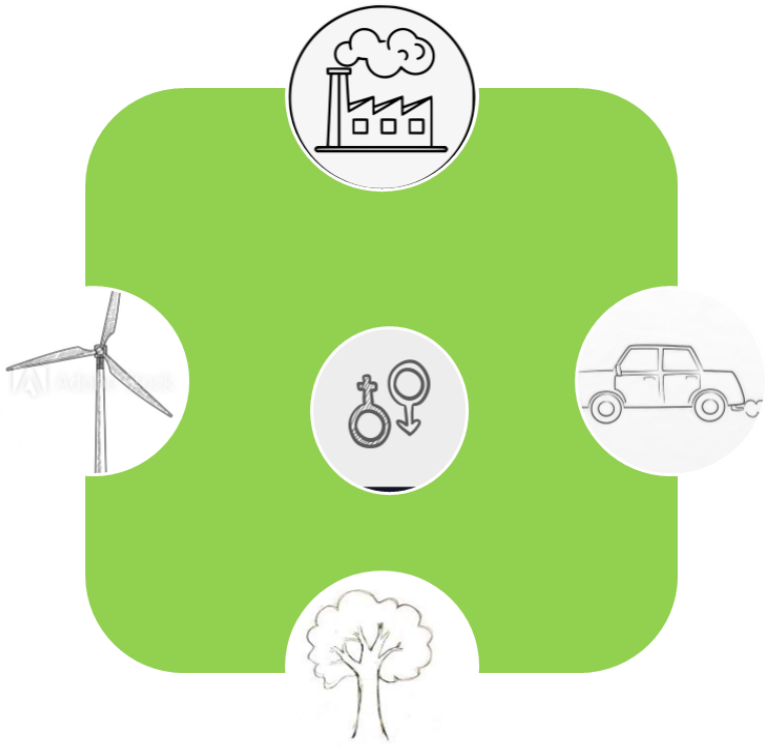

TRAINING MANUAL

GENDER EQUALITY AND CLIMATE CHANGE

2020

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Training Manual:

"Gender Equality and Climate Change"

(Introductory training)

This document is prepared under the Project “Third Biennial Update Report on Climate Change" with technical and financial support of the United Nations Development Program (UNDP) and the Global Environmental Facility (GEF).

Foreword 3
Introduction 6
Training Objectives 8
Session 1: Introducing gender concepts and climate change 10
I. Why gender is an important issue when addressing climate change? 11
Key aspects of the gender perspective in climate change 11
II. Basic gender terms and concepts 15
III. Gender-responsive, gender-neutral, gender-blind and gender-transformative policies 16
Session 2: Intersecting gender perspective and climate change 18
IV. Gender Mainstreaming, Policies and Practices 19
V. Climate Change Policy 25
VI. International and Strategic Framework on Gender and Climate Change 28
Session 3: Gender Roles in Climate Change Relevant Sectors 31
VII. Gender Differences and Roles in the Energy Sector 32
VIII. Gender Differences and Roles in Agriculture 33
IX. Gender Differences and Roles in the Transport Sector 34
X. Girls in Technical Sciences 35
Session 4: Introducing a Gender Perspective in Mitigation and Adaptation 36
Introducing a Gender Perspective in Adaptation 37
Gender Responsive Planning in Adaptation Policies 38
Gender Mainstreaming in the Mitigation Process 43
Gender Responsive Planning of the Adaptation Policy 43
Session 5: Improving the Draft Gender and 46
Climate Change Action Plan 46
Overview of the Draft Gender and Climate Change Action Plan 47
Agenda: Introductory training on "Gender equality and climate change" 51

Foreword

This Manual is developed under the Project "Strengthening Institutional and Technical Capacities to Enhance Transparency in the Framework of the Paris Agreement (CBIT Project)", implemented through cooperation of the Ministry of Environment and Physical Planning and the United Nations Development Program.

One component of this Project is aimed at supporting the implementation of the Draft Action Plan for Mainstreaming Gender in the Preparation of the 4th National Communication / 3rd Biennial Update Report on Climate Change[1] (hereinafter referred to as the Plan).

The support for the implementation of the Plan was provided in several phases in order to determine the state of affairs concerning intersection of gender and climate on national level in policy documents, as well as to identify what are the obstacles and additional needs in this regard.

In the period September-October 2019, a Survey on mainstreaming gender in national climate change policies was made, containing also an overview of international standards, national institutional arrangements, plan for improving the implementation of the Plan, as well as an analysis of gender roles, needs and barriers for men and women in 4 sectors: energy use in the households, transport, agriculture and ICT.
In order to support the implementation of the Plan, and in order to identify the obstacles and needs for its putting into practice, in September-October 2019, additional to the Survey already mentioned above, a qualitative analysis was prepared, focusing on relevant actors from the institutions who work in this area, in order to analyze the following:

1. Intersection of gender and climate change in the existing and planned national strategic and legal documents in both areas (gender and climate change)
2. Level of institutional (inter/intra) cooperation for mainstreaming gender in the climate change planning processes;

Pursuant to this, the following recommendations were developed:

3. Recommendations for improving the implementation of the Draft Action plan on Gender and Climate Change and for Mainstreaming Gender in Climate Change Policy,
4. A model was proposed for establishment of a coordination body for the implementation of the Action Plan.

The results of the Survey revealed that it is necessary to strengthen the capacities of the main stakeholders working in gender and climate change. In order to ensure mainstreaming of gender in the main policies on administrative and decision making level, it is necessary to strengthen the climate

[1] Available on http://klimatskipromeni.mk/data/rest/file/download/887dd265aaf7878b2141835fcdefe4d13e2391f8eee2adf666f16e9fa2326240.pdf

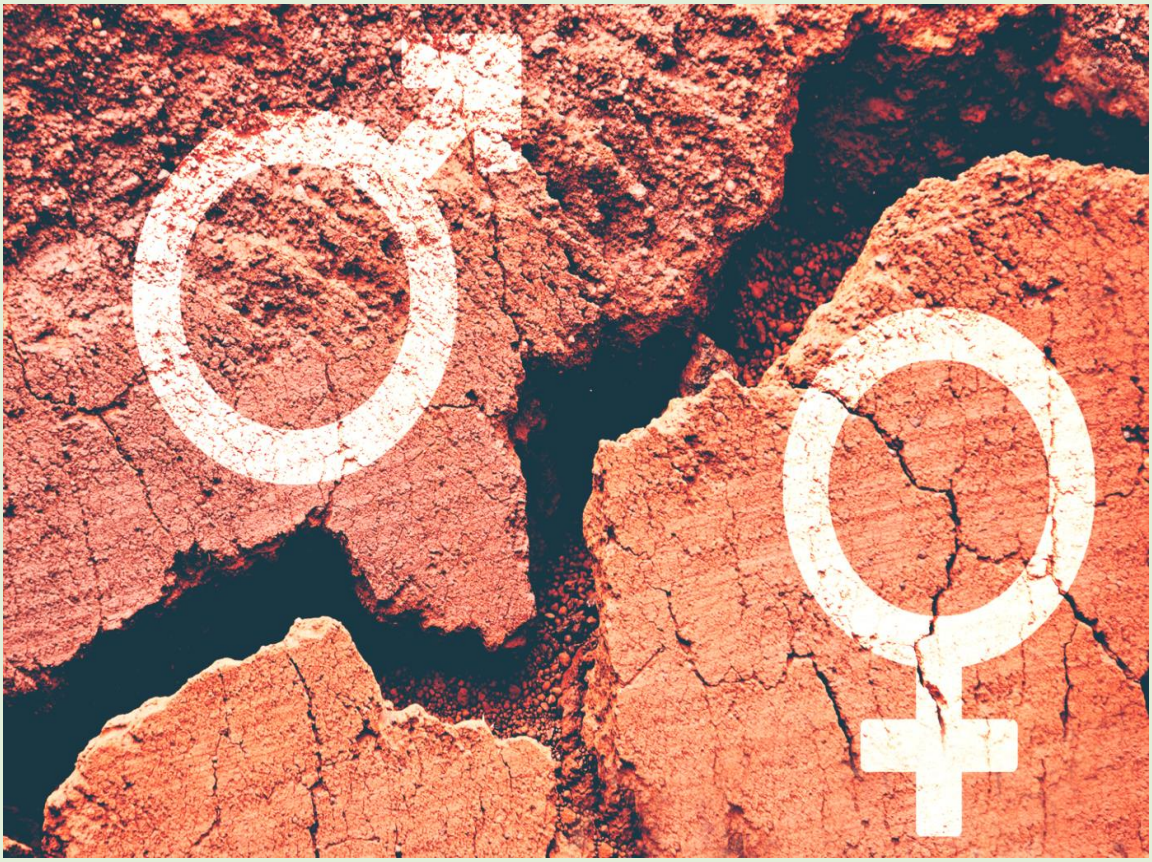
change capacities of the gender institutional machinery on central and local level, to raise the awareness about the relatedness between gender and CC, more specifically to assess and measure the impact of climate change, policies and measures and their link to gender.

On the other hand it is necessary to have trainings on gender sensitizing, that is to strengthen the capacities of relevant stakeholders on administrative and on decision making level on mainstreaming gender into the climate change policies.

Gender and climate change trainings should be introduced in the strategic plans and in the relevant action/operational plans with financial implications as well, in order to raise the awareness concerning the different needs and roles of women and men in mitigation/adaptation. In order effectively to implement the plan it is necessary to strengthen the capacities of the two groups of stakeholders working on administrative and on decision making level in climate change and in gender equality, concerning the intersection of gender and climate change.

In this regards, this Manual presents an overview in the key topics which need to be covered in the introductory training so that the trainees will understand better the intersection of gender and climate change.

INTRODUCTION



Introduction

Climate change effects and consequences are felt in every country and on every continent. They negatively affect national economies, human lives, communities and countries and it is anticipated that these effects will become even more expressed in the future. People feel the effects of climate change, such as variations in the weather patterns, floods, air pollution and other natural disasters. Anthropogenic greenhouse gas emissions enhance climate change and their impacts continue to augment.
Climate change have greater adverse effects on areas which population mostly relies on natural resources in their daily life, and/or have the lowest capacity to respond to natural disasters such as droughts, landslides, floods and hurricanes.
Women tend to face greater risks and burdens as a result of climate change in poverty situations, and most of the world's poor are women. Unequal participation of women in the decision making processes and on the labor market, creates inequality and often prevents women from fully contributing in planning, developing and implementing climate change policy.

The international community defines gender equality and the empowerment of women as an end in itself and as a means of promoting development as a whole. Indeed, achieving gender equality and empowering all women and girls is defined as the 5th of the 17 Sustainable Development Goals (SDGs).
Although the world has made progress towards achieving gender equality and empowering women within the Millennium Development Goals (including equal access to primary education for girls and boys), women and girls continue to suffer from discrimination and violence in all parts of the world.
Gender equality is not only a basic human right but is a prerequisite for peaceful, prosperous and sustainable world.
Enabling women and girls to have equal access to education, health care, decent work and to be represented in political and economic decision-making processes encourages the development of a sustainable economy and benefits society and beyond.

Therefore, at the international level, primarily within the United Nations, the introduction of a gender perspective in response to climate change is recognized as a necessity and an obligation. This means that policies and programs in the field of agriculture (green economy), urban planning, construction, public transport, energy, ICTs and the like should not only contribute to neutralizing the factors that lead to climate change, but also include gender perspective. Similarly, programs and policies for responding, preventing and adapting to the effects of climate change (such as droughts, floods, UV radiation, etc.) should be equally effective for both men and women.
The Manual is designed to serve as a basis for delivering training on gender mainstreaming to civil servants involved in policy and strategy development.
It provides information and data for enhancing the knowledge on gender mainstreaming, thus supporting the implementation of the Draft Action Plan on Gender Equality and Adaptation/Mitigation to Climate Change.

Through the contents of the Manual the trainees will be familiarized with the basic terms and concepts related to gender and climate change, with the international and national strategic framework for addressing climate change, with the key aspects of gender and climate change, the impact of climate change on the lives of women and men. There will be examples from several sectors (transport,

agriculture, ICT, energy), as well as examples of gender mainstreaming, gender neutral, gender blind and gender responsive policies.
The Manual is organized in line with the thematic units included in the training agenda, which is also an integral part of this Manual. In order to mainstream gender when addressing climate change, policymakers and implementers need to understand why gender is an important issue in tackling climate change, how gender is linked to climate change, and how to incorporate gender perspectives into climate change policy documents, that it is not only about numbers and percentages and quantitative representation of women and men.

Gender mainstreaming is more than just numbers and percentages, and it will be addressed through examples from several areas that have an impact on the lives of women and men and are both significantly influenced by climate change and its consequences. The purpose of this Manual is to convey the following

KEY MESSAGES

Negative impacts of climate change affect men and women differently and have a strong gender dimension caused by gender segregation in family and society

Climate change deepens existing gender inequalities

Gender increases vulnerability to negative impacts of climate change and reduces adaptive capacity and climate change mitigation capacity

There is a gender-disaggregated perception of climate change, that is, women are more concerned about the negative impacts of climate change than men and are more motivated to act

In order to create effective and efficient responses to climate change, they need to suit the local context and it is necessary to address the different perspectives, roles, needs, priorities and interests of men and women.

The apporach to climate change will be more efficient, effective, responsible and provide wider benefits if men and women are equally involved in policy making

Training Objectives

The manual and the training are created for the two key target groups when it comes to incorporating a gender perspective into climate change:

- gender machinery in state administration bodies and
- civil servants working on the design and implementation of policies to tackle climate change.

Having in mind that these two target groups have different level of knowledge when it comes to gender equality and climate change, this Manual is adapted to the needs of both target groups and equally contains important information on both subjects.

The coordinators for equal opportunities for women and men in the state administration bodies, appointed after the adoption of the Law on Equal Opportunities of Women and Men in 2006, so far have attended a lot of basic and advanced trainings on gender and gender concepts. So the objective of this training for them will not be to train them once again in gender and gender based discrimination, stereotypes, definitions and key terms. This terms and concepts will be covered through a discussion in order to refresh their knowledge, while the training will focus more on identifying gender roles in the climate change affected sectors. The training will also contain activities for mainstreaming gender in climate change policies.

The climate change policy makers do not have sufficient knowledge on gender and gender equality, gender based discrimination, stereotypes and gender-responsible policies, so the training for them will be focused on these areas. The objective for them is to understand the concept of gender equality, why it is important and how it should be mainstreamed in the climate change policies.

Although it must be underlined that every sector in our society is linked to climate change (climate change by definition is a crosscutting issue), the training will focus on the following sectors (in order to present example of gender roles): Energy use in the households, agriculture, transport, girls in technical sciences (ICT).

Training objectives

Understanding the gender perspective in climate change	**An insight into gender differences in climate change mitigation and adaptation**	**Identification of gender based inequalities leading to increased vulnerability of female population to adverse impacts of climate change**
Introducing basic international and national strategic documents adressing climate change	**Strengthening the implementation of the Gender and Climate Change Draft Action Plan**	**Introducing gender perspective in climate change policies**

Session 1: Introducing gender concepts and climate change

I. Why gender is an important issue when addressing climate change?

Key aspects of the gender perspective in climate change

Although climate change affects us all, yet because of the different social roles of women and men, they experience differently the effects of climate change and women are disproportionately more affected by them.
Women, compared to men, often have limited access to resources, limited access to justice, limited mobility, limited voice in decision-making and limited influence in policy and decision-making processes.

UNFCCC definition of climate change:

"climate change caused directly or indirectly by human activity, which affects the composition of the atmosphere and contributes to natural climate change".

The social, socio-economic, and cultural binary stratification of the powerful and the powerless, the rich and the poor, the norm and the concession, are the basis for enhanced effect and greater consequences of climate change and their adverse impacts. Climate change may vary depending on the nature, variability, speed of change, sensitivity of the area, location, etc., but they have one thing in common: that poor, marginalized and vulnerable people are the most affected by all variations of the climate. The socio-economic factor is common to all variations and impacts of climate change, meaning poor people, communities or countries are most affected and have the least capacity to adapt and cope with the adverse effects.

The latest Human Rights Council research (24.6.2019 Climate change and poverty) indicates that the state of climate change's negative impacts is alarming because of rising temperatures (the last five years being the warmest in the history of modern measurements), carbon dioxide emissions rising, it is projected that world energy consumption will grow by 28% between 2015 and 2040, leading to the so-called "floods of thousands of years" and devastating hurricanes. On the other hand, millions of people around the world are facing malnourishment due to drought leading to a forced choice: migration or starvation.
This condition is contrary to basic human rights of quality and healthy life, healthy environment and wellbeing, which means that climate change and their impact presents a direct threat and could violate basic human rights. Or, to put it differently, climate change and its negative impacts are basis for abuse of human rights, especially in vulnerable, marginalized communities, unless the states prevent it. Failure to protect the rights of poor and marginalized groups in cases of violations of their rights by the negative impacts of climate change would indicate the inability of the state to protect the rights of its citizens.

The Universal Declaration of Human Rights states that climate change poses a threat to the full enjoyment of human rights (UNDHR Article 25 1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing…), or the highest legislative act - the Constitution of the Republic of North Macedonia, where Article 43 stipulates that “Every person has right to a healthy environment.”

Women are still a de facto marginalized group, due to higher poverty rates among them, less access to resources such as money, loans and property rights, and less involvement in decision-making processes. Women are also in most cases (as opposed to men)

victims of double or multiple discrimination (gender correlated with ethnicity, religious, educational background, place of residence, (un) employment, age, etc.) which puts them in an even more difficult position when it comes to tackling or combating climate change, in particular in relation to accessing services, or climate change adaptation and mitigation information. Thus climate change directly contributes to deepening of the poverty gap, that is, to greater social segregation, putting people at risk of and in poverty at an existential challenge, with women being the most affected by the still-present feminization of poverty.

Disaster mortality rates are higher for women than for men, which may also be due to socially determined differences in the vulnerability of men and women. After the Asian tsunami in 2004, Oxfam found that in some villages in Indonesia and parts of India, women make up more than 70% of the casualties. A cyclone in 1991 killed 140,000 people in Bangladesh, 90% of whom were women and young girls (Oxfam, 2010)

Namely, the fact is that people at risk and in poverty are generally living in substandard conditions / homes that are not resistant to climate change impacts, with a greater chance of losing their property, plantations and other sources of income (in agricultural areas), have less access to mitigation / adaptation services due to the distance factor (geographic), discrimination factor, unemployment, and have less access to loans and credits.

Specifically, although it can be said that the negative impacts of climate change do not recognize gender, still they are strongly gendered due to social contexts, that is, social contexts define gender-based differences in adverse effects of climate change.

Women, as already mentioned above, make up the most of the world's poor population, so they are most affected by climate change because of their socially imposed vulnerability due to lower access to finance, land ownership, higher drop-out from school rate, and greater participation in unpaid family labor and long-term care for family members.

On the other hand, many studies show that there is a gendered perception of climate change, that is, women show a greater degree of concern about the negative impacts of climate change than men and show greater motivation to act[2]. This may be related to the woman's reproductive role as well as her dominant role in caring for family members. However, this gender division of perceptions of climate change needs to be taken into account, as human capital and potential in state efforts to mitigate / adapt to climate change.

[2] Council of the European Union, Council Conclusions on The European Pact for Gender Equality for the period 2011-2020, published as the Annex to the Council Conclusions of 7 March 2011, https://www.consilium.europa.eu/ uedocs/cms_data/docs/pressdata/en/lsa/119628.pdf.

The direct consequences of climate change are:

- Floods and disasters caused by climate change,
- Drought,
- Cold and heat waves,
- Unpredictable weather conditions and disasters.

All this (in the short or long term) leads to:

- Uncertainty of the source of income / livelihoods,
- Human and material losses,
- Restrictions on natural resources,
- Lack of water and energy,
- Damage to infrastructure,
- Biodiversity change,
- Consequences for human health,
- Migration,
- Loss of arable land both culturally and naturally heritage.

❖ Climate change are not gender-neutral, they differently affect men and women. Negative impact of climate change is more expressed in women due to various vulnerability factors related to climate change. The relationship and connection between climate change and gender is complex and dynamic, and at the same time dependent on the contextual social order and economic development of the state. This link does not refer only to vulnerability to negative impacts of climate change, but also to adaptation to those impacts, as well as mitigation or finding ways to reduce greenhouse gas emissions that cause climate change.

Factors Affecting Climate Vulnerability:

- Biological (age, disability, health, including pregnancy);
- Territorial or physical (rural population is more vulnerable than urban population);
- Economical (the poor are more at risk because they have less resources and less opportunities for recovery);
- Social (such as patterns and norms, lifestyles, family, discrimination, availability of services, etc.);
- Knowledge and information (skills such as swimming, communication modes and channels, first aid training, etc.);
- Political - through participation in decision-making, political power and social inclusion in general.

❖ Defining vulnerability in the context of climate change is key to understanding gender differences in climate change. In a literal sense, vulnerability implies susceptibility to the negative impacts of climate change. In a scientific sense, vulnerability is related to exposure, sensitivity and adaptability.

The Intergovernmental Panel on Climate Change (IPCC) defines vulnerability as "the extent to which the system is capable of, or not capable to deal with the adverse effects of climate change, including climate variability and extremes. Vulnerability is a function of the nature, size and rate of climate variations to which the system is exposed, its sensitivity and its adaptability" (Boko et al. 2007). Because of their specific roles and responsibilities, women are more vulnerable and face greater challenges than men in adapting. The reasons are as follows:

❖ Inequality: Because people need resources to respond to the effects of climate change, poverty contributes directly to vulnerability. For example, the poor often cannot access the necessary

technology (drought-resistant crops, access to electricity and electrical appliances, etc.) to adapt their lifestyles to the serious adverse impacts of climate change.

- Discrimination: Women's economic marginalization means that they have fewer resources and a less adequate resource base than men to respond effectively to the effects of climate change. For example, women still face gender-based cultural and legal restrictions on land ownership and access to natural resources, loans, etc. The lack of such key assets makes them disproportionately vulnerable to the bad effects of climate change.

> There is a close link between gender and climate change: (1) climate change increases gender-based vulnerability and inequality, (2) gender inequality contributes to unequal opportunities for addressing climate change negative impacts.
>
> Achieving gender equality in responding to climate change will mean more effective climate change policies.
>
> Climate change affects women and men differently

- Socio-cultural barriers: Social restrictive norms and values often lead to increased vulnerability to climate change in women and girls. Women and children are believed to be 14 times more likely to die than men during disasters (Brody et al. 2008).

II. Basic gender terms and concepts

This section of the Manual will familiarize the trainees with the basic gender terms and concepts. When talking about incorporating a gender perspective into climate change, it is important to understand the basic concepts of gender equality and why it is an important issue that should be part of climate change policies.

Gender - Gender refers to socially agreed roles, behaviors, values, activities and attributes that a given society considers appropriate for women and men. Gender is an acquired identity, changes over time and varies widely in and across cultures.

Sex - The term sex refers to the biological and physiological characteristics that define men and women. Biological sex is determined by genetic and anatomical features.

This section will serve as a reminder to the representatives of gender machinery about basic gender terms and concepts, while it will introduce basic gender terminology to climate change stakeholders.

Gender roles - Gender roles are learned behaviors in a given society, community or other particular group, ie activities, tasks and responsibilities that are perceived as male or female. Gender roles are determined by age, class, race, ethnicity, religion as well as geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, natural or political circumstances, including development efforts.

Equal opportunities for women and men is the promotion of the principle for introducing equal participation of women and men in all areas of public and private life, equal status and treatment in the exercise of all rights and in the development of their individual potentials, through which they contribute to social development, and equally enjoy the benefits and results of that development;

Gender discrimination is any distinction, exclusion or limitation on the grounds of sex that has the consequence or purpose of jeopardizing or impeding the recognition, exercise or implementation of human rights and fundamental freedoms based on equality between women and men in the political, economic, social, cultural, civic or any other field, regardless of their race, skin color, gender, belonging to a marginalized group, ethnicity, language, citizenship, social origin, religion or belief, education, political affiliation, personal or social status, mental and physical disability, age, family or marital status, property possession, health status or any other grounds;

Gender equality

Gender equality means fairness in dealing with men and women, in accordance with their personal needs, fairness in particular with regard to rights, benefits, obligations and opportunities. Gender equality is concerned with promoting personal, social, cultural, political and economic equality for all.

Gender equity

Gender equality means that the different behaviors, aspirations, needs of women and men are respected, taken into account, valued and equally supported. That is, their rights, responsibilities and opportunities

will not depend on whether they are born as a man or a woman. It is based on the principles of human rights and social justice. It is clear that gender equality and the empowerment of women are essential for addressing the main concern of poverty and insecurity and for achieving sustainable development with human beings in the center.

Gender perspective
A gender perspective is a standpoint towards gender differences, needs and interests in any given policy area / activity. General acceptance of the gender perspective in the process of assessing the implications of any planned action on women and men, including legislation, policies or programs in all areas and at all levels.
It is a strategy for the issues and experiences of women and men, striving to become an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and social spheres, so that women and men can benefit equally and inequality will not continue. The ultimate goal is to achieve gender equality.

Gender mainstreaming is the integration of a gender perspective at every stage of the policy-making, adoption, implementation, monitoring and evaluation process - while promoting and improving equality between women and men. This means assessing how policies affect the life and the position of men and women and taking responsibility to address them by creating room for everyone, from the family level, to the level of the wider community, to contribute to the process of building a shared and understandable vision for achieving sustainable development, while making those policies a reality. To achieve this, a high level of political will, commitment and understanding across all structures and spheres of society is needed.

Gender stereotypes are generalized views or prejudices about the attributes or characteristics that women and men should possess, as well as the roles that one and the other should have. The stereotype is that "masculine" characteristics are competitiveness, courage, rigor, aggressiveness, activity, while "feminine" traits are: cooperation, timidity, leniency, passivity and tenderness.

III. Gender-responsive, gender-neutral, gender-blind and gender-transformative policies

Policies (strategies, programs and activities) depending on the level of mainstreamed gender can be:

Gender neutral policies are those that are created on the assumption that the goals and instruments of a given policy are broadly applicable, without taking into account the different (possible) effects that that policy can have on women and men.

Gender responsive policy recognizes the characteristics and differences arising from gender roles so that the effects of this policy can ensure gender equality. Gender aspects are a criterion in all stages of the policy-making process for assessing the situation and evaluating policies.

Gender-specific policies are targeted at a particular gender and tend to contribute positively to achieving certain policy goals or to more effectively meet certain gender-specific needs. Gender-specific policies are gender-sensitive because their interventions are gender-specific, within the existing distribution of resources and responsibilities. These interventions are often social in nature but can have a greater

impact. The differences between gender-specific policies and gender-blind policies are found in the analysis of gender-specific restrictions and those based on previous assumptions about the appropriate roles of women.

Gender transformative policies are aimed at men or women (or both sexes) and recognize the existence of gender-specific needs and constraints. These policies are intended to transform the existing distribution of resources and responsibilities in order to create equal relations between men and women. The target of the intervention can be both men and women or just one group. Gender transformative policies focus mainly on strategic gender interests, but may also address practical gender needs in a way that has transformative potential (enables a favorable environment for women to self-empower).

Gender-blind policies are those that fail to distinguish between men and women. Policies are biased in favor of existing gender relations and therefore most probably exclude women.

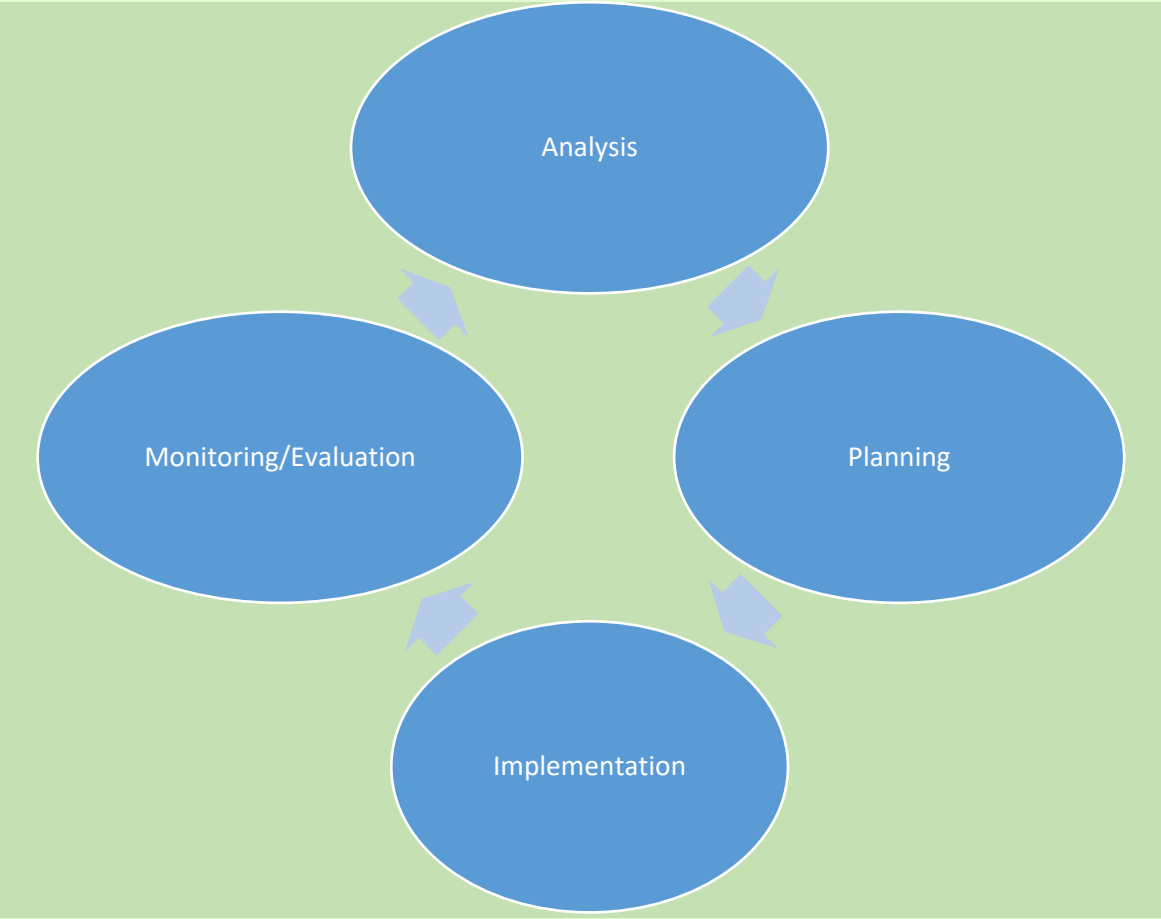
Examples:

Buying electric vehicles by legal entities as a measure for reducing pollution would exclude women, first because women drive less and "do not understand" or are "less interested in cars" - which is part of the gender role and stereotype; second, because more often they own micro or small companies that usually do not have capacity to invest in an electric car. Gender responsive intervention would be to invest and provide bicycle lanes and to consult women and men riding bicycles, to discuss their needs and problems and the necessary lane development.

In the attempts to improve energy efficiency of buildings, gender-neutral intervention would be, for example, to train the managers of residential buildings in energy efficiency, while gender-transformative intervention which would also motivate women would be to hire women as building managers and to train them.

During the training, the trainees will be divided into groups, and through examples they will be able to transform gender-blind or neutral policies (which can also be understood as gender-blind policies) into gender-responsive policies.

Session 2: Intersecting gender perspective and climate change



IV. Gender Mainstreaming, Policies and Practices

Gender mainstreaming is the process of incorporating a range of methods into the in the planning, development, implementation and monitoring / evaluation phases of a project or a strategic program / policy.
Macedonia's Equal Opportunity Law also obliges state institutions to "incorporate gender perspectives into the mainstream, which means incorporating a gender perspective at every stage of the process for building, adopting, implementing, monitoring and evaluating policies – in order to promote equality of women and men."

Policy is a result of the policy-making process, through which several decisions are made concerning the following: the objective of that policy, what needs to be done to achieve it, how to do it in an efficient and economical way, who needs to do it etc.

The need and the entry points for incorporating a gender perspective into the policy-making process are often not recognized, and as a result the policies themselves often remain gender-blind.
Today, gender perspective is only part of specific gender equality policies and part of education, agriculture, poverty reduction, domestic violence, sexual reproductive health improvement, where institutions have found immediate relevance.

This section is intended for the representatives of the institutions working on climate change in order to familiarize them with the methods for mainstreaming gender in climate change policies.

Gender-blind policies not only carry the risk of policies failing to achieve the desired goal, but also the risk of misuse of the already limited resources available to institutions.

In contrast, gender-responsive policies enable institutions to continuously recognize, prevent and mitigate the potential adverse effects of policies on women and men, promote equal opportunities, and ensure that public resources are used inclusively and in a fair way.
Gender mainstreaming should in no way be superficial as filling out a template or a form or adding phrases such as "with special attention to women" and the like. It should be an essential approach aimed at making gender issues an integral part of the process.

Gender mainstreaming should be an integral part of all stages of the policy-making process to ensure that policies take into account the needs, priorities and interests of both women and men.

The policy-making process is usually presented as a cycle, covering several stages:

I. Situation analysis and problem definition

At this stage, it is necessary to ask the following questions:

1. Are gender aspects part of the situation analysis?
2. Does the situation analysis provide an overview of gender statistics?
3. What are the specific problems in the sector and how do these problems affect men and women?
4. Where are gender inequalities recognized in the sector?
5. What is the reason for such inequalities?
6. What are the difficulties and problems in ensuring gender equality in the sector under analysis?
7. What are the implications of gender inequalities in the sector?

In the context of policy analysis from a climate change perspective, the following questions can be aksed:

- Are there and what are the differences in vulnerability and adaptive capacity of women and men to climate change?
- Are there current gender inequalities that are exacerbated by climate change impacts?
- How do social and gender inequalities affect people's ability to adapt to climate change?
- Role of women and men in mitigation / adaptation activities?
- Do women and men have equal access to resources (economic, financial, physical, natural, other resources)? Who manages or controls access to these resources? - There is no evidence of gender segregation in access and control of the environment and resources.
- What are the constraints (social, cultural, economic, political) that limit the active participation of women in the decision-making process concerning climate change actions (mitigation / adaptation) in the households and communities?
- What are the different needs / priorities of women and men in the context of climate change actions (mitigation / adaptation)?
- Data on the specific knowledge and skills of women and men, especially of vulnerable groups that can be used to contribute to climate change activities (mitigation / adaptation)?

II. Assessment of the impact of regulation / policy on gender equality

The following questions may be useful in conducting an assessment of the impact of the draft law on gender equality, i.e. whether the draft law will have an impact on gender equality in relation to:

• Employment, work and work place;
• Salaries, financial opportunities;
• Opportunities for child care and balance between family life and work;
• Education, training and professional development;
• Employment opportunities, employment conditions and career advancement;
• Participation and influence in politics;
• Health, opportunities for health protection and access to health services;
• Security and risk of violence;

• Recreation, hobbies and other areas of quality living; and
• Other areas that might be relevant to gender equality.

III. Choosing the best option and finalizing the proposal

Usually, the starting point in identifying possible solutions (options) is the "do nothing" option ("zero option"), and the analysis of this option aims to show how the current situation would develop if the government did not adopt new regulation or does not introduce other measures. This option is used as a baseline for comparing other possible solutions (options) and involves analyzing future costs and benefits if no action is taken.
However, the "zero option" or "do nothing" situation does not mean at the same time not taking the initiative to improve the situation from a gender perspective. Therefore, when setting the problem and the goal, it is crucial to know the possible consequences of excluding the gender perspective and how it will affect the lives of women and men.
The "zero option" may be the solution where the analysis of the situation has shown that the legislation dealing with gender equality is quite satisfactory, but the problem arises due to some other key factors, such as: non-implementation of legislation, lack of correlation between gender equality legislation or other pieces of legislation in other segments of the society, lack of properly developed mechanisms and tools for implementation of the regulation, lack of public awareness about the importance of the issue and so on.

IV. Policy Implementation, Monitoring and Evaluation

Monitoring is a process by which data on the implementation of a regulation is collected, without evaluating its effectiveness. Ministries prepare annual reports on the implementation of the programs and the results achieved by them. According to the Law on Equal Opportunities of Women and Men, public administration bodies are obliged to monitor the effects and impact of their programs on women and men and to report this in their annual reports. A key role in this process is given to the coordinator and the deputy coordinator for equal opportunities for women and men in the state administration body, who is obliged once a year, latest by March 31 in the current year, to submit a report for the previous year to the Ministry of Labor and Social Policy, which report is also published on the website of the state administration body.
The Ministry of Labor and Social Policy submits an annual report on the activities undertaken and the progress made towards establishing equal opportunities for women and men in the previous year to the Government by the end of June In the current year.
The Commission on Equal Opportunities for Women and Men regularly informs the Assembly on all issues related to equal opportunities of women and men, monitors the application of basic and specific measures aimed at establishing equal opportunities for women and men in all areas of the public and private sectors, and monitors the system of measures introduced to eliminate unequal treatment of women and men through the reports submitted by the Ministry of Labor and Social Policy.

The policy-making process is usually presented as a cycle, covering several stages:

I. Situation analysis and problem definition
II. Regulatory / Policy Impact Assessment
III. Choosing the best option and finalizing the proposal
IV. Policy implementation, monitoring and evaluation

The table below presents the details of the Steps for mainstreaming gender into policies that can be applied to climate change policy in both migration and adaptation.

Table 1: Steps for gender mainstreaming

Phase	Identification/ Drafting	Implementation	Monitoring/Evaluation
Goal	Creating and developing gender responsive goals and activities. Identify differences, needs and obstacles, gender-based roles reflected in goals and activities.	Use the open method of coordination (multiple stakeholders) – by including institutional gender mechanisms, gender NGOs, and other key stakeholders depending on policy objectives (academia, business sector etc.). Use the results of previous gender analysis in the policy area. Develop methods for equal access of women and men, participation and equal policy benefits.	Create gender indicators to measure policy objectives. Develop methods for monitoring and reporting on gender policy impact.
Key activities	Identify all aspects of policy where the gender dimension is needed, possible or mandatory	Use the open method of coordination (multiple stakeholders) – by including institutional gender mechanisms, gender NGOs, and other key stakeholders depending on policy objectives (academia, business sector etc.). To do a more detailed analysis of the specific field, area. Consult available statistics, literature (relevant gender equality policies), conducting qualitative analysis (interviews, focus groups, consultations, discussions etc.)	Collection of gender-disaggregated data during policy implementation. Measure the results in a way that shows whether the project has an impact on gender equality (perspective)
	Provide gender-disaggregated data and analyses, as well as other quantitative and qualitative information in order to determine diverse gender roles, barriers, needs and	Consult available statistics, literature (relevant gender equality policies), conducting qualitative analysis (interviews, focus groups, consultations, discussions etc.)	Collection of gender-disaggregated data during policy implementation.

	priorities.		
	Create and develop gender responsive goals and activities, created on the basis of data collected and analysis made.	Develop models and methods that will enable both sexes to participate equally in policy activities.	Monitor women's participation in policy activities.
	Identified gender needs and differences should be appropriately reflected in policy activities.	Provide gender sensitive methods to ensure women's participation in activities (transport, translation). Target certain possible obstacles (legal, cultural, social barriers) that would prevent women's participation in policy-making. Approach the gender NGOs working on gender equality, on order to make women more accessible as a policy target group.	
	Ensure women's participation in all activities which are designed and target the population.		Collection of gender-disaggregated data during policy implementation.
	Set gender indicators to measure policy impact.	Consult gender mechanisms or gender segments in the development of gender indicators. Conduct training on gender mainstreaming for persons working on policy implementation.	

V. Climate Change Policy

A. Institutional Framework on Climate Change:

The Ministry of Environment and Physical Planning (MoEPP) is the institution responsible for climate change policy, a national contact point for the UN Framework Convention on Climate Change (UNFCCC) and an appointed national body for the implementation of the Kyoto Protocol.

This section is intended for the representatives of the institutions working on climate change in order to familiarize them with the methods for gender mainstreaming in the relevant policies.

Other ministries having competencies for climate change are:

Ministry of Agriculture, Forestry and Water Economy,
Ministry of Economy,
Ministry of Transport and Communications,
Ministry of Health and
Ministry of Finance.
The Office of the Deputy Prime Minister for Economic Affairs is responsible for achieving the goals of sustainable development and is also a national designated authority for the Green Climate Fund (GCF).

The National Committee on Climate Change, established by the Government, is a comprehensive policy platform that provides a high level of support in development and implementation of climate change activities. It comprises representatives nominated by key stakeholders, that is by national institutions, academia, the private sector and civil society, as well as climate change coordinators appointed in the ministries.
The Technical Group in the Sustainable Development Council, as well as other key government and civil society stakeholders, also participate in the process of making policies related to climate change.
National focal point for the UN Framework Convention on Climate Change: Theodora Obradovic Grncarovska, State Advisor on Climate Change, Ministry of Environment and Physical Planning.
International institutions and donors, especially the Global Environment Facility (GEF) and the United Nations Development Program (UNDP), have provided financial and technical support for the reporting process.

Republic of North Macedonia is a non-Annex I Party of the UN Framework Convention on Climate Change (UNFCCC) (Official Gazette of the Republic of Macedonia - 61/97), and it has ratified the Kyoto Protocol (Official Gazette of the Republic of Macedonia - 49/04) and the Doha Amendment to the Kyoto Protocol (2019), has adopted the Copenhagen Treaty (2009) and ratified the Treaty of Paris (2017).
Although the Republic of North Macedonia is a non-Annex I Party of the UNFCCC, it is also a candidate country for EU membership, and therefore it must adhere to the EU Climate and Energy Policy, thus actually assuming obligations for Annex I countries.

It also participates in the Energy Community Treaty, which is rapidly advancing the implementation of EU regulations on greenhouse gas monitoring, reporting and verification and is taking steps to tackle climate change.

B. Legal Framework on Climate Change

The main framework is set out in the Law on Environment, which contains an article on the preparation of national greenhouse gas inventories.
Other laws, by-laws and strategies that contain aspects related to climate change mitigation:
Energy Development Strategy of the Republic of Macedonia for the period 2008-2020 with a Vision by 2030 (2010),
Macedonia's Renewable Energy Strategy by 2020 (2010),
Energy Efficiency Strategy of the Republic of Macedonia by 2020 (2010), and
Third Energy Efficiency Action Plan (EEAP) of the Republic of Macedonia (2016-2018).
Under the EU Instrument for Pre-Accession Assistance (IPA II), a project is being implemented under which a law and strategy on climate change are developed, in line with the EU 2030 Climate and Energy Framework.

Reporting to the Framework Convention on Climate Change: The process of preparing National Communications and Biennial Update Reports for the UNFCCC is led by the Ministry of Environment and Physical Planning.
The following documents were prepared as part of this process:

First National Communication on Climate Change (2003)
Second National Communication on Climate Change (2008)
Third National Communication on Climate Change (2013)
Intended Nationally Determined Contributions (2015)
First Biennial Update Report on Climate Change (2015)
Second Biennial Update Report on Climate Change (2017)

C. National and Strategic Framework on Climate Change

Every citizen has a right to live in a healthy environment and this obligation for the state derives from the highest legislative act - the Constitution of the Republic of North Macedonia, where Article 43 stipulates that "Everyone has a right to healthy environment." The Constitution and all ratified international instruments oblige the government to create policies and a strategic framework that will ensure healthy environment for every citizen. This means that the state needs to take measures to address and reduce the harmful effects of climate change.

The current strategic documents on climate change on one hand, and gender equality and non-discrimination on the other, do not provide for specific measures to ensure and promote gender mainstreaming in climate change policies. The national strategic framework on gender and climate change includes the following: Law on Equal Opportunities for Women and Men; Law on Prevention and Protection against Discrimination; National Strategy for Introducing Gender Responsive Budgeting; National Strategy for Equality and Non-Discrimination 2016-2020; Gender Equality Strategy 2013-2020,

National Strategy for Reduction of Poverty and Social Exclusion 2010-2020 and its Operational Plan; National Strategy on Environment and Climate Change 2014-2020; Law on Nature Protection; Law on Environment; Environmental Monitoring Strategy; Environmental Communication Strategy; Environmental Awareness Strategy.

The current legal framework for equal opportunities, the Law on Equal Opportunities for Women and Men does not stipulate measures for introducing and practicing equal opportunities in the area of environment and climate change. This law, according to Article 5 paragraph 1, determines the basic measures to achieve the principle of equal opportunities in different social spheres of life, as well as equal access to goods and services, but does not take into account the environment and climate change as a special area of interest.

The National Strategy for Reducing Poverty and Social Exclusion in the Republic of Macedonia 2010-2020, the National Strategy for Equality and Non-Discrimination 2016-2020 do not address climate change and the environment in terms of gender issues and rights, nor they define measures related to climate change, environmental protection and related issues from a gender perspective.

The Law on Agriculture and Rural Development (Official Gazette of RM no. 49/2010; 53/2011, 126/2012, 15/2013 and 69/2013) introduces a gender component in Art. 89 paragraph 4 with the following provision: "Civil society organizations working on protection of the environment, agricultural producers, young persons and women in rural areas must present at least 50% in the Local Action Groups for rural development". However, this is only a stand-alone measure, which is not part of a developed system of provisions for the inclusion of women in mitigation and adaptation, but is primarily related to women's participation in non-institutional associations.

At the same time, the MoEPP introduced gender responsive environmental budgeting in cooperation with the Department for Equal Opportunities within the Ministry of Labor and Social Policy. Namely, this measure is not a typical strategy or initiative for gender responsive budgeting, but it is a measure for introducing a gender component in an environmental protection project financed by the MoEPP, where the applicants have an obligation to include women in their projects according to the criteria in the MoEPP Environment Investment Program 2019 for supporting projects in the following 3 years.

The Strategy for Environment and Climate Change 2014-2020 is gender-blind, since the legal and strategic framework for equal opportunities was not consulted and there are no sex-disaggregated data for the inhabitants of the Republic of North Macedonia, which shows the absence of a gender-sensitive component in the Strategy.

The Strategy for Improving Energy Efficiency in the Republic of Macedonia by 2020 does not provide gender-sensitive nor gender-responsive measures and is gender-blind. The strategy identifies vulnerable groups of families which find themselves in the gap between the real and regulated price of electricity that needs to be addressed, and this process will be followed by the establishment of a social package for vulnerable groups of families (which is not further defined).

The absence of gender in the area of climate change, specifically in prevention, protection, mitigation, adaptation, could be considered a threat to human rights effectuated by the institutions which fail to take appropriate care of vulnerable categories of citizens.

The MoEPP has prepared a draft action plan for gender equality and climate change adaptation / mitigation (APREAM), which is part of the first Biennial Update Report to the UNFCCC.

VI. International and Strategic Framework on Gender and Climate Change

The presentation of the strategic international and national framework is necessary in order to familiarize the trainees with existing gender and climate change policies which will serve as a guidance for future climate change action.

International Gender and Climate Change Standards

UN Convention on Elimination of All Forms of Discrimination against Women	It lays the groundwork for non-discrimination, equal rights and opportunities, and it also highlights the need to introduce a gender dimension into disasters and climate change by adopting specific, policies, strategies, budgets and other measures appropriate for the national context. It provides an opportunity for women to represent their governments internationally and to participate in the work of international organizations; Articles 13 and 14: Provide equal rights concerning bank loans, mortgages and other forms of financial credits / loans; Ensures that women in rural areas can participate in and benefit from rural development; participate in development and planning at all levels; receive training, education and extension services; have access to agricultural credits and loans, appropriate technology; and are to be treated equally in agrarian reforms.	1979
UN Conference on Environment and Development (UNCED)	Introduces gender perspective (gender-disaggregated data, analyzes, gender-responsive goals and activities), as well as gender-responsive monitoring in all development policies, programs, environment and use of natural resources	1992
Agenda 21 - Adopted at the United Nations Conference on Environment and Development, in Rio de Janeiro.	Even twenty years after Agenda 21 was adopted, women are still recognized as a vulnerable group and remain as one of the goals of sustainable development, outlined in Sustainable Goal 5. Chapter 24, titled "Global Action for Women towards Sustainable Development" calls on governments to make the necessary constitutional, legal, administrative, cultural, social and economic changes in order to remove any obstacles for full inclusion of women in sustainable development and public life. Agenda 21 recognizes the importance of women's knowledge and traditional practices, and emphasizes women's contribution to biodiversity conservation (Section 24.2)	1992
Rio Declaration on Environment and Development	Principle 20: Women have a vital role to play in managing and developing the environment. Therefore, their full involvement is essential to achieving sustainable development	1992

Convention on Biodiversity	It promotes knowledge and practices of women in conservation and sustainable use of biodiversity in agriculture. It promotes gender-specific ways of documenting and preserving knowledge of women on biodiversity. Calls for gender balance in different bodies. It points out the influence of gender and culture on tourism.	1992
UN Framework Convention on Climate Change	The gender concept in this Convention was introduced in 2005. It maintains a focus on gender and climate change with the Paris Agreement, which states that "Parties shall, when undertaking climate change action, respect, promote and consider their human rights obligations, the right to health, people, local communities, migrants, children, people with disabilities and people in vulnerable situations and the right to development, as well as gender equality, women empowerment and intergenerational equality." Promotes gender balance in bodies established by the Kyoto Convention and Protocol, with the aim of improving women's participation and creating more effective climate change policies that reflect the needs of women and men alike. Calls for gender sensitive process for preparation of the national adaptation plans. Calls on the Green Climate Fund to promote environmental, social, economic and development benefits and to apply a gender-sensitive approach. Gender equality has been introduced as a guiding principle in the national adaptation plans.	1994
Beijing Platform for Action	Strategic Goal K: It identifies environment (environmental degradation - correlated with poverty) as a strategic area. Identifies gender perspective in natural resource management, gender inequality in dealing with natural disasters, environmental degradation, gender disparities in the impact from environmental hazards (in relation to health)	1995
United Nations Convention to Combat Desertification 1996	Emphasizes the important role of women in the regions affected by desertification and / or drought, in particular the rural areas of developing countries and the importance of ensuring full participation of men and women at all levels. Calls for national action programs that increase the participation of local population and communities, including women, farmers and cattle breeders, as well as for delegating greater managerial responsibilities to these target groups.	1994; the implementation started in 1996
Millennium Development Goals	Provide for equal rights and opportunities for women and men; promote gender equality and empowerment of women as an effective ways to combat poverty, hunger and disease and stimulate development that is truly sustainable; and it ensures that the benefits of new technologies, especially information and communication technologies ... are available	2000

	to all.	
Global Sustainable Development Summit	Calls for gender mainstreaming in all policies and strategies, elimination of all forms of discrimination against women, women's empowerment and improving the status, health and economic well-being of women and girls through full and equal access to economic opportunities, land, loans, education and health services.	2002
RIO + 20	It affirms that policies for green economy in the context of sustainable development and poverty eradication should be implemented through the full mobilization of women, improving their economy to ensure equal participation of women and men. It highlights the potential of women as drivers of sustainable development, among other things through the abolition of discriminatory laws and the removal of formal barriers. Commits to actively promoting collection, analysis and use of gender sensitive indicators and gender disaggregated data.	2012
Sustainable Development Agenda 2030	In the Sustainable Development Agenda 2030, Member States express their commitment to protect the planet from degradation and to take urgent action on climate change. The Agenda also in paragraph 14 identifies climate change as "one of the greatest challenges of our time" and it expresses concern from "its negative impacts which undermine the ability of all countries to achieve sustainable development. ". The Sustainable Development Goal 13 aims to "take immediate action to combat climate change and its effects", while recognizing that the United Nations Framework Convention on Climate Change is the primary international, intergovernmental forum for global climate change response negotiations. Specifically, the targets of SDG 13 focus on integrating climate change measures into national policies, improving education, awareness-raising and institutional capacity for climate change mitigation, adaptation, reducing the effects and early warning. The targets of SDG 13, such as 13B, require states to focus on promoting capacity-building mechanisms for effective planning and management of climate change, focusing on women, youth and local and marginalized communities.	2015

Session 3: Gender Roles in Climate Change Relevant Sectors

Gender Roles in Climate Change Relevant Sectors

VII. Gender Differences and Roles in the Energy Sector

Defining gender roles in energy use in households is (among other things) a precondition for developing effective and efficient policies to mitigate climate change.
Namely, there is a serious lack of data, gender-based analyses and identification of gender-based differences in household energy use.
Therefore, in this training session, gender roles will be discussed, in order to familiarize the participants with the key differences and strengthen their capacities for identifying sector-specific measures at national level.

Namely, several studies have identified strong segregation of energy use in households in line with the segregation of tasks in the households.

The following are the key differences:

Gender differences and roles in the energy sector	❖ There are fewer women (than men) in the energy sector: engineers, employees and managerial positions
	❖ Women have less financial resources to invest in new technologies
	❖ Women are usually poorer and more at risk of energy poverty
	❖ Women are more willing to sacrifice their time to perform home duties that would reduce energy costs
	❖ In countries with traditional gender character, most often men decide when and what type of appliances will be purchased (or used), or what type of energy will be used to heat the home.
	❖ Both men and women alike believe that energy efficiency measures are a good way to address energy poverty. Men are better informed and more proactive than women about such measures, while women are more interested in the savings achieved with these measures.
	❖ Gender differences are also evident in the approach to energy reform, with men being more informed than women about energy reforms
	❖ The poverty rate is higher among single mothers' families, which is reflected in their energy poverty. They should be particularly targeted in national mitigation efforts and in the subsidies programs
	❖ Energy poverty is most pronounced among women living alone, age of 65 + with a fixed income
	❖ Women have interest in energy reform and energy efficiency but they do not have sufficient knowledge to implement it
	❖ Communication and information systems on energy reform should target women in particular.

VIII. Gender Differences and Roles in Agriculture

Agriculture is most directly affected and totally dependent on climate change and its negative impacts, as crops and livestock are sensitive to even the slightest climate variations. In this regard, the situation with the developing countries must be emphasized, whose agriculture is highly dependent on weather conditions and rainfall which affect planting, disease spread, cause increased exposure to heat stress, changes in precipitation, erosion due to increased rainfall, etc.

Agriculture, on the other hand, has an impact on climate change, often due to the replacement of traditional small-scale farming techniques with large-scale farming systems.

The gender perspective in the agricultural sector is particularly pronounced, ranging from gender segregation (vertical and horizontal in agriculture), unequal access to production resources, opportunities, information systems, but also deeper gender stereotypes of the roles of women and men in the area of operation, access to education, social protection, banking services, ownership (agricultural land), etc.

Gender Differences and Roles in Agriculture	❖ In agriculture women are most often unpaid workers on family farms and paid or unpaid workers on other farms and agricultural enterprises. They are often involved in growing crops and nurturing livestock for their own and commercial needs. They produce food and are often involved in mixed farming operations
	❖ Climate change and its adverse effects affect access to drinking water and irrigation water on agricultural land. This is directly related to female labor in the family - hygiene, home cooking or irrigation for the cultivation of certain types of crops - mostly near the home
	❖ Ownership of property / land is one of the most significant problems in agriculture. Women traditionally do not inherit the property / agricultural area which leads to their inability to manage finances
	❖ The data show that they women own only 11% of agricultural holdings. It prevents them from accessing banking services, credits, loans and access to funds for the purpose of mitigation or adaptation.
	❖ In the agricultural sector, women generally have less control over land and livestock (ownership), much less use improved seeds, quality fertilizers and banking services such as credits and loans, which means they have a smaller share in the use of extension services / measures.
	❖ Caring for dependent family members prevents women from being more present in the labor market, but the infrastructural (in)accessibility and remoteness of social, health, and educational services make their work at home even more difficult, since it takes a lot of time to reach these services
	❖ Women have traditionally been the guardians of cultural heritage and knowledge on the use of natural resources in health treatment / healing, cooking, etc.
	❖ They are increasingly involved in vegetable production, but are also involved in the production of dairy products, i.e. processing of dairy products, fruits and vegetables
	❖ They are less represented in natural resource utilization activities such as forestry, hunting, fishing
	❖ Women are less represented in decision-making processes at local level (and less informed about local policies).

	❖ The educational structure and access to education for rural women is an important factor in strengthening the role of women in agriculture
	❖ Women rarely use improved seeds and / or fertilizers, machines and tools.
	❖ Women have less access to information on new technologies in both mitigation and adaptation

IX. Gender Differences and Roles in the Transport Sector

In the Republic of North Macedonia, the share of transport in final energy consumption increased from 24% in 2012 to 32.5% in 2015. Of the three subcategories (road, rail and air traffic), the most dominant is road traffic, which has a share of with 97%. Passenger cars have the largest share in passenger vehicles - 87%. In terms of GHG emissions, the transport sector was responsible for 13% of total national emissions in 2014, and for 20.5% of the emissions in the energy sector. In recent years, the emissions from this category are increasing, so in 2014 the emissions were 3.6% higher than in 2013 and 16.4% higher compared to 2012.

As road transport is the largest source of greenhouse gas emissions (almost 99%) in the transport sector, emission reduction measures and policies should generally focus on this type of transport. These policies and measures should mainly aim at increasing the efficiency of vehicles and electrification of transport.

Gender Differences and Roles in the Transport Sector	❖ Both men and women use transport in order to access economic opportunities.
	❖ In addition to accessing the labor market, women also use transport as a way of taking care of their home and family.
	❖ Men mostly use the car as a means of transportation, and women use the public transport. Therefore public transport should respond to women's needs and priorities.
	❖ Women often work in lower paid jobs and sectors and are have limited access to finance and credits so they cannot buy their own car.
	❖ Men often own property and have better paid jobs that gives them access to loans for buying new or used car.
	❖ Women are much more accepting to environmental mobility models (walking, cycling)
	❖ Women more often make transportation decisions based on its safety, while men choose based on speed.
	❖ By using the car as a means of transport, men save time while women who use public transport cannot save time
	❖ The economic and social status and life of women and men affect their different transport needs and their use of transport services.
	❖ Transport infrastructure and services should not be seen as "gender neutral".
	❖ Gender-responsive budgeting should be used when developing budgetary policies and programs in the transport sector.

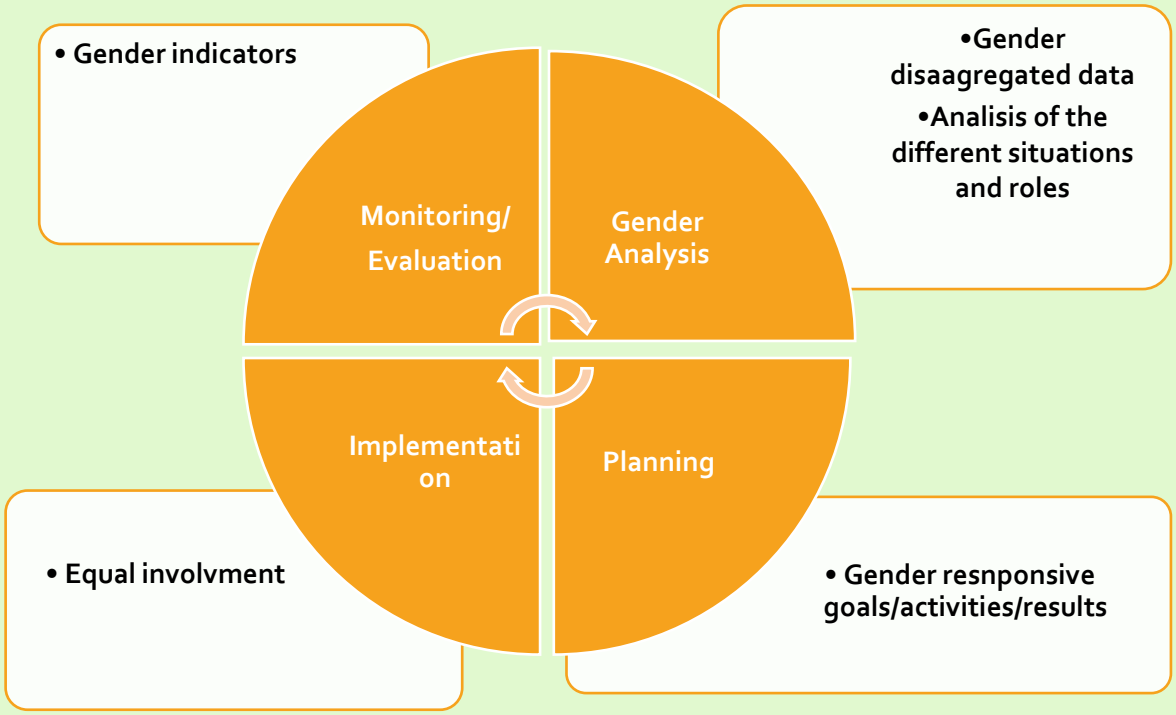
	❖ The lack of gender disaggregated data in the transport sector prevents the development of detailed analyzes that will show what is the situation with gender equality in this area.

X. Girls in Technical Sciences

Science has traditionally been a men-dominated area, with some notable exceptions. Women have historically faced discrimination in science, as in other men-dominated areas, have been repeatedly overlooked for job opportunities and not recognized for their merits. The achievements of women in science have been attributed to their opposition to the matrix in which society places women and their traditional role as housekeepers.

Gender Differences and Roles in the Technical Sciences	❖ Social and cultural norms associated with the traditional role of women in the society constitute an obstacle for greater achievement of women in science
	❖ Girls show more interest in science and mathematics, but boys show more confidence
	❖ There is a gender imbalance in the workforce in the field of technical sciences and the ICT sector, especially in managerial positions.
	❖ Girls who study science, mathematics IT often choose to pursue their careers in the education sector, while boys in the IT industry.
	❖ Although women are increasingly involved in entrepreneurship, the percentage of women-led companies in the IT sector is still low.

Session 4: Introducing a Gender Perspective in Mitigation and Adaptation



Introducing a Gender Perspective in Adaptation

Adaptation to climate change is the process of adjusting to the real or expected climate and its effects. In the human systems, adaptation has a goal to reduce or avoid harm, that is, to find ways to exploit existing opportunities. In some natural systems, human intervention can facilitate adaptation to the expected climate and its effects (Intergovernmental Panel on Climate Change - IPCC). The need for adaptation varies from place to place, depending on the sensitivity and vulnerability to environmental impacts. Adaptation is particularly important in developing countries as it is anticipated that these countries will bear the burden of the effects of global warming. The capacity and potential of people to adapt (called adaptive capacity) is unevenly distributed across different regions and populations, and developing countries generally have less adaptive capacity. Adaptive capacity is closely linked to social and economic development. The challenge of adaptation grows with the size and rate of climate change.

The Intergovernmental Panel on Climate Change (IPCC) defines the adaptation as:

"... adaptations to environmental, social or economic systems in response to actual or expected climate stimuli and their effects or impacts. This term refers to changes in processes, practices, and structures in order to moderate potential harm or to benefit from opportunities associated with climate change. "

Source: IPCC, 2001.

Key messages:

- **Vulnerable categories of citizens must be taken into consideration and must be prepared for the effects of climate change,**
- **Adaptation strategies will be more effective if decision-making processes take into account the negative impacts on all groups / categories of citizens affected by them,**
- **Adaptation strategies will be more effective if decision-making processes take into account differences in negative impacts due to existing gender differences,**
- **Adaptation strategies must incorporate "female knowledge" and potential to fully exploit human capital for adaptation,**
- **Gender inequalities (social) contribute to increased vulnerability and risk susceptibility**

Gender Responsive Planning in Adaptation Policies

National Adaptation Plans (NAPs) have the following goals:

a) Reduce vulnerability to the effects of climate change by building adaptive capacity and resilience;

(b) Facilitate the integration of climate change adaptation, in a coherent manner, into appropriate new and existing policies, programs and activities, in particular in the processes and strategies for development planning, in all relevant sectors and at different levels, as appropriate (Decision 5 / CP.17, paragraph 1).

> Adaptation programs that are gender-blind are potentially harmful to development because they tend to exacerbate existing inequality. In terms of vulnerability to climate change, this means that the vulnerability of men can be reduced while for women vulnerability remains the same or even increases.
>
> GENDER, CLIMATE CHANGE AND COMMUNITY-BASED ADAPTATION, A GUIDEBOOK FOR SIGNING AND IMPLEMENTING GENDER-SENSITIVE COMMUNITY-BASED ADAPTATION ROGRAMMES AND PROJECTS, UNDP, 2010

Decision 5 / CP.17, paragraph 3, stipulates that the approach to enhanced adaptation action should take into account national characteristics, should be gender-sensitive, open and fully transparent, and should take into account vulnerable groups, communities and eco-systems.

According to this definition, a gender-responsive NAP should:
(i) recognize gender differences in the needs, capabilities and capacities for adaptation;
(ii) ensure equitable participation and influence of women and men on adaptation policies in decision-making processes; and
(iii) provide gender equality or equal access to financial resources and other benefits resulting from adaptation investments (Dazé, A. and J. Dekens, 2017).

In this context it should be emphasized that women are more vulnerable to the negative impacts of climate change (and consequently must be taken into account in adaptation actions) primarily due to the social gender roles they play in families and in society.

- Limited access to finance. In countries with traditional gender character, women still have limited access to land, livestock or credit opportunities. Owning a property / land is one of the significant problems in agriculture. Women traditionally do not inherit property / agricultural area which results in their inability to manage finances. On the other hand, data show that women own only 11% of agricultural holdings. It prevents them from accessing banking services, credits, loans and access funds for mitigation or adaptation.

- Gender division of labor and access to natural resources. The negative impacts of climate change make it difficult for women to access natural resources. In agriculture, women generally have less

control over land and livestock (ownership), less use improved seeds, purchase less fertilizers and use less banking and credit services, i.e. have a smaller share in the use of extension services. Climate change and its adverse effects affect access to drinking and irrigation water on agricultural land. This is directly related to female labor in the family – for hygiene, home cooking or irrigation for certain types of crops - predominantly near the home.

- Less access to education and limited access to information. Lack of education and access to information. In developing countries, the problem of early drop-out among girls is still present, leading to a lower level of education and to limited access to knowledge and information. This directly affects their ability to understand and act on climate risk and adaptation information.

- Limited mobility. Women are often restricted and must not leave their communities (although migration is a coping mechanism often used by men). In fact, due to gender roles they are prohibited from leaving home and have to perform domestic and reproductive activities. By staying home, women are more affected by the climate's negative impact. Due to all above-mentioned limitations they are also forced to stay in environments affected by climate change.

Overview of the key steps for gender mainstreaming in adaptation policies

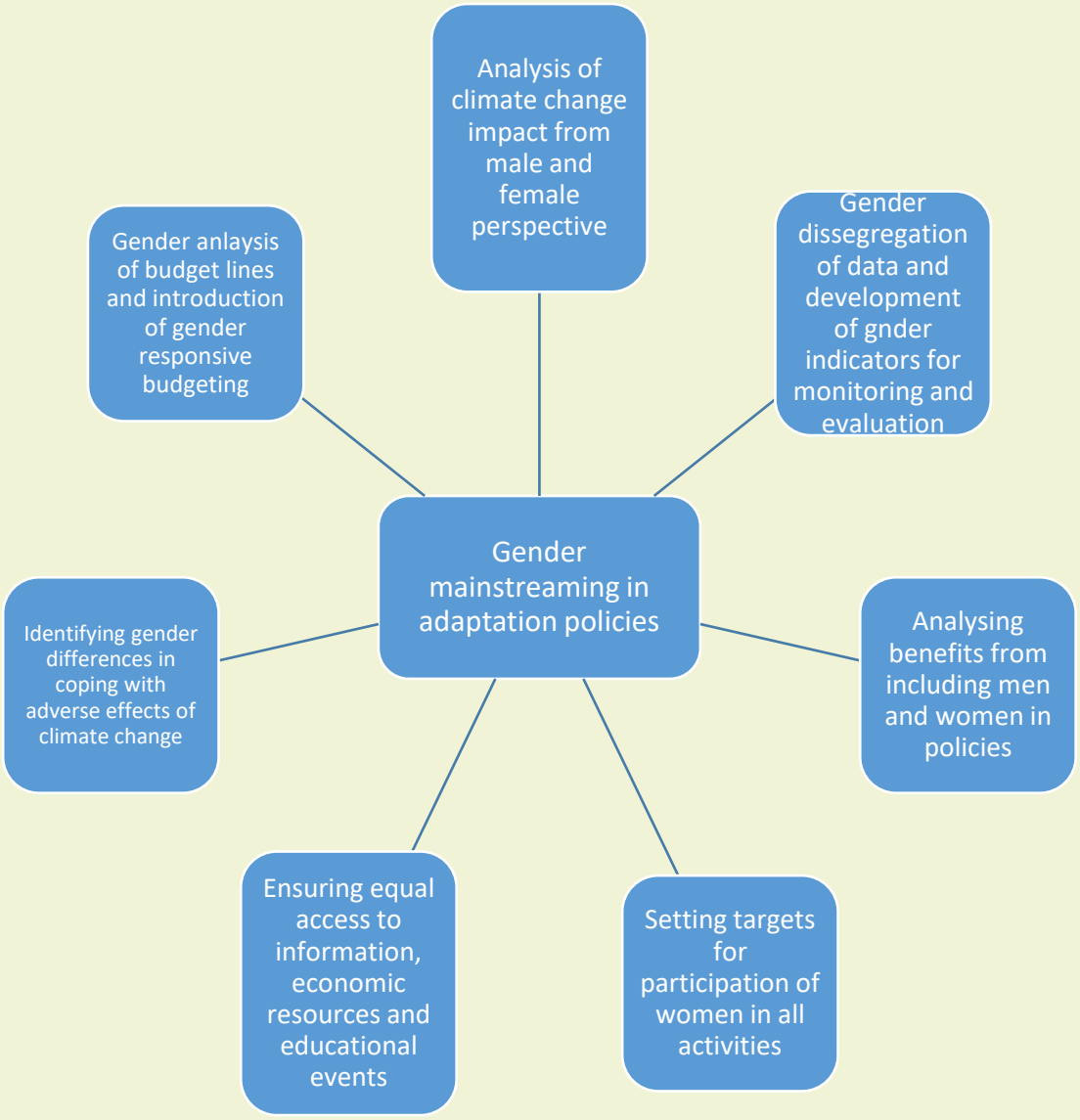


Table 2: Examples of gender concept in the adaptation measures under "Influence"

Influence	Activities	Indicators
ADAPTATION		
Improved resilience and living conditions of the most vulnerable categories of citizens and regions	Equal access (% of women / men) to activities for introducing different climate resilience mechanisms (subsidies, information events, trainings, etc.) Women's participation in activities related to accessing reliable water sources, despite adverse climate impacts (subsidies, information events, trainings, etc.) Women's participation in access to resilient agricultural technologies and practices (subsidies, information events, trainings, etc.) Increasing the number of jobs for women in agriculture (subsidies, information events, trainings, etc.)	Number (percentage) of men and women benefiting from the adoption of different measures to tackle climate change • Number of men and women with access to reliable water sources, despite adverse climate impacts; • Number of households provided with resilient homes (gendered) • Number of women farmers implementing resilient agricultural technologies and climate practices • Number of jobs created for women to process agricultural products

Table 3: Examples of gender concept in the adaptation measures under "Result"

Result	Activities	Indicators
ADAPTATION		
Increased generation and use of climate change information in decision-making processes	Identifying the needs of women and vulnerable groups for services / products in the context of climate change Defining services based on different needs of women / men / vulnerable categories Expanding the range of services as needed	Identified needs of women and vulnerable groups for services / products in the context of climate change Defined and created services based on different needs of women / men / vulnerable categories
Health and wellbeing; food and water safety	Analysis of different needs of women / men exposed to unsafe water or food or to health hazards	Specific measures defined according to different needs
Enhanced adaptation capacity and reduced exposure to climate risks	Ensuring equal and increased access for women and men to early warning systems and risk mitigation measures	Number of men and women covered by early warning systems and risk mitigation measures
Enhanced awareness of climate threats and risk reduction processes	Providing equal and increased access to communication strategies (events, trainings, informative content targeting women / vulnerable categories) Coverage of rural / remote areas	Number of men and women covered by climate change information measures

Exercise:

Group work. After hearing the presentations, the trainees should be divided into groups and they should plan for gender-responsive adaptation in line with the competences of the institutions they come from. Examples from the National Adaptation Plan or Potential Adaptation Measures[3] may be given and they could be upgraded by introducing gender-responsive measures and activities, or by reformulating existing measures from a gender perspective.

[3] http://www.unfccc.org.mk/content/Documents/Action%20Plans/MK_Anex2TNC.pdf

Gender Mainstreaming in the Mitigation Process

Mitigating climate change means primarily reducing or preventing greenhouse gas emissions and sustainable use of natural resources. This entails use of new technologies and renewable energy sources, use of energy efficient equipment and change in energy management and consumption. Measures can be complex: from urban planning of whole cities, to small interventions like oven replacement, from building a metro to developing bicycle and pedestrian lanes.

Each intervention has a gender perspective, but the choice of solutions that are promoted, financed and implemented can also depend on the extent to which gender differences and the needs of women and men are taken into account. In this regard, mitigation activities range from replacing traditional sources with renewable energy sources, introducing the concept of energy efficiency to appliances and to buildings, increasing the use of non-polluting vehicles, recycling, changing behavior, increasing consumer knowledge etc.

National Climate Change Mitigation Action Plans and the Nationally Determined Contributions refer to climate change mitigation policies, that is to measures that reduce greenhouse gas emissions.

Socio-economic inequality and cultural factors are directly correlated with people's ability to cope with and influence or mitigate climate change and its adverse effects.

Gender Responsive Planning of the Adaptation Policy

Mitigation in the context of climate change can only be efficient and effective if the activities within this process target women and men equally and mitigation policies have specific gender-responsive measures that take into account the fact that women are a vulnerable group in relation to climate change.

Mitigation is a set of measures designed to reduce greenhouse gas (GHG) emissions. Within the existing national climate change mitigation framework there are no gender-responsive objectives, measures, activities, etc. In this context, it is important to emphasize the Lima Work Program on Gender (Decision 18 / CP.20) inviting parties to exchange experiences on gender responsive climate policy with a particular focus on mitigation, development and technology transfer.

The conventional approach to mitigation and the development and transfer of technologies is primarily aimed at "Climate-first" which means that mitigation, development and technology transfer policies are seen only through their actual contribution to greenhouse gas reduction in the two energy associated sectors (energy and industry) which are mainly dominated by men. This represents a very limited approach to the true purpose of the mitigation process, due to the fact that it neglects various social and economic impacts and benefits for women and men, and also fails to take into account women's knowledge and contribution to household and community mitigation efforts. In developing countries, women play a leading role in relation to energy use in households, forest resources, and agricultural products.

Influence	Activities	Indicators
MITIGATION		
Improved access to low-emission sources of energy	Facilitate access for women and representatives of vulnerable groups	Number of households and individuals (men and women) with improved access to low-emission energy sources
Improved efficiency of energy use in the household	Measures to improve efficiency of energy use in the household	Number of users, i.e. persons with improved living and working conditions, % of women household owners
Improved access to energy efficiency financing for SMEs, including women-led ones	Ensuring equal access to energy efficiency finance for men and women and for vulnerable groups / Facilitating women's access to finance	Number of women-led small and medium-sized enterprises benefiting from financing provided through energy efficiency policies

Table 4: Examples of the gender concept in the mitigation measures in the "Impact" section

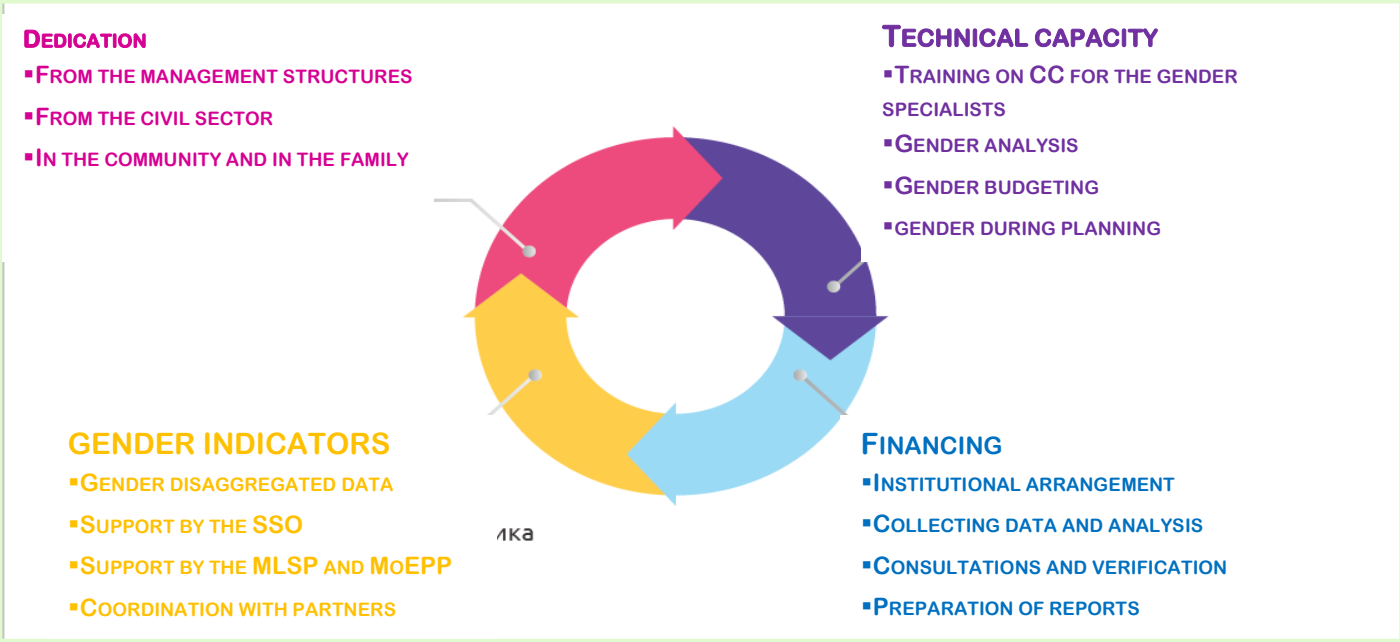
Table 5: Gender concept examples in mitigation measures in the “Result” section

Result	Activities	Indicators
MITIGATION		
Strengthened institutional and regulatory systems / mechanisms for planning and developing low emission measures	Equal participation of women in decision-making processes	% of women in institutions, coordination mechanisms and in regulatory bodies (frameworks)
Reduced CO2 emissions from buildings, cities, industry and appliances	To ensure equal access to project / program activities (subsidies, outreach) for women, men, vulnerable categories	Reduced or avoided CO2 emissions due to improvements in the design of buildings and energy efficiency
Increased use of low carbon transport	To ensure equal access to project / program activities (subsidies, outreach) for women, men, vulnerable categories	Higher number of passengers (women and men) on low carbon means of transport

Exercise:
Group work. After seeing the presentations, the participants should be divided into groups and should plan for gender responsive mitigation measures in line with the competences of the institutions they come from. Examples of National Migration Plans and Nationally Determined Contributions can be

provided and upgraded by introducing gender-responsive measures and activities, or existing measures can be reformulated by introducing gender perspective.

Session 5: Improving the Draft Gender and Climate Change Action Plan



Overview of the Draft Gender and Climate Change Action Plan

Under climate change projects implemented by the Ministry of Environment and Physical Planning with the support of the United Nations Development Program (UNDP), a Draft Action Plan for Gender Mainstreaming in Climate Change has been prepared. It foresees concrete steps by which, through increasing knowledge and awareness of all relevant gender and climate change stakeholders, the institutional capacity for specific actions in this area will be strengthened, both at policy development and at implementation level. The Ministry of Labor and Social Policy actively participates in and supports all these activities.

As part of the First Biennial Update Report on Climate Change to the UNFCCC, a Draft Action Plan on Gender Equality and Climate Change Adaptation / Mitigation has been prepared.

It identifies the following sectors in which activities should be implemented:

- Climate change (general)
- Tourism
- Energy and transport
- Reducing risks and disasters
- Health
- Agriculture

The constraints identified in the Draft Gender and Climate Change Action Plan can be divided into several categories:

- The capacity of implementation bodies is assessed as insufficient / limited and is directly correlated with low awareness and knowledge about the gender dimension of climate change. Gender machineries at central and local level (equal opportunities coordinators in Ministries and LSGUs) are not trained in climate change.

- There is no methodology and system for collection of gender-disaggregated data. Currently there is no gender-disaggregated data on both mitigation and adaptation programs implemented by the state. Strategic documents related to the environment and climate change are gender-blind, and although they identify draft indicators for measuring and evaluation, they have not been formally adopted.

- Lack of gender perspective analysis in relation to climate change. So far, an analysis has been made as part of the preparation of the UNDP-supported Gender and Climate Change Draft Action Plan. At the institutional level, however, there are no official views that should be reflected in climate change policies.

- Lack of political interest. The plan identifies lack of political awareness and willingness to introduce gender in relation to climate change technology.

- Lack of inter- and cross-sectoral cooperation, both at the institutional level and in the business community - government relationship.

- Finance. In the area of mitigation (energy sector), there is a lack of financing options and allocations for reducing energy use and use of solid fuels for household heating. In the area of transport, the same problem exists, and tax incentives to increase the availability of public transport in both urban and rural areas are needed. Gender responsive budgeting in climate change is urgently needed.

- Lack of communication (information) systems and strategies, capacity building (training) and financial support (subsidies) for women in agriculture, which leads to poor reflection of women's needs in agricultural policy and their access to services; as well as in agricultural products, use of technology, and generally equal allocation of subsidies and support in both mitigation and adaptation.

- Lack of disaster risk reduction (early warning) communication systems and strategies based on gender component in disasters, which is primarily related to low awareness, knowledge and lack of gender dimension analysis on the negative effects of climate change (droughts, floods, emergencies), as well as the lack of an adequate system for equal distribution of disaster prevention and revitalization technologies and resources.

Project: Fourth National Communication (NC) and
Third Biennial Update Report (BUR) on Climate Change under the UNFCCC

Table: Overview of the Draft Action Plan for Gender Equality and Adaptation / Mitigation to Climate Change			
Sector	Activities	Sector	Activities
Climate change (general)	The effects of climate change, adaptation and mitigation are analyzed from a female and male perspective	Agriculture	Outreach through information systems to women farmers and female members of agricultural households
	Evaluation and observation data are disaggregated by gender		Women and female farmers have equal access to agricultural products
	Gender-sensitive criteria and indicators are developed for assessing, participating in, monitoring and evaluating climate change activities.		The experience and knowledge of women is used in agricultural production and expansion
			Agricultural information is more available through the media
	Goals set for equal participation of women and men in all activities		Men and women farmers are equally trained in breeding techniques
	Technology assessments take gender into account		Subsidies and support for adaptation and mitigation are equally targeted towards female and male owners of land, farmers and business owners
	Gender sensitization of the business and philanthropic communities		Climate change research induces effects on members of household, by age and sex
	Raising consumer awareness	Tourism	Women and men have equal access to employment in eco-tourism
	Reducing energy consumption		Female students are the target group for high schools training and employment in tourism
	Reduce the consumption of solid fuels for household heating		Support small businesses to improve product design, business management and market analysis
	Subsidies for access to clean energy for women farmers, heads of households and business owners		
	Available public transport in urban and rural areas	Reducing Disaster Risk	Information and system for warning women and men act alike in different locations
	Tax relief for public transport		
	Campaign for promotion of public and energy efficient transport		Climate change data relative to droughts, floods, emergencies are analyzed in terms of gender, age, ethnicity and geographical location
Health	Trainings, warning and information systems take into account gender and age		Women and women's groups equally with men are involved in planning disaster preparedness
	Health workers and rescuers are trained for the different needs of each of the vulnerable groups		Analysis of the access of women and men to technology and means for preventing disasters and recovery
Participation in decision	Women are adequately represented in the workforce and in the decision making structures in energy, agriculture, water	Communication and training	Climate Change Communication Strategy integrates gender

making	resources, telecommunications and transport sectors.		
	Goals are set for women's participation in decision making on climate change at all levels		Public Information gathering campaigns are focused on men and women
	The gender budgeting process includes components for climate change		Introducing communication on climate change with women through focal points on all three levels
	Women and women's organizations participate in water use decisions and management		Campaigns for households are also aimed at women and men
	Gender Equality Contact Points at national and local level to receive face-to-face or online climate change training		National workshops and roundtables are held on gender and climate change with more stakeholders
	Gender audits of financial mechanisms and assessing the impact of climate change		
	Gender Responsive Budgeting		

Exercise:

Group work. After hearing the presentations, the trainees should be divided into groups and each group should individually discuss the activities, i.e. they should propose measures for their upgrading in order to eliminate the constraints identified in the Draft Gender and Climate Change Action Plan.

Agenda: Introductory training on "Gender equality and climate change"

(2 days)

Day 1.

Time	Activity	Method	Key messages and objectives
9.00-9.30	Introduction	Introducing participants / Training methodology / Presentation of training objectives	Getting to know the participants and the trainer / Building an environment of trust for the participants / Introducing the objectives of the training, / Obtain information about the level of knowledge on gender equality and climate change issues
Session 1 Introducing Gender Concepts and Climate Change			
9.30-10.30	Why is gender an important issue in addressing climate change? Key Aspects of Gender Perspective in Climate Change (all participants)	Presentation: Gender perspectives in climate change	There is a causal link between climate change and gender: (1) climate change aims to increase existing gender disparities (2) gender inequality causes greater vulnerability of women to the negative consequences of climate change; (3) existing policies to combat climate change must not be gender neutral / blind.
10:30-10:45	Coffee break		
10.45-	Basic gender terms and concepts	Presentation of basic gender	

11.00	Gender responsive, gender neutral, gender blind and gender transformative policies (all participants)	terms and concepts Presentation of the definitions of gender responsive, gender neutral, gender blind and gender transformative policies	Familiarizing the participants with the basic definitions for the gender concepts Familiarizing the participants with the types of gender policies
Session 2 Intersection of gender and climate change			
11:00-11.30	Gender mainstreaming methods (for the climate change working group)	Presentation of gender mainstreaming	Gain basic knowledge on how climate change policies should become gender responsive
11:00-11.30	Climate change policies (for gender machinery)	Presentation of climate change policies	An overview of climate change policies that need to be gender-sensitive
11.45-12.00	Coffee break		
12.00-12:30	International and National Strategic Framework for Gender and Climate Change (all participants)	Presentation of international standards	Gaining knowledge of international standards on gender in climate change
12:30-13.30	Lunch break		
Session 3 Gender roles in sectors relevant to climate change			
13.30-14.30	**Gender roles in sectors relevant to climate change (transport, energy use in households, agriculture, women in technical sciences and green jobs)**	Presentation of different gender roles in transport and energy use in households, agriculture, women in technical sciences and green jobs	Gaining knowledge on the gender differences in these sectors
14:30-14:50	Coffee break		
Session 4 Introduce a gender perspective in mitigation and adaptation processes			
14:50-15:20	Introducing a gender perspective in the processes of adaptation	Presentation of gender responsive measures in adaptation	Familiarizing participants with the methods devising gender responsive adaptation measures
15:20-16:20	GROUP WORK: Gender Responsive Planning for Adaptation Policies.	Working in groups	Gender Sensitization of National Adaptation Measures
16:20-17:00	Presentation of group conclusions Discussion	Presentation Plenary discussion	Presentation of group conclusions

			Discussion

Day 2.

Time	Activity	Method	Key messages and objective
9.00-9.30	**Presentation of the conclusions of Day 1.**	Presentation	
Session 4 Introducing gender perspective in mitigation and adaptation			
9.30-10.00	Introducing gender perspective in mitigation	Presentation of gender responsive mitigation measures	Familiarizing participants with methods for drafting gender responsive mitigation measures
10:00-10:15	Coffee break		
10.15-11.00	GROUP WORK: Gender-responsive mitigation policy planning.	Working in groups	Gender Sensitization of National Mitigation Measures
11:00-12:00	Presentation of group conclusions Discussion	Presentation Plenary discussion	Presentation of group conclusions Discussion
Session 5: Improving the Gender and Climate Change Action Plan			
12:00-12:30	Presentation of the Gender and Climate Change Action Plan	Presentation	
12:30-13:30	Lunch		
13:30-14:30	GROUP WORK: Identify methods to improve the plan	Working in groups	
14:30-15:30	Presentation of group conclusions Discussion	Presentation Plenary discussion	Presentation of group conclusions Discussion
15:30-16:00	**Closing comments**		