



The Greens | EFA
in the European Parliament

GENDER AND CLIMATE TOOLKIT

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Communication Toolkit on Gender and Climate Change

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No climate justice without gender justice!

Climate change is one of the most urgent global challenges. However, the climate scientists are clear, there is still action possible to avoid the worst effects of global warming if we act now. We are also aware that climate change is also a deeply unjust phenomenon: Those who contribute the least to climate change are often the ones that are most affected by its impacts. This is why, while tackling global warming, we also need to look at the transformations that are needed in our societies to make this world fairer and more just. Since the beginning of international climate policy, an important debate has focused on the existing divide between countries in the Global North who are historically more responsible for the global pollution and those in the Global South who are more vulnerable to climate change consequences.

But are you aware that inequalities within each country have to do with climate change, as well?

The social divide between privileged and underprivileged people can be as large as the international divide. Carbon footprints - the size of individuals’ contributions to climate change - increase with income. On the other hand, higher income improves the opportunities to cope with the negative effects of climate change. In contrast, poor people with smaller carbon footprints are usually the most vulnerable groups in times of disasters such as thunderstorms, drought and flooding.

And what does this have to do with gender?

One of the major divides in societies is gender inequality. The gender pay, pension and employment gaps remain significant in our societies. Women are still low represented in positions of power and decision-making and the gender division of labour keeps attributing women the responsibility of the majority of the unpaid care work. This different social and economic reality conditions women’s

responsibilities, vulnerabilities and opportunities to respond and adapt to climate change. Therefore, all aspects of climate change have a gender dimension: the causes, the impacts, as well as the policies to respond to climate change which can have different effects on women and men.

Are you aware that this linkage is also an issue in Europe?

Very often, the first image that sparks in our minds when thinking about gender inequality and climate change are women walking long distances to fetch water and firewood in a country of Global South. Even if most of us do not need to collect firewood, even in EU countries that are more advanced in terms of gender equality, the gender gaps are still significant and patriarchy as a social system of masculine domination over women is equality present. Therefore, the slogan of gender activists in the international climate negotiations is ‘No climate justice without gender justice’, meaning that a just transition must include efforts towards gender equality.

Gender: Five reasons why climate policy needs to change, and how

Only when gender is integrated in climate policy, meaning in all its policies, funds, activities and proposed solutions we will be sure that that everyone’s interest, perspectives and circumstances will be taken into account.

So what do we need to do to address gender issues?

- ▶ We need to speed up the energy and ecological transition, and ensure that we respond to the needs and capacities of all citizens;
- ▶ We need to make sure to address gender inequality from the beginning in order not to increase the difficulties that already exist. Climate policy must be fairer and more equitable.
- ▶ We need to do our utmost to get all citizens involved and taken in consideration; everyone should feel part of the process and women need to be equality represented.
- ▶ We must ensure that Europe walks its talk and ensure gender perspective in all its policies
- ▶ And we must also ensure that this approach is also met and strengthened in the international climate agreement.

Therefore, there is not only “no climate justice without gender justice”, there is also “no sustainable and just energy transformation without gender equality”. Climate change solutions will not be effective unless we ensure the participation of women and other gender groups, and take their, realities, needs and preferences into account.

Box: UNFCCC and Paris Agreement

The fundamental international agreement: United Nations Framework Convention on Climate Change (UNFCCC)

The United Nations Framework Convention on Climate Change (UNFCCC) that entered into force in 1994 is the fundamental international agreement on climate change. Its goal is ambitious, namely to prevent dangerous human-made changes of the climate system. An important principle set out in the UNFCCC is about “common but differentiated responsibilities” which means that climate change as a global problem requires a collective response, but that industrialised countries are responsible for the bulk of historic emissions that sit already in the atmosphere. Therefore they have to contribute

more to the solutions than others and support low-income and in particular least-developed countries in their climate change responses.

Further international treaties based on the UNFCCC

Yet, the UNFCCC did not provide concrete commitments. Therefore, in 1997, the Kyoto Protocol was adopted, that includes binding, yet not sufficient targets for industrialised countries. In 2015, after many years of negotiations, the Paris Agreement was adopted in 2015. It builds upon the UNFCCC and involves all countries in a joint effort to keep the global temperature rise well below 2 degrees Celsius above pre-industrial levels, and, if possible, even further to 1.5 degrees Celsius. It requires all countries to define nationally determined contributions (NDCs), to strengthen their efforts in the following years, and report regularly on emissions and implementation actions. It also includes provisions to strengthen countries' ability to adapt to the impacts of climate change, and seeks to ensure financial flows from industrialised to developing countries, particularly vulnerable countries.

End of box

Box: Gender is now on the agenda in international climate policy!

Initial lack of gender considerations

The UN Framework Convention on Climate Change (UNFCCC) did not mention any gender or social issues. Women and gender advocacy groups as well as some governments started to raise awareness on gender in the years after the UNFCCC became effective. In particular women's organisations have been key to put gender on the climate agenda during the last 15 years, advocating and highlighting the intersection between social inequalities and climate change, urging as well the feminist movement to take up climate change as an important common fight. Thanks to them, gender references were increasingly included in decisions under the UNFCCC and in the negotiation process.

The UNFCCC process has now a mandate on gender

In 2012, gender and climate became a standing item on the agenda of the annual Conference of the Parties (COP), the governing body of the international climate negotiations process. A gender team was formed within the UNFCCC secretariat, and governments have been asked to appoint gender focal points who serve as contact and resource persons within their organisations and report progress on gender parity and gender-responsive climate policy. Gender should be taken into account as a cross-cutting issue in activities such as adaptation, capacity building, education, training, awareness-raising, participation, and access to information.

Is gender included in the new global climate agreement?

The preamble of Paris Agreement calls upon all countries to respect, promote and consider, among others, human rights, gender equality, and empowerment of women when taking action to address climate change. While this introduction is not binding, it nevertheless plays a role for the interpretation of the agreement and provides a strong entry point for gender-responsive national policies. Other provisions on gender that have already in place earlier have been strengthened. However, gender needs to play a bigger role in these agreements, as its overall perspective remains gender blind and both justice and gender concerns and solutions need to be better addressed.

During the climate talks for the Paris Agreement only one in three delegates was a woman, as well as was one in ten heads of state.

UNFCCC Gender Action Plan – a big step forward

The first ever Gender Action Plan under the UNFCCC was adopted in 2017 at COP23 in Bonn (Germany). Its aim is to serve as a kind of roadmap to ensure that gender equality is integrated in all climate change debates and actions at national and international levels.

Five priority areas have been defined:

1. Capacity building on how to develop gender-responsive policies, plans and programmes, knowledge sharing and communication;
2. Actions to enhance gender balance, participation and women's leadership;
3. Coherence in integrating gender considerations into the work of UNFCCC bodies and other United Nation entities and stakeholders;
4. Gender-responsive implementation of climate commitments;
5. Monitoring and reporting.

For each of these priority areas, a number of key activities have been defined, together with responsible actors, deadlines and results to be achieved. Particularly emphasised are actions requested from governments to support capacity building on gender-related issues, promote the application of a gender-mainstreaming approaches, and support female delegates to be trained to play an active role in the negotiations.

This is going in a very good direction, but more efforts are still necessary!

End of box

Climate change is a feminist issue

Today, our societies are multicultural. To live together and respect each other, and coping with the new realities and challenges of our times, we do need to break stereotypes and overcome gender norms and power relations. And when we talk about men and women, needless to say that there are far too many! Let's therefore challenge them together! :)

By doing this we are willing to free ourselves. By reclaiming our freedom we can better respond to climate change and address a lot of underlying reasons why our societies and economies are so climate-unfriendly.

Are you still not convinced? Here below are some clear examples to see the link between gender and climate change:

"Eat like a man" [Ah?]

Have you ever heard the statement "A real man eats meat"? Men tend to consume meat, in particular red and processed meat, more often and in larger quantities than women [19]. The high meat consumption of most men is associated with the traditional framing of masculinity [22]. More problematic is that men might be scorned and ridiculed for choosing another diet, like a vegetarian one. This can be a constraint particularly for young boys. It is a fact that we all need to shift towards a

plant-based diet in order to live more climate friendly. Huge greenhouse gas emissions are connected with animal farming. This does not mean that we need to quit eating meat completely, but it should be considered more of a luxury, than an everyday habit (and it should of course be from organic agriculture!). This is also an investment in health and a longer life, since heavy meat consumption also is connected with heart diseases and obesity.

Be a part of the solution:

- Go for veggie and organic catering for conferences if you are to organise an event with your organisation
- Propose a veggie day per week (or more!) in your community

"A man need his car" [Really?!]

Most cars are driven and owned by men. Studies have shown that, on average, men make longer trips, use cars more frequently and own larger cars, while women are directed towards using public transport and walking. Moreover, strong gendered norms are at play with men considered as main providers and in the need of a car to perform their duties. Using a bicycle or public transport like buses and trains might be in conflict with this very traditional and extremely limiting masculinity. Especially in regions where you often need a car to transport yourself, women who more often don't own a car might be left behind. Therefore, improving public transport is also a gender issue. In order to tackle climate change, we need to break with traditional norms and one is the way we use transport.

Be a part of the solution:

- Advocate for low-carbon, accessible, reliable, affordable and safe public transport for all
- Advocate for better infrastructure for climate-friendly transport modes like biking and walking
- Support solidarity networks who run sharing models such as car-sharing, sharing of bikes, e-bikes, and e-cars

"A man for the job" [oulala!]

According to the gender statistics (EIGE), more than 80 percent of high-level positions dealing with climate change are held by men. No need for scientific studies some of us might argue as it is so evident when you look up! Well...In the core sectors of climate policy, the picture is similar. In companies 95 percent of executive board members, and 86 per cent of senior managers are men, with very small changes during the last years [29]. Women tend to focus on other issues than men, but this is most probably because of gendered norms. When women became 50 percent of the parliamentarians in the Swedish parliament in 1994, a sharp increase in interest in both child-policy and violence in close relationships could be seen. Helping minority groups, in this case women, therefore helps putting in the debate issues that need to be solved for the benefits of the whole society.

Be a part of the solution

- Call for and support equal representation. Support your local women politicians. They will need it, the likelihood of being elected is much lower than for men. Well in office, they might experience gender-based harassment and discrimination.
- Most environmental activists are women that work under very hard conditions, trying to defend natural resources or women's rights. You can help an activist by supporting her. Lobby for support of these very courageous women.
- Engage in new technology that contributes to sustainability (which not every new technology does, sorry nerds! Think of increased electricity consumption, or privacy issues, for example!). Support more women to be educated and work in science and technologies. They might contribute to developing new technologies that make sense and avoid gendered patterns to prevail once more.

"Man-up?" [Who-ho! Wait a second!]

Gender stereotypes are still very vivid and present in our societies and a serious obstacle to the achievement of real gender equality. And we all suffer from it, being women... or men! Power, control, conquest and domination are attributes that society directly relates to masculinity. The role of being a man, "to man-up" as being brave, is based in the man's ability to be tough, without emotions and dominant. Patriarchy is harmful to our climate in the same way that the harmful ideas of masculinity, nature domination and exploitation or the promise of unlimited economic growth perpetuates environmental degradation and climate change. Deconstructing and transforming masculinities and other gender identities is also a way to secure solutions for climate change and build up on new forms of resilience and adaptation while putting at the centre values such as justice, care and solidarity. Feminism is a political theory and tool for everyone to the fight against oppression, for their autonomy, for equality between women and men, between peoples and between people and the planet. Feminism is to make all of us freer.

Be part of the solution:

- Contribute to fight of gender stereotypes by stopping buying gender stereotyped products for children (as polluting big trucks for boys or nice little dolls for girls), reclaiming media codes against sexist and stereotypical portrayal of women and men in the media (as women cleaning the house ... they could instead provide energy saving advice or even lead climate negotiations!), raise your voice against hate speech and reclaim men's rights and responsibilities to be equal carers, at home in in their job, for example in the energy sector.
- Remember that gender equality is not a women's issue! Men are key actors of this transformation. As human beings and communities are also vulnerable to climate change they need to be active agents in the transformative process of the rigid ideas of masculinities and combat all forms of oppression and exploitation of genders and the environment.
- Do not accept to participate in a conference where there are "manels" (no women on panels). You can be sure that there are a lot of women with very good skills on all issues, clearly also on energy and climate. For example you can pledge this excellent manifesto: "Energy? No without women!" https://sites.google.com/view/enenergianosinmujeres/org_english

"Energy-poverty and vulnerability has a women's face" [Yes..]

The pay-gap between men and women still exists in Europe, and therefore as a consequence women are the group that is the most affected by energy poverty and climate impacts, which happens in Europe as well (flooding, heatwaves...). That leads to women being more vulnerable as a group in the face of climate adaptation challenges. Women suffer from low incomes as well as energy inefficient homes [12]. In Bulgaria, 80 percent of female single households cannot afford the energy they would need to adequately heat their homes [13] (to compare with 65 per cent of male single households). In Germany, female headed households are affected almost twice as much by energy poverty as male-headed households [14]. Policies that lead to an increase of energy prices must consider this.

Energy needs to be framed and understood as a key challenge for poorer communities' ability to support green policies. A just transition where no one - no minorities, no women, no one! - is left behind is crucial to ensure that all citizens can enjoy the benefits of a green society. All voices must be heard, and all people need to be represented. This is really a key element to achieve a fairer society.

Be a part of the solution:

- Go for clean energy with a green label, which supports further developing renewables.
- Support movements that seek to stop using fossil fuels (and all forms of risky energy technologies such as nuclear!) and support the political party that will ban them. It's the emission of fossil fuels in the atmosphere that is causing the climate crisis.

Violence and displacement are fuelled by climate change [Sadly, yes..]

Although not talked about enough in the public debate climate change is a driver for migration and that it's happening already. On average 26 million people are displaced due to climate related disasters such as floods and storms every year. And 80 per cent are women! The International Organisation for Migration notes in its assessment of evidence that by 2050 the number of climate-displaced people could vary between 25 million to 1 billion, with 200 million being the most widely cited estimate.

Climate change exacerbates gender inequalities. Women and girls are acutely vulnerable in the face of climate related disasters. Women constitute the majority of the 1.3 billion people living in poverty worldwide who also often live in marginal areas vulnerable to floods, rising sea levels, droughts and storms. Not only are women likely to be living in the areas worst affected, women are also especially vulnerable once displaced to violence, exploitation and human trafficking.

Be a part of the solution

- Promote and support fair trade products and sustainable consumption. Ask if workers get proper payment, if collective bargaining is supported, if products from conflict zones are avoided, if there is a policy for protecting the environment. For example, mobile phones and other smart devices might contribute to a more climate-friendly lifestyle, but they need to be free from conflict minerals which are fuelling human rights abuses and destroy nature.
- Help us Greens pushing for Europe to take decisive steps to form an asylum system based on solidarity and human rights. The international community needs to develop a comprehensive global strategy for addressing climate displacement, which must be also gender responsive, linking

it to human rights and the development agenda. What is happening outside our frontiers matters to us, too, even if we are not always aware of it! We need Europe to come up with solutions.

As you can see, the linkages between gender and climate change matter for all sectors and all aspects of climate change and need to be addressed in order to achieve a green and just transition. Thus, the green and just transition must address all inequalities within society, including gender inequality.

Get started! Adopt a feminist, gender-balanced, Green vision

What are the key principles to address gender in climate policy?

- 1. We need equal gender representation and participation!** All genders have the right to be involved in decision-making on climate policy at all levels from global negotiations to local councils. Let's reclaim also a greater presence of female experts in the public sphere and concretely on the ground in the different fields of energy and climate.
However, it is important to note that, while gender parity is extremely important and must be fought for, it does not necessarily result in better gender-responsive policies. Gender parity is an important step towards gender equality, but more efforts need to be made for gender equality.
- 2. We need a green and just transition!** The concept of just transition has been introduced mainly by the trade union movement to secure workers' jobs and livelihoods in the transition process towards a low-carbon, sustainable – Green - economy. Do not understand it too narrow, just focusing on jobs in the coal industry! The interests and needs of all parts of society must be considered, including gender justice. To address today's challenges one must look at the impacts of climate actions. Who exactly does benefit from job creation? Who is eligible for subsidies? Do policies increase household responsibilities and care work? Who is in charge of these activities? Can they be distributed more equally? How do eco-taxes affect different social groups? What additional measures are required to avoid adverse impacts on people with low incomes? The green and just transition cannot be just if gender inequality is not raised and tackled through gender mainstreaming - and this from the very beginning of the process.
- 3. We need a transformation of our society:** Ultimately, efforts towards gender-just climate policy need to address the root causes of the high carbon emissions of our societies as well as gender inequality. What we also need to challenge to be successful in this project is our society's own deeply embedded gender norms and power relations that influence perceptions and attitudes. By having a close look at how our society is organised, it will be easier to shift priorities. More attention and recognition must be given to other sectors such as the care work and the care economy for example. **Caring is not only a women's job! All of us must care ... for other people, for nature, for the climate, for equality and justice, and for democracy.**

Policy-makers let's get started and use gender approaches and tools!

Already in 1995, Gender Mainstreaming (GM) has been embraced internationally as a strategy towards realising gender equality. GM starts from the insight that public policies are not gender-neutral, but can have unintended negative impacts, for example increase inequality. Structural

gender inequalities are still entrenched in our society. Even if the laws treat women and men as equal, women still do not have equal access to and control over resources and assets. **Therefore, it is essential to consider how gender relates to the content of policies and measures, to gain a better understanding of how all genders would benefit from them.** A gender-responsive policy ensures that the needs of all citizens are equally addressed. The most important tools for GM are gender analysis and gender budgeting.

What is gender analysis?

Using gender analysis, disadvantageous priorities and unintended negative impacts of policies or programmes can be discovered. It is based on the examination of the policy, its intended impacts, the given setting, and the gender inequalities relevant for the sector and sphere of life the policy seeks to address. Then, the possible impacts the policy will have are analysed, in order to see whether it may have adverse effects on gender equality. The policy can then be improved in order to minimise negative impacts and maximise its contributions to achieving gender equality.

What is gender budgeting?

Gender responsive budgeting brings gender equality and public management together. It is based on the incorporation of gender equality principles into all stages of the budget process. It is applied at various policy levels all over the world in order to create enabling policy frameworks, build capacity and strengthen monitoring mechanisms to support and improve gender equality. It helps to determine if public spending reaches all genders to the same extent and if it contributes to the ultimate goal of gender equality.

To avoid these instruments to be trivialised, and gender provisions to be watered down, it is strongly advisable to involve gender experts into the application of these methods to overcome institutional ‘gender blindness’.

Green victories and demands at EU level

The Greens have been working to defend gender equality and make sure that this vision is present in all EU policies and work in the European Parliament:

1. **Climate finance** should be gender equal and the balance between adaptation and mitigation needs to be more equal. We need to invest heavily in string local change-makers on the ground.

Green victory so far: A Report on women, gender and climate justice was adopted January 2018, calling for better adaptation policies and more balance in representation and climate finance. Gender and human rights included in the Paris Agreement

2. **All fishing agreements** with third countries (mostly coastal state on the African continent) have a specially focused part of financing (sectorial support) going to the women’s cooperatives.

Green victory so far: External fishing fleet should be more just and transparent. Gendered sectorial support in the SFPAs with Ivory Coast.

3. Call that **the representation of women in the climate regime** and especially indigenous women is at least 50 percent.

Green victory so far: Inclusion of the gender perspective of the report on violation of the rights of indigenous peoples in the world, including land grabbing adopted in April 2018 calling to include indigenous peoples, and especially indigenous women and rural communities, in their strategies for

tackling climate change and in the design of efficient climate strategies relating to adaptation and mitigation, taking gender-specific factors into account;

4. All EU trade agreements must include a gender chapter including binding and enforceable provisions and promoting international commitments on women's rights, gender equality and gender mainstreaming based on the Beijing Platform for Action, the SDGs and the Paris Agreement.

Green victory so far: After years of this long standing demand the first gender chapter in a trade agreement will be incorporated in the EU-Peru agreement. We hope this is the first of many to come!

5. Gender Budgeting: Greens have been asking for an EU gender responsive budget to ensure gender equality and gender equality principles are incorporated into all stages of the budget process

Green victory so far: The Parliament position on the EU budget for the next seven years now has strong language on gender budgeting and the need to establish gender equality targets.

Box: What are the main areas where gender inequality occurs?

Care economy / care work: Attribution of care work to women, and unequal distribution of the responsibility for caring, double burden and time scarcity of care-givers, neglecting care aspects and undervaluation of care work.

Market economy and labour market: Gender wage and pension gap, gender-typical choice of professions (job segregation), undervaluation of 'typical' female jobs, and as a result, unequal property and poverty relationships.

Body and intimacy: Societal organisation of sexuality and intimacy, gendered attitudes towards health, harassment and gender-based violence, neglecting reproductive rights.

Public resources and infrastructures: Bias in access and usability of resources and infrastructures, such as public space, energy and transport infrastructures and services, neglecting everyday needs.

Gender norms: Stereotypes, attitudes towards and role of technologies.

Gender power relations: Hierarchies, masculinity as the norm in institutions and their approaches and methods (androcentrism), lack of transparency, underrepresentation of women.

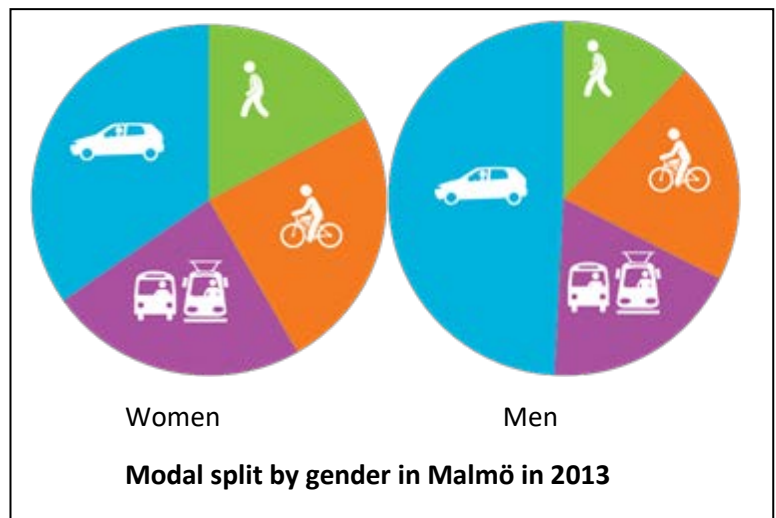
Some good examples in Europe to get inspiration from!

- ▶ **Malmö transport plan:** For the city of Malmö in Sweden, "Gender equality leads to accessibility for a greater number of people" (City of Malmö's transport plan, 2016 [31]). "Traffic /.../ produces visible and invisible barriers, giving persons of different gender, physical and mental capability, income and age different chances to access their city. /.../ In order to increase knowledge about travel conditions in society, and to create a more equal transport system, it is important to incorporate a perspective grounded in equality in the work with transport."

Malmö's objective for 2010 is to design a transport system that gives everyone easy access to their city, regardless of people's background and belonging. This involves the democratic division of urban space, meaning the reorganisation of the city's streets and cityscapes in order to allow a greater

number of people to move on foot, by bicycle and with public transport. Moreover, according to the city's plan, prioritising certain transport modes is an important factor for increased equality. Currently, as men own and drive cars to a greater extent than women, their accessibility to the city and the region is generally higher than women's. The proximity to high standard public transport and possibilities to move on foot and by bicycle can compensate for this. Planning greater accessibility in a city makes travelling on foot, by bicycle and with public transport more rational but also the city more equal. As a first step, the city has raised awareness and spread knowledge on the connection between gender equality and transport, as a next step they will develop a Gender Equality Indicator.

- ▶ **Climate protection plan North Rhine Westphalia:** An impact assessment was undertaken for the climate protection plan of the German federal state of North-Rhine-Westphalia in 2014. It included a Gender Impact Assessment which focussed on housing, transport and employment. Gender differences were found in all of these issues, e. g. regarding older female pensioners who disproportionately often live in buildings in need for retrofitting, and in the different mobility patterns and ownership of cars. Furthermore, in the field of employment it was found that men benefit more from job creation by mitigation policies than women.



Although it has been demonstrated that ensuring gender equality is needed for climate protection to be effective the conclusions of this plan were insufficient. Because of a lack of data and consistency, eventually gender was not addressed in the sectoral policies of the climate action plan. However, the positive aspect is that it sensitised experts and practitioners, who might consider gender when developing their policies, for instance at local levels.

- ▶ **Public management in Austria:** In the year 2000, an inter-ministerial working group on gender mainstreaming and gender budgeting has been set up. Within the public management system of the Austrian government that looks at results, actual gender equality is a dimension that has to be considered by all departments, based on the constitution and federal budget law from 2013 (<http://www.imag-gmb.at/cms/imag/content.htm?channel=CH0599&doc=CMS1395908132505>)

Communication about gender and climate change

Avoid stereotypes! The dos and don'ts when talking about gender and climate change

DON'T! Talk about 'gender' and think 'women', and forget about men

In particular in the climate change context, it happens very often that gender issues are considered as women's issues. However, we should be aware that social norms of masculinity are leading to behaviour damaging to the climate, such as eating meat rather than vegetables,

driving big cars rather than travelling by public transport, trusting in technological solutions rather than socio-economical transformation. Therefore, these norms and the resulting behaviour must be challenged and overcome.

DON'T talk about gender and forget intersectionality

It is important to acknowledge and recognise the multiple forms of discrimination that people may face on the grounds of their gender, origin, religion, income, social status, sexual orientation, sexual identity, race or ethnicity, among others. Different systems of oppression often overlap and are compounded and thus a singular focus on one identity can lead away from solving the broader systemic problem.

DON'T! Talk about 'gender and climate change' and think 'vulnerable women in developing countries'

We should be aware that injustices exist in all world regions. In Europe, there are also poor people who emit very little greenhouse gases, but are the most vulnerable, among others due to their low income. As mentioned above, in Europe, women still earn less than men, do most of the care work, drive less cars, use more public transport, and are subject to sexual harassment – all these issues have to be considered in climate policy-making.

DON'T! Say "women are ..., men are ... women do ... men do"

This suggests that everybody would conform to their respective roles and might lead to stereotyping. Better use 'most women ...', 'a majority of men ...', 'on average',

DON'T! Say "women and men, boys and girls"

Gender binaries¹ should be avoided whenever possible.
Prefer the expression 'all genders' as the most open option.

DON'T! Say "Gender-specific"

This could be understood as if an attribute was directly and exclusively linked with one gender, which, of course is not the case, as nobody is completely sticking to his or her gender role. Better use 'gender-typical', as it may better describe the social reality which is more often found with one gender.

DON'T! Talk only about "gender-sensitivity"

Gender-sensitive means that gender differences are taken into account. It does make sense, in particular for communication. But for policies, it might be a just first step to be aware of these differences and take them into account. But this is not enough! Gender approaches should go further, look at the underlying causes of gender differences and seek to contribute to gender equality. This is described with the terms 'gender-responsive' or 'gender-transformative', depending of the ambition to challenge gender norms and power relations.

DON'T! Think "Women can rescue the planet"

Often, women are considered as those who'll clean up the world. But would it work, if men continue doing what they are doing, and institutions continue to be dominated by men and masculinity? Better promote a gender approach that addresses gender norms and stereotypes,

1 In some countries such as Australia and India, a third gender is recognized. In Europe, there is progress in some member states. E.g. in Germany and Austria courts ruled that the current system, which does not provide for a third option besides 'female' or 'male,' is unconstitutional. Therefore a third, "indeterminate" gender designation has to be introduced.

thereby contributing to the transformation to a low-emission, resilient, inclusive, and socially and gender-equitable society.

Example for a press interview on gender and climate change

Speaking up about gender and climate change? Trying to convince an audience that the two aspects of feminism / gender balance and global warming need to be addressed hand in hand? Here is an example of a press interview you can either use with media... or with male (and female!) friends who still need to be convinced a bit.

Why does gender matter for climate policy? Doesn't climate change affect everyone?

I'll give you an example: Imagine it is raining of course it affects everybody in the street. But doesn't it make a big difference whether or not someone has an umbrella? Whether someone is walking in the street or driving in a car? In other words, women and men, due to their social roles and power relations, may experience the impacts of climate change and policy responses differently.

What are these differences?

Attitudes and preferences are different, for example. We know from many surveys that women tend to be more concerned about climate change and are more willing to change their behaviour. There is evidence from several European countries that women have a smaller carbon footprint. This may be partly due to women's lower incomes, so that they cannot afford a car. Yet, many studies show that is not only due to economic reasons, but rather gender norms. Even with the same income as men, women tend to drive less and smaller cars, they eat less meat and have stronger preferences for organic food.

Does this mean that men are the bad guys, while women are the climate angels?

This is not about blame and shame. We are talking about gender roles, about what is attributed by our societies to masculinity and femininity. So it's not that each and every man and women is completely conforming to these their gender roles, but there are still these characteristic patterns.

But gender roles are changing, and many young people have more gender equal relationships.

These more gender equal relationships are mainly developing among certain social groups. But among these social groups, once couples have children, relationships become more traditional, with women changing to part-time jobs and doing significantly more care work, even in countries with greater gender equality such as the Scandinavian countries. Usually, this unequal distribution of household and care work is persisting, even for pensioners.

What exactly do you mean by gender equality in climate policy?

First of all, it means that climate policy should not intensify gender-related disadvantages. Effective climate policy must understand the target groups and address their specific climate change concerns, preferences and opportunities for action. Gender plays a particular role in this, in addition to other social differentiations. Moreover, it should contribute to improving gender equality. And ultimately it aims at a transformation to a climate-friendly and climate-proof, inclusive, gender-just and equitable society.

How is this linked to 'just transition'?

A gender approach makes climate policy fairer and more equitable, taking into account that in most cases those who emit the least greenhouse gases are the most vulnerable and vice versa. If 'just

transition' is limited to looking at employed workers only, in particular in high-emitting industries with a majority of male jobs, then it fails to deliver just outcomes for all. Therefore, what about offering these workers a job in the care sector, and in parallel offering better wages for these jobs? Then, all the women that are currently working in these jobs would benefit as well.

What role does gender actually play in climate policy?

Gender is now being recognised and incorporated as an important topic in international climate policy, for example through the Paris Agreement and the UNFCCC Gender Action Plan adopted in December 2017. It aims not only at improving the balance in the participation of women and men, but also at developing a comprehensive gender-equitable approach, both in the area of vulnerability and adaptation as well as in climate change mitigation and the development and transfer of technologies.

What steps would we like to see European and national policy-makers take?

Gender equality must be mainstreamed! We still need to do a great deal of work at all levels to raise awareness of the link between gender and climate. We ultimately want to ensure that priorities and policies are evaluated for their gender relevance and modified if necessary. The aim is to determine, for example, whether the different preferences of women and men are addressed, and how costs and benefits are distributed.

How can women on the ground reduce carbon emissions and encourage sustainable development?

In principle, exactly as men do of course, if they have the funds to purchase new energy-saving devices or solar panels, for example. In most societies, family care duties fall to the women, therefore women usually play a role for reducing emissions in households, and they must therefore be involved in the development and implementation of climate policy. But you have to be careful, that the burdens of energy efficiency and sufficiency are not proportionally put the shoulders of those doing the care work. Measures should be prioritised and designed to take into consideration the behaviours, needs, and options for action of women and men and they should eliminate instead of exacerbate gender-typical disadvantages.

Further essential information in boxes or as graphs throughout the text

Gender concepts

The term 'gender' is generally used to conceptualise the socially and culturally constructed roles and relationships, attitudes, behaviours, values, relative power and influence that society attributes to men and women. While 'sex' indicates the physical differences between women and men based on their sexual and reproductive functions, 'gender' involves different identities and economic, social and cultural attributes and opportunities associated with being male or female. These vary across different cultures and societies and change over time.

Gender discrimination is interwoven with other social issues such as race and ethnicity, class, disability, age and health status. These social categories are not independent from one another; they overlap and are mutually reinforcing. For each social group, gender constitutes an additional divide, resulting in even stronger discrimination and marginalisation.

Care

The term 'care' describes essential tasks such as providing childcare, nursing care and support, care for the elderly, both paid and unpaid, in institutions and in private relationships.

Unpaid care work is an economic activity that is crucial for the wellbeing of families and communities. Yet, it is neglected in policy agendas and economic calculations, leading to a depreciation of the time and efforts spent for care work. Women typically spend disproportionately more time on unpaid care work than men, even in the most gender-equal countries.

Moreover, paid care work, a sector with a large share of women, is comparatively poorly paid – not because the labour is less stressful, but because there is still the notion that women, who work in these jobs, are not the main breadwinners.

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