more time for school and education.

Rapidly falling renewable energy technology costs and new business models mean that decentralized energy solutions hold great promise for accelerating universal sustainable energy access¹⁵ — in line with SDG goal 7. Women can be powerful agents of change in this transition.



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GENDER-RESPONSIVE ENERGY POLICY

Raising awareness and promoting gender policies in institutions and organizations in the male dominated energy sector is a significant challenge. Energy policies typically focus on issues of investment, tariffs, pricing, access, availability, infrastructure, development, participation and the environment.¹⁶ All these issues are linked to gender roles and responsibilities. Understanding the differentiated energy needs of women and men may therefore increase the impacts of an energy intervention.

LOW-CARBON TRANSPORT

Transportation is a rapidly growing sector and responsible for a large proportion of carbon emissions. The promotion of low-carbon and non-motorized transport presents different opportunities for and risks to women and men. One of the major issues to consider for urban and transport planners is women's exposure to harassment and violence. For instance, in Kenya, sexual abuse and harassment of women while waiting for or using public transport is rampant but rarely reported — according to the Flone Initiative, a local civil society organization. Awareness-raising campaigns and improving lightning at public transport stops are possible methods for reducing harassment and promoting public transport among women.

Gender issues in the transportation sector differ in the developed world, where generally public transport, walking and cycling is more popular among women than men. For instance, a study by the City Government of Vienna (Austria)

found that the majority of men reported using either a car or public transit twice a day — to commute to and from work. Women, on the other hand, used the city's network of sidewalks, bus routes, subway lines and streetcars more frequently and for myriad reasons, partly due to their different roles in childcare and domestic activities. It is therefore important to engage both women and men early on in any urban and transportation planning.

As these cases demonstrate, it is important to consider the local context — including gender roles — when designing policies or project interventions for low-carbon transport.



PROJECT EXAMPLE

Women's access to sustainable energy

The Women's Entrepreneurship for Sustainable Energy Programme (a joint global programme by UN Environment and UN Women) will increase women's access to sustainable energy and empower women as agents of change by promoting gender-inclusive energy planning and improving female entrepreneur's access to finance. The project will focus initially on Senegal, Rwanda, Myanmar and Indonesia.

For more information please see the programme [brochure](#).



PROJECT EXAMPLE

Gender in energy policy

Maldives: Energy efficiency is essential for slowing the growth in energy demand and reducing greenhouse gas emissions. Addressing the different needs of both men and women will strengthen the effectiveness and sustainability of energy programmes and policies, and other energy use-related development activities. The UN Environment project, Strengthening Low Carbon Energy Island Strategies in the Maldives, is taking active steps to ensure that gender roles are properly considered in future climate friendly energy strategies and plans. They are, for example, conducting a consumer behaviour analysis of the energy sector using a gender perspective to ensure that the consumption and energy use of both men and women are reflected in their strategies and plans.

Eastern and Southern Africa: An initial review of 16 energy policies in Eastern and Southern Africa by the Poverty-Environment Initiative (a joint initiative of UN Environment, UNDP and UN Women) shows that over half (56 per cent) have integrated gender components: 56 per cent acknowledge the need to enhance women's participation in policy- and decision-making in the energy sector; 44 per cent cite enhancing women's access to energy services and technologies as a means of empowerment; 38 per cent link women's empowerment to enhanced environmental sustainability of the sector. In order to disseminate good practice across all countries, however, decision makers need to go further by: i) mainstreaming gender across all aspects of policy; ii) generating gender-disaggregated data; iii) ensuring that women's voices are heard in policy development and in the energy sector; and iv) allocating appropriate financial and human resources to implement policies on the ground. These actions will inform a new narrative that explicitly depicts women as active participants and agents of change in the energy sector.

Reducing emissions from deforestation and forest degradation: UN-REDD

The business case for mainstreaming gender in REDD+ is built on a rights-based approach.¹⁷ This approach seeks to ensure that all programmes and activities are designed to support vulnerable and marginalized community members. It is based on advocating for their rights and on the principles of equality, inclusion and engagement.

Using a gender perspective to understand forest management can help determine differentiated patterns of use of and rights over forest and forest resources, and differentiated knowledge on forest ecosystem species. It can help identify specific opportunities and constraints to engage all relevant stakeholders, as well as differentiated interests and preferences regarding benefit-sharing. This is key to determining: who benefits and how from present use; the opportunity costs of differing uses and changing practices; and who acts as stewards and contributes to current sustainable management. This, in turn, can help to achieve a better regime of incentives and stronger institutional arrangements.



PROJECT EXAMPLE

Challenges to equal participation of women in REDD+

During 2011–2012, the Center for International Forestry Research (CIFOR) conducted a Global Comparative Study of REDD+ in early project implementation in 77 villages across 20 REDD+ sites in six countries (Brazil, Cameroon, Indonesia, Peru, Tanzania and Viet Nam). The findings suggest that:

- Women are not as informed about REDD+ or related activities as their male counterparts in the same village.
- When women are involved in REDD+ implementation, their participation is more superficial than men's.
- Important gender gaps in information, knowledge and decision-making are likely to affect the distribution of future benefits and burdens from REDD+ projects.

Further information and external sources

- BRIDGE (2011) [Gender-Responsive Strategies on CC: Recent Progress and Ways Forward for Donors](#)
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PRIORITY AREA 2

Resilience to Disasters and Conflicts

Disasters and violent conflict pose distinct challenges for men and women, boys and girls. An individual's ability to cope with physical and food insecurity, displacement, loss of livelihood assets, social exclusion, and other impacts of disasters and conflicts is strongly influenced by their gendered roles and responsibilities. This is most evident with regard to land tenure, but also extends to access and usage rights for renewable resources such as water, as well as the equitable distribution of benefits from extractive resources.

At the same time, the disruptions caused by disasters and conflict often lead women and men to take on new roles and responsibilities such as alternative income-generating activities that challenge traditional gender norms. This can contribute to breaking down barriers to women's empowerment and enhancing women's productivity in sectors that are often critical to economic recovery and sustainable development.

Emergency response and humanitarian settings

While crises such as disasters and conflicts have devastating impacts on all members of society, women typically face a number of specific risks. For example, women are particularly vulnerable to environmental contamination and pollution resulting from these crises due to heightened exposure in their gendered roles and responsibilities. Moreover, women in crisis-affected settings routinely experience physical insecurity, including sexual violence, when carrying out daily tasks, many of which involve tending to or collecting natural resources, such as fuelwood or water. Population pressures in and around refugee and IDP (internally displaced people) camps, for instance, can lead to deforestation and water shortages, thereby requiring women to venture further away from camps, exacerbating the risk.

Experience shows that failure by relief operations, peacekeeping or peacebuilding interventions to understand and respond to the specific risks and vulnerabilities faced by women and men in the aftermath of conflict can result in continued exposure to insecurity and violence, ultimately undermining recovery. In emergency and humanitarian settings, UN Environment can help mitigate these risks by, among other measures:

- Ensuring that rapid post-crisis environmental assessments identify specific resource and environment-related security, and health threats for women in crisis-affected contexts.
- Supporting relief organizations to ensure that women have safe access to key resources, such as fuelwood and water.
- Supporting the dissemination of innovative technologies, such as improved cook stoves, that protect women from adverse health impacts associated with carrying out their roles.

Post-crisis assessments

As noted above, there are significant gender differences in how the environmental impacts of disasters and conflicts affect the health, livelihoods and security of populations. These impacts include direct environmental damage such as the destruction of agricultural land and crops, the contamination of water supplies and other forms of pollution; and indirect impacts such as unsustainable post-crisis coping mechanisms that can add additional stress to the environment. Understanding these differences is key to ensuring that post-crisis recovery and peacebuilding efforts related to environment and sustainable natural resource management not only do no harm, but also address the specific challenges — and opportunities — faced by both women and men. Indeed, gender inequalities can be masked or even exacerbated if issues of power and control over resources and decision-making are overlooked in post-crisis interventions.

Key gender differences can, for example, be found in the following areas:

- Gendered work roles in food and water security: For example, if women have to go further to reach uncontaminated water, they will be less able to undertake agricultural work. If food security is reliant on aid or hampered by the destruction of housing and cooking facilities, this will impact women's ability to re-establish agricultural and environmental sustainability.
- Coping and adaptation strategies in the immediate post-crisis phase: These can delay environmental restoration. For instance, if there is a significant outmigration of men for income-generating work, the burden of agricultural work may fall on women and children. This will have



impacts on productivity, but also on health and well-being, access to education and economic opportunities.

- Institutional responses and capacities: These may have gendered consequences. It is therefore important to assess the composition of decision-making bodies, consultation procedures, processes of dissemination of information, and those most likely to benefit from institutional practices.

To develop an understanding of gender roles within each of these areas, it is important to gather information through interviews and focus groups discussions with stakeholders, including women's organizations and civil society groups.

Post-crisis recovery and peacebuilding

In post-disaster and post-conflict situations, the management of natural resources and the environment provides many entry points for achieving a more inclusive, equitable and sustainable recovery that can also help sustain peace. Opportunities include:

- Political empowerment: The management of the environment and natural resources offers opportunities to increase and enhance the participation of women and other under-represented groups in a range of decision-making processes.
- Economic empowerment: Natural resource management offers multiple opportunities for sustainable income-generation for women, as well as men.
- Protection: Improved natural resource management can contribute to protecting women and men from gender-based violence linked to natural resource use.

Entry points



CONTEXT ANALYSIS

- Collect sex-disaggregated data, for instance on migration, employment, access to natural resources and land ownership.
- Review the national policy framework on gender equality, disaster risk reduction and conflict management.
- Seek an understanding of the different perspectives of women and men to environmental security — e.g. specific security and health related threats for women and men, and the desired outcomes and benefits that would best assist both.
- Seek information from national and local-level key influencers (such as the ministry for women and gender equality, women's groups and gender focal points) and conduct local-level consultations with women and men. Ideally, women interview women and men interview men.
- Working with private companies with a view to upgrading women's skills and creating job opportunities in various natural resource sectors, integrating women-led small and medium enterprises in the value chain of larger companies, and developing products and services adapted to their needs.
- Collecting sex-disaggregated data during the project can provide an assessment of: who is involved in the project and why; who makes up the decision-making bodies and why; who the beneficiaries are; what groups may have been overlooked; who information is being disseminated to; and what avenues of communication are being used.



PLANNING AND IMPLEMENTATION

- Develop environmental actions that incorporate livelihood strategies and economic empowerment for women and men.
- Provide gender expertise and other technical support for the inclusion and enhancement of women's land and natural resource rights in new post-conflict constitutions and laws, and disaster management policies and plans.
- Assess programme goals for overall impacts for women and men. Local-level interviews/questionnaires with women and men on the impacts of ecological issues and the potential impacts of the project on livelihoods, resource control and decision-making, will help determine the gendered impacts of the project.
- **Specific activities may include:**
 - Building women's capacities for productive and sustainable use of natural resources by providing access to credit, inputs and skills training — for instance, through community-based natural resource management and climate resilience initiatives.
 - Providing training and capacity-building to promote the equal participation of men and women in local decision-making and political processes linked to natural resource management.



PROJECT EXAMPLE

Inclusive sustainable land and water resource management in the Wadi El Ku catchment area

For this project, a comprehensive analysis was undertaken as an integral part of the project design phase to understand the local gender dynamics and confirm or refute some of the anecdotal information on gender in Darfur. Focus group discussions were held with men and women, and an assessment was conducted of the level of women's involvement within various institutions: the project governance structures, government institutions, the UN Environment office in Darfur and the implementing partners' offices. The gender analysis examined the division of labour and analysed household decision-making, as well as governance and participation in public decision-making.

The gender analysis helped the team fine-tune project activities to make them more gender responsive. This included a focus on the inclusion of women in decision-making and strengthening their economic and social recovery in conflict-affected settings. A strategy was also developed to frame UN Environment's position on gender and to monitor progress on gender mainstreaming.

For more information, see [Gender equality and the Environment: A Guide to UNEP's Work](#).



PROJECT EXAMPLE

Ecosystem-based Disaster Risk Reduction, Lukaya Basin, Democratic Republic of Congo

In this project, the integrated water resource management (IWRM) planning process recognized the multiple and conflicting priorities for water and land use by bringing different stakeholders together and supporting different river users to work towards a shared development vision for the Lukaya River Basin.

A key ingredient of success was the sustained participation of river users through a local association. Women, as community leaders, farmers and income earners, demonstrated a high level of interest and were heavily engaged throughout the project. Several women in local leadership positions played an influential role in Eco-DRR activities. Their convening power and influence over other women fostered the project's community-based approach and drew in a more diverse group into project activities and decision-making processes. In turn, the project was able to deliver more balanced interventions that met the needs of both women and men, who sometimes had different perspectives based on their gendered roles and different concerns.¹⁸

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Seager, J. (2014) Disasters Are Gendered: What's New? In *Reducing Disaster: Early Warning Systems for Climate Change*. (pp. 265-281). Springer Netherlands

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UNDP (2010) [*Gender and Disasters*](#)

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PRIORITY AREA 3

Healthy and Productive Ecosystems

UN Environment's objective for this priority area is to promote the sustainable and equitable conservation and management of land, water and living resources, to maintain biodiversity and ecosystem services. The aim is to enable countries to sustain ecosystem services for human well-being, and biodiversity for present and future generations. This takes into account the need to integrate gender perspectives, to recognize and respect traditional knowledge, innovations and practices of indigenous and local communities, and to promote equitable social development and inclusion.

Gender differences and inequalities are important factors in shaping the use, management and conservation of biological resources. For example, due to differences in use based on gender roles, women and men often have different knowledge of and preferences for plants and animals.

Understanding the linkages between gender dynamics and the environment requires more research and analysis, including more sex-disaggregated data on the ways that access to and management of biodiversity vary according to gender and other factors, and the differentiated effects of the loss and degradation of biodiversity. An understanding of the roles, needs and knowledge of both women and men is essential to informing effective, sustainable and equitable ecosystem management.

Moreover, gender differences in vulnerability to biodiversity loss, climate change and natural disasters often result in a disproportionate adverse impact on women and children, as well as poor and marginalized groups. For instance, women are often disproportionately affected by the depletion of forests, declining marine resources and other forms of ecosystem degradation due to their high dependence on these resources for subsistence purposes.¹⁹ Ecosystem degradation can also perpetuate gender inequalities: it can limit access to education and employment opportunities because women and children have to spend more time carrying out tasks such as collecting resources (fuel, food, water).

Key gender issues that influence biodiversity loss, conservation and sustainable use

1 Safeguarding ecosystem health and functioning

Inclusion of gender indicators in biodiversity monitoring, National Biodiversity Strategies and Action Plans (NBSAPs) development and protected area network design and management

2 Ecosystem economics

Consider gender dimensions in ecosystem valuation and accounting by, for example, using gender-disaggregated data

3 Institutional arrangements for integrated ecosystem management

Women's participation in ecosystem management, decision-making bodies and cross-sectoral approaches

4 Education for sustainability

Educate future professionals to take due gender considerations and gain a better understanding of the different dependencies on ecosystems of different groups

5 Alignment of public finance with ecosystem health and productivity

Include gender considerations in budget and planning reviews, to ensure that all groups benefit equitably from investments in ecosystems

6 Investment in healthy and productive ecosystems by the private sector

Consider gender aspects in private sector investments that have an impact on ecosystems



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Examples of linkages between gender and UN Environment's biodiversity focus areas

- **Women and men often have distinct needs, different knowledge of, and different uses and preferences for biological resources;**
 - For example, women and men prefer different 'farmer varieties' of the shea tree and prioritize it for different purposes: women value different types for their culinary, cosmetic and medicinal uses, while men prefer varieties that provide shade and improve soil fertility. These gendered preferences influence breeding selection and are important in the planning of restoration efforts, to ensure benefits are derived for the entire community.²⁰
 - Women and men also have common but differentiated responsibilities in the fishing sector. Fishing is frequently portrayed as a male domain, but in fact when the whole fishing cycle is taken into account, some 47 per cent of the workforce is female. Fishing both reflects and defines gender boundaries; men are conventionally defined as 'fishers', while women's activities in the sector are too often overlooked in official programmes, data collection and support.²¹
- In many parts of the world, women have less access to, enjoy less control over and obtain less benefits from biological resources, particularly with regards to land:
 - For example, women represent approximately 40 per cent of the agricultural labour force of developing countries, yet it is estimated that less than a quarter of land is owned by women.²² Low rates of access to, and control and ownership of land by women is due, in different parts of the world, to legal, religious and cultural barriers, including inheritance laws and persistent social norms that view men as the head of the household.²³
 - Gender and sociocultural norms and roles, combined with factors such as limited education and time, contribute to lower levels of women's engagement and participation in biological resource management activities.
 - For example, in the Canadian Arctic, the percentage of women on hunting and wildlife management boards ranges from 0 to 20 per cent, depending on the region. This is due to a range of factors including the higher status attributed to hunters (men) compared to fishers (women); the deference to male elders; and the lack of reimbursement for the costs of caring for children or elders, for which women are primarily responsible.²⁴

- In their roles as primary resource users and managers, women and men can act as positive agents of change for biodiversity conservation and management.
 - For example, subsistence activities and indigenous knowledge of the forest can support forest management activities, such as species monitoring and restoration efforts. These can contribute positively to sustainable management or enhancement of forest carbon stocks.
- Is the policy, programme or project taking opportunities to raise stakeholder awareness of the gender-differentiated and socially-determined impacts of ecosystem management?
- Is the policy, programme or project taking opportunities to promote a multi-stakeholder approach to ensure participation of different groups in policy development and decision-making processes? This may involve identifying important stakeholders that can support advocacy for equitable ecosystem management and gender priorities.

Entry points



CONTEXT ANALYSIS

- Use sex-disaggregated data on biodiversity access, use and control to improve the understanding of the human pressures on different ecosystems. Such data can promote measures that take into account the needs of different groups, and contribute to more sustainable and equitable outcomes.



PLANNING AND IMPLEMENTATION

- Consider to what extent the policy, programme or project will involve people, or address socioeconomic aspects of biodiversity loss, conservation or sustainable use.
- Is the policy, programme or project being developed in consultation with all relevant stakeholders, including indigenous peoples and local communities, women and youth?
- To what extent are the needs, priorities and interests of different groups being taken into account?
- Is there consideration of how issues of gender equality and women's empowerment might be included in activities under the policy, programme or project?
- Is there an opportunity to include targeted measures to address gender inequalities or promote women's empowerment? For instance, would it be possible to address discrimination against women (in relation to access to, control of and benefits from biological resources)? Or would it be possible to enhance women's participation in organizations responsible for decision-making related to natural resources?

- **Include specific gender components in the outcomes, outputs and activities. For instance:**

- **Activities:** Provide training on gender and biodiversity issues; develop awareness-raising materials on relevant gender issues and appropriate responses; provide technical support to local partners, including women's groups and civil society, to improve the understanding for both women and men of sustainable ecosystem management practices
- **Outputs:** Increased knowledge/awareness of gender-differentiated ecosystem management practices and impacts among policymakers
- **Outcomes:** Sustainable ecosystem management practices that enhance the well-being of women and men, girls and boys



BUDGETING

Include the costs of undertaking gender-specific activities. This could include hiring gender expertise to support research, analysis, collection of sex-disaggregated data, and the design and implementation of activities; travel costs for additional women participants at a particular event; provision of training to programme/project participants; purchase of technologies, resources, etc.



PROJECT EXAMPLE

Integrating gender considerations in national biodiversity strategies and action plans – pilot project

In 2016, a pilot project was conducted to build the capacity of developing countries (party to the Convention on Biological Diversity), to integrate gender into their national biodiversity strategies and action plans (NBSAPs). This was part of the process of revising national plans to align with the Strategic Plan for Biodiversity 2011–2020. Implemented by the International Union for Conservation of Nature's (IUCN) Global Gender Office, in collaboration with the Secretariat of the Convention on Biological Diversity, this project was composed of three main components: a) a global analysis of NBSAPs reporting to the Secretariat from 1993 to mid-2016; b) a series of three pilot country initiatives; and c) communication and dissemination of recommendations and advice to other developing country parties. Pilot country initiatives were carried out with the national governments and stakeholders of Mexico, Uganda and Brazil to address the following objectives:

- Stimulate and facilitate efforts by developing country parties to mainstream gender into their work under the Convention on Biological Diversity.
- Promote gender equality, including building capacity of developing country parties and relevant partners.
- Foster the full and effective contributions of women in the implementation of the Convention and the Strategic Plan for Biodiversity.

For more information on this project, please see: <http://genderandenvironment.org/works/biodiversity/>



PROJECT EXAMPLE

Gender considerations in the ‘Ratification and Implementation of the Nagoya Protocol in the countries of the Pacific Region’

At the first planning meeting of the Pacific Global Environment Facility (GEF) project for the ‘Ratification and Implementation of the Nagoya Protocol in the Countries of the Pacific Region’ in July 2017, gender considerations were included in the implementation arrangements. The stakeholders and country representatives discussed at an early stage the following actions related to gender-responsive project implementation:

Component 1: Taking account of gender considerations in the baseline analysis — an understanding of the knowledge, priorities, needs and vulnerabilities of women and men will lead to more effective, efficient and sustainable implementation

Component 2: Mainstreaming gender in policy and regulatory frameworks to implement the Nagoya Protocol — consider how national gender policies, laws and regulations can be incorporated

Component 3: Ensuring an enabling environment for protocol implementation engages and empowers men and women — invite indigenous/local community women’s groups and experts on diversity and gender mainstreaming

Component 4: Ensuring women and men are equally engaged in coordination and technical support processes

Component 5: Inclusive communication -based on an understanding of different gender roles, develop messages in ways that different groups of women and men can understand.

Further information and external sources

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- CBD (2010) [Guidelines for Mainstreaming Gender into National Biodiversity Strategies and Action Plans](#)
- CPW (2016) [Sustainable Wildlife Management and Gender](#)
- IUCN (2016) [Inclusion and characterization of women and gender equality considerations in National Biodiversity Strategies and Action Plans \(NBSAPs\)](#)
- IUCN (n.d) [Biodiversity Policy, Planning and Programming](#)
- NBSAP Forum Newsletter Volume 1 [Issue 7 Gender mainstreaming](#) (March 2016)
- UNESCO (n.d) [The Gender Dimension of Biodiversity](#)
- UNDP & UN Environment (2015) Poverty–Environment Initiative: [The Cost of the Gender Gap in Agricultural Productivity in Malawi, Tanzania and Uganda](#)
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- 22 SOFA Team and C. Doss. (2011) The role of women in agriculture. ESA Working Paper No. 11-02, Agricultural Development Economics Division of the Food and Agriculture Organization of the United Nations, Rome.
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PRIORITY AREA 4

Environmental Governance

UN Environment is primarily an advocate for policy change and can use its mandate to support Member States to integrate a gender perspective into existing climate change actions, institutions and environmental programmes.

To effectively, efficiently and equitably respond to environmental challenges, it is important that countries develop gender-responsive strategies, not least because women are most often disproportionately and adversely affected by environmental degradation. In addition, they are seldom included in relevant decision-making processes to identify and implement solutions. Gender mainstreaming should be a two-way process. It is not only about integrating gender into environmental planning; it is also about integrating environmental concerns into national gender planning. As citizens, women are crucial to good governance in the green economy but have little influence since very few hold management positions in either the public or private sector.

- 35 per cent of all environmental sector ministries have a gender focal point
- 25 per cent of environmental sector ministries have a formal gender policy
- 14 (7 per cent) of the 193 UN Member States' Finance Ministers are women²⁵
- In 2017, women held 30 per cent of top ministerial positions in environment-related sectors globally, a 10 per cent increase from 2015.²⁶

These figures reveal the unequal representation of women in political positions, which makes environmental governance less reflective of the population and their different needs.

Entry points

Institutions: Support the development of gender-responsive policies, laws and institutions, and capacity-building activities targeted at government bodies, officials and relevant stakeholders. This includes both stakeholders within the environmental sector and, where possible, women's ministries or their equivalent.

Capacity-building: Build the capacity of gender focal points or gender units in environmental management as a means of ensuring that the work of the environment sector is gender responsive.

In the same way, supporting environmental focal points in gender-inclusive approaches can be a successful way to promote gender-sensitive environmental policies.

National budget processes: Support gender-responsive budgeting (GRB) in environment ministries and for environmental policies. GRB is a methodology that analyses the impact of actual government expenditures and revenues on women and girls, compared to the impact on men and boys. Gender could be explored as a component to be included in Climate Public Expenditure and Institutional Reviews, and Public Environmental Expenditure Reviews, since these are effective ways of supporting government in tracking and allocating budgets for climate change and sustainable environmental and natural resource management.²⁷ Without budget allocations, gender–environment policy objectives are unlikely to be implemented.

Awareness: Public outreach and awareness-raising on gender-sensitive environmental management, aimed particularly at reducing gender imbalance in environmental policies, laws and institutions.

Equal participation in decision-making: Promote the balanced participation of men and women in decision-making and among stakeholders at the global, regional, subregional and national level, in accordance with Principle 10 of the Rio Declaration on Environment and Development and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).²⁸

Climate change and environment finance: The insight of both women and men for financing environmental and climate change initiatives can promote more effective management and use of finance. Thus, gender-responsive climate finance architecture can play an important role in supporting a comprehensive climate change framework that promotes an equal and resilient economy for women and men.

Memorandums of Understanding: Capture gender components, where appropriate, within partnerships with governments, other United Nations agencies, the private sector, research institutes, development banks and other major organizations. Ensuring that gender considerations are taken into account early on in a partner dialogue, can enable more support in the ongoing joint activities.



Conventions

- Support the Secretariats of the biodiversity-related Multilateral Environmental Agreements (MEAs) to implement the Convention on Biological Diversity's Gender Plan of Action 2015–2020; and provide or facilitate the provision of training on gender mainstreaming to the staff of the Secretariat and, as appropriate, the national focal points of the Convention.
- Support the Basel, Rotterdam and Stockholm (BRS) Conventions in promoting gender issues in hazardous chemicals and waste management at the national and regional levels. The BRS Gender Action Plan states that gender equality should be an integral part of the implementation of the Conventions and Secretariat activities.²⁹
- Follow the gender plans, strategies and guidelines under the United Nations Framework Convention on Climate Change (UNFCCC). Parties to the UNFCCC recognize the

importance of involving women and men equally in UNFCCC processes, and in the development and implementation of gender-responsive national climate policies. A dedicated agenda item addressing issues of gender and climate change has been established under the Convention, along with an overarching text in the Paris Agreement.³⁰

Illegal wildlife trade

There is a growing awareness of the complexities of addressing illegal trade and how it affects the livelihoods of women and men differently. Perceptions of masculinity and femininity are integral to the marketing and sale of these products. Certain animal products are culturally valued for their purported medicinal properties (for enhancing virility, masculinity or fertility); while others are marketed as fashion products and accessories targeted at women. Understanding the cultural and gendered norms influencing consumption can help create culturally appropriate and effective campaigns against illegal wildlife products.

The Sustainable Development Goals

Within the framework of the Sustainable Development Agenda 2030, it is important to highlight the gender and environment nexus.

- 1 Priority should be given to Sustainable Development Goal 5 on gender equality, including promoting women's access to natural resources and enabling technologies, and women's participation in environmental decision-making processes.
- 2 The nexus between gender and other SDGs provides multiple opportunities for men and women to benefit from national commitments to deliver on the SDGs.
- 3 There needs to be a particular focus on gender issues in the environmental goals: Goal 3 on health (exposure to chemicals and pollution); Goal 7 on energy (ensuring equal access to sustainable energy); Goal 12 on consumption and production (consumption behaviour, education and awareness); Goal 13 on climate action (building the resilience of communities and societies); Goal 14 on oceans (the sustainable management of fisheries); and Goal 15 on life on land (biodiversity conservation and forestry).
- 4 The importance of sex-disaggregated data is critical. In the absence of such data, countries will lack the ability to monitor progress on gender equality targets.

Environmental Rights database

The [Environmental Rights database](#) describes more than 100 good practices in the use of human rights to protect the environment. The practices were identified by the UN Special Rapporteur on Human Rights and the Environment, John H. Knox, a professor at Wake Forest University, with the support of UN Environment and the Office of the High Commissioner for Human Rights. The site is easily searchable by categories of human rights, types of actors, location of the practice and other key words.



PROJECT EXAMPLE

The Poverty–Environment Initiative, Rubaya Green Village

The Poverty–Environment Initiative supports women's empowerment and natural resource management, thereby ensuring their access to resources.

To reverse degradation of key natural resources and improve livelihoods, a village-led cooperative in Rwanda is training women in rainwater harvesting, biogas systems, terracing and tree planting. The project is led by the Rwanda Environment Management Authority, in collaboration with a range of sector ministries and with the support of the UNDP–UN Environment Poverty–Environment Initiative.

Its key features include improved land management (terracing) and agricultural practices to reduce soil erosion and improve soils and yields; water harvesting and sanitation facilities; biogas energy generation and organic manure; animal husbandry and zero grazing; value addition to agricultural products; and strengthening community governance and organizational capacities.

In 2011, the management of the project was successfully handed over to a cooperative led by local women. The cooperative has not only empowered women to take a lead in community development but has also ensured that solutions serve the needs of both women and men. For example, the time women and girls spend on unpaid work (such as collecting water and firewood) has, through the interventions, been reduced by nearly 5 hours a day, freeing up time for more productive and income-generating work. Other results include a reduction in flooding and fertilizer pollution. Food security, incomes, access to water and energy, and the overall quality of life have increased for all villagers.



PROJECT EXAMPLE

Environmental crime

Through the 'Effective Enforcement to Address Environmental Crime related to Chemicals/Wastes in Asia' project, gender has been included as part of strengthening the awareness of the custom and enforcement officers on how illegal dumping of chemicals and waste impact men and women differently. For example, a session on human rights and the gendered impacts of chemicals and waste was presented at the annual workshop in 2016, as well as in communication material. This included aspects of health, labour division and gender roles, vulnerability and exposure. These initiatives have given custom and enforcement officers a greater awareness of the effects of the illegal dumping of chemicals and waste.



POVERTY-ENVIRONMENT INITIATIVE

Mainstreaming Environment and Climate for Poverty Reduction and Sustainable Development Handbook

The [Mainstreaming Environment and Climate for Poverty Reduction and Sustainable Development Handbook](#) includes a guidance note on promoting gender equality in environmental policies and governance processes. It covers aspects of: priority setting and making the case; mainstreaming into national planning and budget processes; and mainstreaming into sectoral and subnational planning and budgeting, monitoring and private investments.

Further information and external sources

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27 [Mainstreaming Environment and Climate for Poverty Reduction and Sustainable Development: A Handbook to Strengthen Planning and Budgeting Processes](#) (2015).

28 [Principle 10 of the Rio Declaration on Environment and Development](#) (1992).

29 [Gender Action Plan of the Secretariat of the Basel, Rotterdam and Stockholm Conventions \(BRS-GAP\) for 2016-2017](#) (2016).

30 UNFCCC (2016) [Gender and Climate Change](#).

PRIORITY AREA 5

Chemicals, Waste and Air Quality

One of the objectives of UN Environment is to promote a transition to the sound management of chemicals and waste to minimize impacts on the environment and human health.

As a part of system-wide efforts by the United Nations, the secretariats of the chemicals and waste related MEAs and the Strategic Approach to International Chemicals Management (SAICM), UN Environment will work to lessen the environmental and human health impacts of chemicals and waste.

This priority area is underpinned by the recognition that the health impacts of chemicals, waste and air pollution are often gender differentiated and socially determined.

Gender issues in the management of hazardous chemicals and wastes

- Social factors, primarily gender-determined occupational roles and household responsibilities, have a direct impact on human exposure to hazardous chemicals. This includes the kinds of chemicals encountered as well as the level and frequency of such exposures. For instance, mining is a male dominated occupation and the textile industry is often a female dominated field, and both have clear linkages to chemical exposure. Globally, women do the majority of household work, which also exposes them to chemicals — for instance, cleaning detergents.
- Often, women and children work in informal and low-income jobs in the waste management sector, particularly in developing countries, which exposes them to hazardous chemicals with serious health effects.
- Biological factors, notably size and physiological differences between women and men, and girls and boys, also influence susceptibility to health effects from exposure to hazardous chemicals.

Women generally have a higher proportion of body fat and are therefore more likely to store environmental pollutants in their tissue, which can later be released into the body. At particular stages of their lives, such as during pregnancy, lactation and menopause, women's

bodies undergo rapid physiological changes that may also increase their vulnerability to health impacts from toxic chemicals. Studies suggest that exposure to chemicals can cause miscarriages, premature births, birth defects and low birth weight.

In addition, a substantial portion of a woman's chemical burden can be passed on to the unborn child through the placenta, as well as during breast-feeding, which may lead to health problems in children.

Men also have unique vulnerabilities based on their physiology, which means they are prone to interference by chemical substances. There is a worldwide increase in the incidence of testicular cancer, and a conspicuously high prevalence of this disease and other reproductive disorders in men in more industrialized countries — which is currently not fully understood. One major hypothesis is that endocrine disrupting chemicals and pollutants affect foetal testis development; maternal exposure to endocrine disrupting chemicals may increase the risk of cancer and defects to external genitalia, as well as impaired sperm function.

A number of toxic chemicals have been identified as being of particular concern, and these impact men and women differently. These chemical substances can be divided into three key groups: persistent, bio-accumulative and toxic (PBT) substances. These include persistent organic pollutants (POPs); heavy metals (elements such as cadmium, lead and mercury); and endocrine disrupting chemicals (substances that can cause adverse effects by interfering in some way with the body's hormones).

- Another gender-related aspect of chemical management is how possible chemical-related illnesses can cause an increased workload for women caring for sick family members.
- Children are generally at greater risk of health damage from toxic exposures because their small body weight, rapid development and dynamic periods of growth (which can be affected by chemical exposure) increases their physiological sensitivity. Foetal exposure at critical times may have harmful effects that do not become evident until puberty or adulthood. Small children may absorb chemicals more efficiently and excrete them more slowly, resulting in greater body burdens of toxic contaminants. Moreover,



children's intake of proportionally greater amounts of these environmental contaminants via water, air and food (relative to body size) further magnifies the risks.

- Hazardous chemicals can also affect children's education. Prenatal and early childhood exposure to lead, for instance, can result in demonstrable decreased intelligence and alterations in attention and behaviour that are irreversible, and result in diminished economic and social productivity over the entire lifespan of the affected person.³¹ For example, methylmercury exposure in utero and early in life can result in mental retardation (IQ loss), seizures, vision and hearing loss, delayed development, language disorders and memory loss.
- The concept of waste is not a neutral, objective concept but rather determined by such factors as lifestyle, social structure, gender, class and ethnicity. In many societies, women are responsible for managing the waste within their household, and globally they are the primary users of waste management services. Therefore, it is important to understand their needs and preferences, which may differ from those of men. A study by GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit) has shown that municipalities headed by women had stronger environmental concerns and placed more emphasis on recycling and source separation than those headed by men.³² The inclusion of a gender perspective will help to design more efficient and inclusive chemical and waste management systems, ensure equitable access to livelihoods, and enhance the role of women as economic and political actors.

Gender issues related to air quality and marine litter

- Over 4 million people die prematurely from illnesses attributable to household air pollution from cooking with solid fuels.³³ Women have a higher relative risk than men of developing adverse health outcomes due to exposure to smoke from solid fuels, including Chronic obstructive pulmonary disease (COPD) and lung cancer.
- The relative lack of empirical evidence on gender, household energy use and health impacts has impeded the development and implementation of policies and interventions to promote clean and safe household energy.
- In urban areas, men may be at higher risk of outdoor air pollution when working in the construction sector.
- There are obvious gender differences in terms of vulnerability to the impacts of marine litter, due to occupational roles in the small-scale fishing sector and in waste management, often as a result of women's informal employment and lack of access to economic and natural resources. Therefore, the design of interventions to alter plastic use, production or waste management require a gender perspective. Actions to address marine litter through regulation or actions in line with the waste hierarchy, will also require consideration of gender as well as labour-related human rights aspects. The issue of microplastics in cosmetic and personal care products illustrates this point. These products are among the most



gender-manipulated consumer items, meaning that the marketing and advertisement target female consumers, and the rapid proliferation of microplastics can only be understood as part of a gender–consumption nexus. As a result, changing consumer behaviour should take into account the role of gender in marketing strategies.

- In all actions against pollution, it is important to ensure women’s equal participation in decision-making, and access to opportunities and resources. While scientific research can improve our understanding of the different health impacts of pollutants on women, men, children and the elderly, it is less clear how such impacts are shaped by social and occupational roles. These social impacts also vary across contexts and over time. It is therefore important to carry out social impact assessments to gain a better understanding of particular regional and national contexts.

Entry points

Gender is a critical component to consider when formulating policies and programmes for the sound management of chemicals and waste, and improved air quality. UN Environment will, through its projects, address the gender aspects of mainstreaming sound management of chemicals and waste into national strategies and plans.

CONTEXT ANALYSIS

- What data exists? Is there sex-disaggregated information to inform planning? Can sex-disaggregated data be collected through the project? For instance, it would be important to collect epidemiological health data on chemical and pollution exposure that is gender-specific.
- Consider gendered occupational roles that may exist in different sectors.



PLANNING AND IMPLEMENTATION

- Raise stakeholders' awareness of the gender-differentiated and socially-determined impacts of the sound management of chemicals, pollutants and wastes; encourage implementing partners/countries to examine social factors and physiological differences.
- Promote multi-stakeholder approaches to ensure participation of different groups in policy development and decision-making processes. Identify which stakeholders can support advocacy for sound chemical and waste management, and gender priorities.
- Support proper labelling and classification of chemicals and pollutants.
- Seek sex-disaggregated data for all indicators that concern people.
- **Include specific gender components in the outcomes, outputs and activities. For instance:**
 - Activities: Conduct gender analyses, include gender perspectives in training, consult groups of men and women, include perspectives of men and women in communications and outreach efforts
 - Output: Increased knowledge/awareness of gender-differentiated impacts of the sound management of chemicals and waste among policymakers
 - Outcome: Sound chemical and waste management is gender responsive



BUDGETING

- Hire a gender expert to support analysis, assessment, workshops, etc.
- Allocate a specific budget to gender-sensitive communications outreach
- Support gender-disaggregated data collection and analysis, where relevant



PROJECT EXAMPLE

Climate and Clean Air Coalition

Replacing traditional cook stoves with more efficient ones can have a significant impact. Modern cook stoves emit less greenhouse gases and also reduce fuel use by 30-60 per cent and black carbon emissions by 50-90 per cent. [The Climate and Clean Air Coalition supports the Rural Women for Energy Security \(RUWES\)](#), a sisterhood of over 2 million Nigerian women, who are taking control of household energy decisions by creating clean energy enterprises, training women in the manufacturing and maintenance of clean cook stoves and solar systems, and creating a network of women entrepreneurs to provide affordable clean energy solutions across the country.



PROJECT EXAMPLE

Gender mainstreaming and chemicals

Asia is the undisputed hub of the textiles industry. Women constitute the majority of the labor force, in particular in Bangladesh, China, Indonesia, Pakistan and Viet Nam. There is a high risk of toxic chemical substances being used in textile materials in factories, and exposure to these toxins will depend on occupational roles, which differ for men and women. Moreover, toxic chemicals have particular impacts on women's reproductive health. As part of UN Environment's initiative on reducing the release of POPs, POP candidates and other chemicals of concern (CoCs) in the textiles sector, gender roles are analyzed to ensure that they are taken into consideration in policy interventions. In addition, part of the project budget is allocated to gender-sensitive awareness-raising, targeting stakeholders outside of the supply chain (e.g. governments and civil society representatives).



Gender and waste

The UN Environment International Environmental Technology Centre, based in Osaka, Japan, is another champion of gender mainstreaming. The centre has developed an MA in holistic waste management for policymakers and professionals, which was launched in 2016. Course 4.3, section III, in particular, focuses on ‘Gender and Waste Management’, and is supported by UN Environment’s regional office for Asia and the Pacific. It covers 28 pages of the curriculum resource package. The curriculum was co-developed with the Asian Institute of Technology (Thailand), Kyoto University (Japan), Tongji University (China), the Energy and Resource Institute University (India), and the University of New South Wales and Australia Griffith University (Australia).

Module 4 is available online at: <http://www.rrcap.ait.asia/Pages/hwm.aspx>

Further information and external sources

GIZ (2011) [*Recovering resources, creating opportunities: Integrating the informal sector into solid waste management*](#)

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UN Environment (2015) [*Global waste management outlook*](#)

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WEFC (n.d) [*Hazardous Substances and Waste in Indonesia: Gender Dimensions*](#)

WHO (2016) [*Dioxins and their Effect on Human Health*](#)

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WHO (2013) [*Effects of Humans Exposure to Hormone-Disrupting Chemicals Explained in Landmark UN Report*](#)

References

- 31 See Kemi report, 2005, supra note 17, p.18 and Caravanos, Jack et al, ‘The burden of disease from pediatric lead exposure at hazardous waste sites in 7 Asian countries’, *Environmental Research* 120 (2013) 119–125, p.120.
- 32 UN Environment (2015) Global Waste Management Outlook Topic sheet 15.
- 33 WHO (2016) [*Household air pollution and health*](#).

PRIORITY AREA 6

Resource Efficiency





This priority area focuses on supporting countries and businesses in their transition to inclusive green economies, by promoting green finance and investments, sustainable trade, and mainstreaming green economy pathways into sustainable development planning and sectoral policies. Many countries are failing to exploit the potential of women’s involvement in the green economy, but with specific focus and investment the role of women can create new opportunities for advancing national development. In addition, properly designed and executed climate financing mechanisms — that leverage gender equality — have the potential to enhance climate response efforts, while simultaneously improving women’s lives. It is therefore important to engage with finance frameworks, the private sector and financial mechanisms to ensure that their evolving processes and reforms integrate gender perspectives.

The priority area also focuses on promotion of the adoption of sustainable consumption and production patterns, and sustainable lifestyles — underpinned by a recognition that decoupling current production and consumption patterns requires behaviour change, which is often gender differentiated and socially determined.

Gender and Resource Efficiency

- In practice, this means that UN Environment will (1) develop smart messages that appeal to women and men, to promote more responsible consumption choices and hence, ultimately, patterns; (2) attempt to delink consumption patterns from masculinity, femininity and gender identity); and (3) promote equal opportunities

for women and men in the emerging sectors of the Inclusive Green Economy. Such a gender-sensitive approach can be advanced through studies, awareness-raising campaigns, engagement of students and the youth, policymakers and working directly with the private sector.

- Many countries rely on an economic growth strategy based on export-oriented industrial production and, as a result, the economic benefits of these growth strategies are unevenly distributed — pre-existing gender inequalities in wages are often used as a selling point to attract low-entry industrial investment. The concept of an Inclusive Green Economy addresses these distributional aspects as well as the economic and environmental aspects of a shift to a low-carbon economy.
- Gender roles are a significant, often determining factor, when it comes to more sustainable consumption and production. While households are seen as primary sites of consumption, prevailing assumptions that women ‘control’ household-based consumption choices at times oversimplify gender dynamics within households and within cultural contexts. They also fail to take into account how goods and services are designed, produced and delivered. The sustainability of available goods and services is determined long before they reach the market and consumer. Detailed surveys and targeted interventions are needed to promote more sustainable lifestyles choices at the household level that better analyse, understand and address these dynamics. This is particularly important when it comes to the core lifestyle domains: food, mobility, housing and leisure (which includes consumer goods and tourism).
- While women and men express considerable commitment to more sustainable futures, they have different levels of personal commitment to enabling transformation towards sustainability.

Consumption decisions are primarily made around availability, price, quality and intangible aspects such as ‘fitting in’. As a result, men and women, girls and boys are attracted to different products and services — for example, different types of food, transport, clothes and household products.

- Consumer choices are directly influenced by the gendered advertising of consumer goods. This is used as a tool to increase demand since certain products aim to define notions of femininity and masculinity, and shape production and consumption decisions (cars, cosmetics, etc.).
- A meta-analysis of research on gender and environmental attitudes in 14 countries found that women consistently reported stronger pro-environmental behaviour and attitudes.³⁴
- As workers, women might risk being excluded from green economy growth due to gender-segregated employment patterns and discrimination. As consumers they are more likely than men to buy eco-friendly products and the purchasing power of men and women can vary depending on products and household roles.
- As citizens, both women and men are crucial to good governance in the green economy, though women have less influence due to lower representation in management positions in both the public and private sectors.³⁵

Gender is a critical component to consider when formulating policies and programmes related to resource efficiency. UN Environment follows a gender-responsive approach when promoting sustainable consumption and production, which considers the different needs of women and men.

Entry points



CONTEXT ANALYSIS

- Analyse the role of women and men in the green economy, including gendered labour markets. Consider barriers and opportunities.
- A better understanding of the consumption behaviours of men and women is needed, including the influence that women and men have in the family context.
- Develop this understanding through gender-specific surveys and data.



PLANNING AND IMPLEMENTATION

- Raise stakeholders' awareness of the gender-differentiated and socially-determined impacts of policies on resource efficiency, especially for poor women.
- Promote women's participation in policy development and decision-making processes for resources management.
- Support social protection laws and guarantees for women.
- Reach out on key gender and environment findings and opportunities for gender equality in an Inclusive Green Economy.
- Ensure equal opportunities for women and men to participate in the green economy.
- Seek sex-disaggregated data for all indicators that concern people.
- **Include specific gender components in the outcomes, outputs and activities.**
For instance:
 - Activities: Conduct gender analyses, include gender perspectives in training, consult groups of men and women, and include perspectives of men and women in communications and outreach efforts
 - Output: Increased knowledge/awareness of the gender-differentiated impacts of resource efficiency projects among consumers and project stakeholders
 - Outcome: Resource efficiency projects are gender responsive



BUDGETING

- Hire experts to provide training to staff and partners on key issues of gender and resource efficiency, sustainable production and consumption.
- Allocate a specific budget to gender-sensitive communications outreach.
- Support gender-disaggregated data collection and analysis, where relevant.



PROJECT EXAMPLE

Gender mainstreaming in Sustainable Public Procurement

Within UN Environment's Economy Division (Sustainable Lifestyles, Cities and Industry Branch), the Sustainable Public Procurement (SPP) project is creating a new Working Group for the promotion of gender equality through SPP. This group aims to address ways in which SPP and labelling (such as fair trade, social or eco-labels) can help to best promote gender equality. Although international and national legislation may already provide stipulations on gender equality (be it equal pay in the European Union, or decent work conditions required by the ILO), these differ at the global level and may focus on different aspects of women's rights (promotion of education or occupation, equal wages, equal access to work opportunities, etc.). Promoting gender equality through SPP — for instance, through the adoption of gender-responsive laws, social clauses and gender criteria in public procurement — can benefit women's employment and empowerment, not only in procurement activities, but more broadly across the entire supply chain (by transposing gender equality criteria to suppliers' policies).



EXAMPLE

UN Environment Finance Initiative

The UN Environment Finance Initiative's (FI) 'Strategy on social issues for 2017–2020' was approved by the UN Environment FI Global Steering Committee in April 2017. Among other things, the Strategy aims to create a network of champions for members of UN Environment FI. The network will be based on common topics of interest, where best practice can be identified, shared and replicated. One emerging topic is financial inclusion — and more specifically gender inclusion — as part of the wider field of enhancing access to finance.



PROJECT EXAMPLE

Delivering the Transition to Energy-Efficient Lightning in Pakistan

The project document includes the terms of reference for the proposed National Gender Mainstreaming Specialist, whose duties and responsibilities will be to mainstream gender concerns in all phases of the project cycle. A gender mainstreaming approach does not look at women in isolation, but looks at women and men together — both as actors in the energy sector and as beneficiaries. This process ensures that both women and men will be able to benefit from energy projects, and gender inequality in project activities and outcomes will be reduced or eliminated. The work will mostly involve a literature review and desk research. It will also involve interviews and consultations with key information sources.

The consultant will develop a Country Context Review (mapping the gender and energy situation in the country); a Project Document Review (outlining the project's starting point on gender issues); an Organizational Assessment (assessing the capacity of the energy project to mainstream gender); facilitate Stakeholder Consultations (understanding the gender and energy situation in the field); design Gender Action Plans (GAP), and oversee the execution and monitoring of the GAP; as well as conduct reporting and impact assessment studies.

Without a gender consultant, a project like this could risk enforcing or exacerbating existing inequalities.

Further information and external sources

- CGIAR, CCAFS, CIAT (2016) [Supporting Women Farmers in a Changing Climate: five policy lessons](#)
- FAO (2017) [Training Module-How to Integrate Gender Issues in Climate-Smart agriculture Projects](#)
- FAO (2016) [How to Mainstream Gender in Forestry](#)
- FAO (2016) [Promoting Gender Equality and Women's Empowerment in Fisheries and Aquaculture](#)
- GACSA (2016) [A Gender-Responsive Approach to Climate-Smart Agriculture](#)
- ILO (2015) [Gender Equality and Green Jobs](#)
- Mirosa, M. (2014) [Sustainable Consumption and Gender, Encyclopedia of Food and Agricultural Ethics](#). pp 1688–1695, Springer Netherlands.
- UN DESA (2004) [Gender Perspective on Water Resources and Sanitation](#)
- UNDP (2016) [Gender and Sustainable Energy](#)
- UN Environment [Policy and strategy on gender equality and the environment 2014–2017](#)
- [UN Environment's Medium Term Strategy 2018–21: Resource Efficiency](#)
- UN Environment (2016) [Global Gender and Environment Outlook](#)
- UNIDO (2013) [Sustainable Energy for All: The gender dimensions](#)
- UN Women, UN Environment, UNDP, PBSO (2013) [Women and Natural Resources](#)
- Women Rio+20 Steering Committee (2011) [A Gender Perspective on the 'Green Economy' Equitable, Healthy and Decent Jobs and Livelihoods](#)

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- 34 Zelezny, L. C., Chua, P. P., & Aldrich, C. (2000). New ways of thinking about environmentalism: Elaborating on gender differences in environmentalism. *Journal of Social issues*, 56(3) 443-457.
- 35 UNRISD, 2012. *Development: Greening the Economy*, Volume 55, Number 1.

PRIORITY AREA 7

Environment Under Review



UN Environment regularly reviews the global environment and provides governments, policymakers and other stakeholders with the up-to-date information and knowledge they need to track progress towards sustainable development and take informed decisions.

The interactions between human relationships and environments work both ways: social forces exert pressures on environments, and environmental conditions (and changes in those conditions) can shape human relationships. Socially constructed gender roles create differences in the ways women and men behave in relation to the environment, and in the ways they are enabled to act (or prevented from acting) as agents of environmental change. Even relatively simple gender-based divisions of labour can affect how people experience the environment. If only men fish in the open sea and only women fish in coastal mangroves, they will inevitably have different sets of environmental knowledge and experience. Or if most men drive to work while most women use public transportation, they will see the environment and changes in it from different vantage points.

Their different positions in relation to the environment may mean women and men have exposures to very different environmental problems and risks, and have very different ideas about the seriousness of environmental problems and appropriate interventions, adaptations and solutions. Furthermore, because of structural inequalities in societies, they may have different — usually unequal — capacities and adopt different approaches with respect to environmental interpretation and change.

Hence, when assessing environmental challenges and societal responses to these challenges, gender is one of several key factors to consider. However, its importance may be hidden if social categories in an environmental assessment are not differentiated sufficiently.

The extent to which gender per se is the main factor in influencing an outcome will depend on other demographic factors, and these are likely to vary widely across a range of spatial and temporal scales. For example, an increase in relative wealth or educational attainment may alter the relative importance of gender for individuals or communities.

It is essential for gendered environmental analysis to put people first, redefining environmental relationships through the lens of social relationships, and in the context of human economic activities rather than defining the environment primarily in physical terms. Shifting the boundaries of environmental assessment to include qualitative and quantitative information broadens the range of expertise on which we can draw. Quantitative information is necessary, but not sufficient; it does not capture ‘experience’, nor can it capture most aspects of ‘empowerment’. Qualitative understanding is all the more important in view of the lack of sufficient gender-disaggregated quantitative information necessary for carrying out environmental assessments in a gender-sensitive fashion.



PROJECT EXAMPLE

The Global Gender and Environment Outlook

The [Global Gender and Environment Outlook](#) (GGEO) is the first comprehensive global assessment of gender and environment linkages. These linkages are analysed in a number of priority areas — for instance, food production, energy, sustainable consumption and production, and marine and coastal ecosystems — while also considering cross-cutting issues, such as climate change, conflicts and health.

The GGEO makes use of gender-based assessment frameworks along with the more traditional environmental assessment approach: the Drivers-Pressures-State-Impacts-Responses methodology. The purpose of the GGEO is to inform policy decisions aimed at increasing gender equality to examine the links between gender and the environment, and their importance for gender-sensitive policymaking and actions.



Gender and environment statistics

Environment-related gender-disaggregated data are crucial for gender and environment analysis. However, the Global Gender and Environment Outlook (GGEO) concluded that in all the assessed environmental areas, it was difficult to demonstrate direct links between gender inequality and environmental changes because of the lack of environment-related gender-disaggregated data. Gender-disaggregated data, where available, are often fragmented at the national, regional and global level, making it almost impossible to aggregate and compare certain issues among different regions.

However, there is a growing recognition of the importance of such data as all countries are expected to report on progress made towards the 2030 Agenda for Sustainable Development. Please see Chapter 2 of the GGEO for some examples of significant large-scale efforts under way to collect and analyse environment-related gender-disaggregated data.

The data requirements for the SDGs are likely to accelerate efforts to systematically collect not only sex-disaggregated but also gender-disaggregated environmental data. Please see the box below for a UN Environment initiative in this regard.



PROJECT EXAMPLE

Gender and environment statistics

UN Environment, the United Nations Statistics Division and eight other United Nations agencies (including the Economic Commissions) are jointly implementing a project aimed at strengthening the statistical capacity of countries to measure the SDGs, and develop indicator methodologies where needed. UN Environment is focusing on efforts to measure gender and environment linkages in the context of the SDGs. A knowledge base is currently being developed to pull together: what has been done so far in terms of measuring the gender–environment nexus (including case studies); suggestions on how to measure the priority areas (detailed in this report) in the context of the SDGs; and ideas for developing a global strategy on measuring the gender–environment nexus. This is the first step in moving forward on this important issue.

To follow the project, please go to: uneplive.org/projects

Entry points



CONTEXT ANALYSIS

- Collect and analyse sex-disaggregated data and qualitative information to understand the roles, challenges, opportunities and needs of men and women in the assessment process, and track impact.
- Involve gender experts early on to ensure the task/assessment at hand covers relevant gender issues.



PLANNING AND IMPLEMENTATION

- Consider the composition of the team. For instance, if individual or focus group interviews are conducted, women should interview women and men should interview men.
- Assess training needs of the team. If needed, provide training on gender sensitivity and the importance of the collection and analysis of data disaggregated by gender.
- When working with partners, initiate a dialogue on gender issues and aim for gender balance.
- Communication: Highlight relevant gender and environment linkages and share findings related to gender — for instance, in progress reports, social media and websites.

For more suggestions please see Annex II on page 36.

Gender-sensitive foundational questions for integrated environmental assessments

FOUNDATIONAL QUESTIONS IN THE UN ENVIRONMENT MODEL OF INTEGRATED ENVIRONMENTAL ASSESSMENT	GENDER-SENSITIVE VERSION
What is happening to the environment and why?	What social forces are producing the changes we see in the environment and why? Are these social forces ‘gendered’?
What are the consequences for the environment and humanity?	What are the ecological changes produced, and what are the consequences for social systems and human security? In what ways are these consequences gender differentiated? What are the larger social consequences of gender-differentiated impacts?
What is being done and how effective is it?	Who are the actors involved in responding (at different levels) and are men and women equally (effectively) engaged? Are there gender differences in prioritizing actions and assessing effectiveness?
Where are we heading?	Where are we heading and will there be different outcomes for women and men? Are there gender-differentiated perceptions of where we are heading? Are there gender differences that can influence where we are heading?
What actions could be taken for a more sustainable future?	What actions could be taken for a more sustainable future that will position men and women as equal agents in taking such actions? What socioeconomic factors will shape different outcomes and responses for men and women?

Source: Seager (2014)³⁶

This section is, to a large extent, based on the [Global Gender and Environment Outlook](#), UN Environment (2016).

Further information and external sources

Association for Women's Rights in Development (n.d) [Monitoring and Evaluation Wiki](#)

CIDA (1997) [Guide to Gender Sensitive Indicators](#)

CIFOR (2012) [Integrating Gender into Forestry Research](#)

IEA (2014) [New and Renewable Energy Project for the Advancement of Women](#)

IUCN (2012) [IUCN Environment and Gender Index](#)

Seager, J. (2014). [Background and Methodology for Gender Global Environmental Outlook](#).

Global Gender and Environment Outlook Multi-Stakeholder Consultation. Bonn, Germany, 4–6 November 2014. United Nations Environment Programme, Nairobi

UNDESA (2010) [The UN Women of the World 2010](#) (chapter 7)

UN Statistics office (n.d) [Gender Statistics Manual](#)

UN Women (2016) [Compendium of Good Practices in Training for Gender Equality](#)

UN Women (2016) [Typology on Training for Gender Equality](#)

References

- 36 UN Environment (2016). [Marine plastic debris and microplastics – Global lessons and research to inspire action and guide policy change](#)

Annex I: Gender Mainstreaming Terminology

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader sociocultural context. Other important criteria for sociocultural analysis include class, race, poverty level, ethnic group and age.

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

Gender blindness refers to the failure to recognize that the roles and responsibilities of men/boys and women/girls are assigned to them in specific social, cultural, economic, and political contexts and backgrounds. Projects, programmes, policies and attitudes which are gender blind do not take into account these different roles and diverse needs. They maintain the status quo and will not help transform the unequal structure of gender relations.

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights,

responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender mainstreaming refers to the systematic consideration of differences between the conditions, situations and needs of women and men in all policies and actions. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Gender-neutral refers to having no differential positive or negative impact for gender relations or equality between women and men. Gender-neutral means not being associated with either women or men and may refer to various aspects such as concepts or style of language. What is perceived to be gender-neutral, however, including in areas of statistics or dissemination of data collected in reference to a population, is often gender blind (a failure to recognize gender specificities).

Gender parity is another term for equal representation of women and men in a given area — for example, gender parity in organizational leadership or higher education. Working towards gender parity (equal representation) is a key part of achieving gender equality, and one of the twin strategies, alongside gender mainstreaming.

Gender sensitive means to understand and consider sociocultural factors and gender roles, and underlying sex-based discrimination in order to 'do no harm'.

Gender statistics are more than data disaggregated by sex. They are statistics that adequately reflect differences and inequalities in the situation of women and men in all areas of life. Gender statistics are defined by the sum of the following characteristics: (a) data are collected and presented disaggregated by sex as a primary and overall classification; (b) data reflect gender issues; (c) data are based on concepts and definitions that adequately reflect the diversity of women and men and capture all aspects of their lives; and (d) data-collection methods take into account stereotypes, and social and cultural factors that may induce gender biases (some examples of sex bias in data collected are: underreporting of women's economic activity, undercounting of girls, their births or their deaths, or underreporting of violence against women).

Gender-responsive policies or actions take into account the particularities pertaining to the lives of both women and men, while aiming at eliminating inequalities and promoting an equal distribution of resources, addressing and taking into account the gender dimension, in order to 'do good'.

Sex-disaggregated data refers to any data on individuals broken down by sex. They allow for the measurement of differences between women and men on various social and economic dimensions and are one of the requirements in obtaining gender statistics.

Resources

UN Women Training Centre: Gender Equality Glossary: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>

European Institute for Gender Equality: Gender mainstreaming concepts and definitions: <http://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>

Annex II: General Entry Points for Mainstreaming Gender in Project Design

The inclusion of gender considerations is closely linked with results-based management; by conducting a stakeholder analysis and focusing on expected outcomes, gender considerations should become an integral part of project development.

Theories of change and gender approaches can also enrich each other: both engage with transformational change and seek to articulate how change happens. In a similar way to a Theories of Change, gender equality thinking and practice emphasize the central role of context, trends and power issues in the process of change, and imply a multi-stakeholder perspective.

Below are some suggestions on gender entry points, which are relevant both to the global divisions' project development, but also the regional offices' role in implementation, managing local partnerships and the monitoring framework.

CONTEXT / SITUATION ANALYSIS

- In regard to projects, describe roles of men and women, and differences between them. Is the labour market gender segregated? Do men and women play an active role in decision-making? Try to analyse reasons for these differences.
- Analyse gender gaps and differences in relation to particular environmental issues (e.g. how women and men are affected by climate change, women and men's use of natural resources, gendered exposure to chemicals and waste).
- Check if there are any census data available that is disaggregated by sex? For example, land ownership, employment, heads of household, access to resources, education, literacy rates, environmental policymakers and ministries.
- Search for proxy studies: a gender analysis of the geographic region or thematic field might already be available and could inform the situation analysis.
- Check if there are gender policies in the country or in the thematic field.
- When possible, conduct a stakeholder analysis. If not possible, contact agencies (for instance NGOs) that can provide information.

DESIGNING ACTIVITIES AND OUTCOME

- Consider how the facts described in the situation analysis (differences between women's and men's roles, needs, responsibilities and priorities) relate to your project and how they can be taken into account. Can a project focused on new technologies make an extra effort to include women if they are under-represented? Is there a need for awareness-raising?
- Ensure stakeholder engagement throughout the project. If possible, consult groups of both men and women on the 'problem' the project seeks to address, and ensure that women as well as men are directly involved in the development of the solution and throughout all phases of the project.
- Consider the composition of the team. For instance, when conducting individual or focus group interviews, women should interview women and men should interview men.
- Do key stakeholders include individuals or groups with a gender perspective (e.g. ministries of women and/or social affairs, a committee or NGO related to promoting gender equality)? If not, suggest inviting representatives from these areas and highlight their value.
- Always be careful with gender-neutral terms such as youth, elderly, farmers, families, stakeholders, as they tend to hide gender implications. Studies have shown that women and men within families have different needs and priorities.
- Include gender knowledge as a requirement in the terms of reference for implementing partners.
- Assess training needs of the team. Consider including project activities to sensitize staff on gender issues and training strategies for beneficiaries and partners.
- If writing a report or conducting a workshop, include a section or session on gender where appropriate.
- Be inclusive in your communication: Consider if the topic at hand has a gender perspective that has been included, and ensure that language and images are inclusive.

- Use communication strategies that are accessible to all (for instance, in some contexts women are more likely to receive information from women influencers, family, friends and neighbours rather than through official channels).
- When working with another institution/implementing partner/country, check their situation: Do they have a Gender Action Plan that can inform the activities? Have they already defined goals and priorities relating to gender, which can be supported?

LOGICAL FRAMEWORK

- For monitoring purposes, include baselines and indicators that reflect both qualitative and quantitative data, disaggregated by relevant differences such as sex, economic status, age and ethnicity. Sex-disaggregation should be sought for all indicators that concern people.
- **Include specific gender components in the outcomes, outputs and activities. For instance:**
 - **Activities:** Conduct gender analyses, include gender perspective in training, consult groups of men and women, sensitize staff on gender issues, include perspectives of men and women in communications and outreach efforts
 - **Output:** Increased knowledge/awareness about gender-differentiated impacts of topic at hand among policymakers; policies include a gender perspective
 - **Outcome:** Sound chemical and waste management is gender responsive
- Include gender-differentiated results in reporting lessons learned from implementation.

BUDGETING

When planning gender-related activities, remember to include them in the budget (for instance hiring a gender expert, conducting gender analyses and/or vulnerability assessments, running workshops, etc.). If gender activities are not covered in the budget they risk being excluded in project implementation.

EXTRA NOTE: PARTICIPATION

Participation is usually the most obvious entry-point for gender mainstreaming. Often project documents note that both men and women will be included in trainings and workshops. This is important, since both women and men have an equal right to participate, but there are several other aspects of participation that need to be considered.

For instance, in some cultures women do not speak up if men are present. This is due to cultural constraints; younger women's opinions in particular are often considered less valuable or important than, for instance, older men's opinions. Voicing conflicting opinions in a larger group may also cause conflict within households and even domestic violence. One way to ensure that women are also heard is to organize specific focus group discussions. These groups can be based on gender, age and/or socioeconomic background.

In other contexts, female participants do voice their opinions, but we cannot expect all women to have gender expertise and we need to be aware of the needs and priorities of women from other socioeconomic backgrounds. It is therefore important to include a gender expert when designing a training or conducting a consultation. A gender expert has the expertise to analyse gender relations and the priorities and needs of different groups.

Furthermore, potential gender issues relating to the topic being discussed should always be considered in advance and noted on the agenda. It is important that the facilitator or trainer is aware of gender issues and familiar with participatory methodologies. Sometimes capacity-building for the facilitator should be considered.

Finally, UN Environment often works through implementing partners. If, as often happens, the partner organization is responsible for convening workshops or consultations, it is important to ensure that they also have an understanding of gender issues.

Key points to remember regarding participation:

- Invite women and men
- Ensure that different groups are heard, for instance through separate focus group discussions
- If working with marginalized groups, consider the need for empowerment activities (for instance in collaboration with partner organizations)
- Involve gender expert(s)
- Consider capacity-building of facilitators in participatory and gender-sensitive methodologies
- Put gender issues on the agenda

Annex III: Inclusive Communication and Gender Issues in Events

HOW TO INCLUDE GENDER IN OUR COMMUNICATIONS OUTREACH

It is important to reflect on how we present our work related to gender in publications, reports and social media. Firstly, we need to ensure we ‘do no harm’: that we do not strengthen stereotypes or discriminate against certain groups. Secondly, if possible, the links between gender and the environment need to be made explicit, including any potential trade-offs. It is very unusual that projects are completely gender-neutral. Consider possible entry points for gender in the topic at hand (please see thematic guidance for priority areas), and reach out to gender focal points or the gender unit for support.

KEY QUESTIONS TO CONSIDER WHEN DEVELOPING MATERIALS (PUBLICATIONS, BRIEFS, PRESS RELEASES, NEWSLETTERS, SOCIAL MEDIA OUTREACH, ETC.):

- Does the publication, brief or report indicate that men and women have different impacts on the environment?
- Does the ‘theme’ of the publication, brief or report indicate that environmental challenges have differentiated impacts on women and men?
- Does it suggest how both women and men can contribute to solving environmental problems?
- Is there an interesting story to highlight that gives a good example of different gender roles in relation to the environment?
- Reflect on how images and pictures are portraying men and women and avoid stereotypical images depicting women as vulnerable

Social media is an effective way of communicating our work. If you have a good story, video clip, report or outcome from a project that has a strong emphasis on gender equality, make it visible! UN Environment can improve synergies with stakeholders, partners and other organizations through highlighting the gender dimensions in reports and media campaigns.

HOW TO INCLUDE GENDER IN DIFFERENT EVENTS

UN Environment will strive for gender balance in conferences, workshops and capacity-building, whenever possible. There is rarely an agenda relating to environmental challenges that is completely ‘gender-neutral’.

KEY POINTS TO CONSIDER WHEN PLANNING AN AGENDA:

- Make sure that both men and women are represented in terms of speakers and leads for specific tasks, etc.
- Speakers can also be requested to include a gender perspective within their speech or presentation.
- Gender equality cannot be measured by the mere ‘presence’ of men and women. Presence does not necessarily mean ‘participation’, and neither does it inherently imply ‘influence’: the nature of people’s participation differs from context to context. It is therefore recommended to work with national/local partners to determine the best way to include gender perspectives.

Further information

UN Environment Asia and the Pacific Office’s Gender Action Plan and Gender Guidance Toolkit 2016–2018

Annex IV: Resources

UN ENVIRONMENT'S CORPORATE GENDER APPROACH:

- UN Environment's Policy and Strategy for Gender Equality and the Environment provides the overall framework for our corporate gender mainstreaming approach.
- UN Environment's gender web page (web.unep.org/gender) is the official channel for communicating and sharing knowledge with the external world.
- The 'Network of Women Ministers and Leaders for the Environment', hosted by UN Environment, is a unique platform for dialogue and policy recommendations.
- The Global Gender and Environment Outlook (GGEO) is UN Environment's flagship resource on the gender–environment nexus (web.unep.org/ggeo) (More details about GGEO can be found on page 43).
- The Gender Marker is the principle tool for UN Environment to track and report on its own performance on gender mainstreaming in projects.
- Gender is one of the nine safeguard standards in UN Environment's Environmental, Social and Economic Sustainability policy framework.

Key intranet resources for UN Environment's gender work are available in the Gender section:

- UN Environment Policy and Strategy on Gender Equality and the Environment 2014–2017
- UN Environment Programme of Work 2018–19
- Gender marker guidelines and briefs
- Gender and performance appraisal documents
- Guide to UN Environment's gender work
- The Global Gender and Environment Outlook 2016
- PEI Handbook: Annex D: Guidance note on promoting gender equality
- UN Environment Regional Office of Asia and the Pacific's Gender Action Plan and Gender Guidance Toolkit 2016–2018

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