



Gender and Climate Change

TRAINING HANDBOOK



*Empowered lives.
Resilient nations.*

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Impressum

GENDER AND CLIMATE CHANGE - Training Handbook

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Acronyms

CEDAW – The Convention on the Elimination of All Forms of Discrimination against Women

COP – (Climate Change Conference(s))

MDG – Millennium Development Goals

GRB – Gender Responsive Budgeting

SDG – Sustainable Development Goals

UN – United Nations

UNEP – United Nations Environment Programme

UNFCCC – the United Nations Convention on Climate Change

UNCED – United Nations Conference on Environment and Development (Conference in Rio, 1992)

UNDP - United Nations Development Programme

UNHCR – UN Refugee Agency

UN Women – United Nations Entity for Gender Equality and the Empowerment of Women

1. Introduction

Gender equality is an equal participation of women and men in all areas of public and private life, i.e. equal distribution of power and responsibility between men and women. By the United Nations (UN) definition, gender equality refers to «equal rights, responsibilities and opportunities for men and women, boys and girls¹». It is part of a wider concept of human, that is, women's human rights, anti-discrimination and equality in general.

The starting point is that men and women have different (gender) roles, which are adopted by the process of socialization and that these gender roles dominantly shape everyday life, as well as opportunities for employment, participation in decision-making, time management, (lifelong) learning, safety, needs and use of services in the local community. Gender roles affect the position of women and men in a society and shape interests and skills men and women are expected to have and gain, division of jobs in the household, division of jobs in the labor market and educational profiles to «male and female».

The achievement of gender equality is one of the Global Sustainable Development Goals, and it has also been defined in the documents of the European Union and the United Nations, some of which (such as the United Nations Convention on the Elimination of All Forms of Discrimination against Women - CEDAW²) are legally binding for Serbia.

Relating climate change, gender and gender equality seems «illogical» because the issue of climate change is seen primarily through technical and technological aspects and processes, and the role and influence of people is limited to «awareness-raising». However, climate change has direct and indirect consequences on people's lives (through impacts on weather conditions, emergencies and natural disasters, biodiversity and availability of natural resources, ways of using water and energy) and require, on the one hand, adaptation,

and on the other, reducing the effects (primarily of CO₂ emissions) that lead to climate change.

Climate change, apart from being one of the biggest challenges in the field of environmental protection and modern development, can have a significant impact on existing inequalities, including gender, and can also have a negative impact on programs for achieving equality, improving the position of women, reducing poverty and social exclusion. Climate changes are negatively influenced by creating and supporting programs and policies that exclude or neglect the development of women's economic activities that have less negative impact on the environment, needs and perspective of women in urban planning, public transport organization. On the other hand, if the development that meets the principles of environmental protection and requires new knowledge, skills, information, technology does not involve women and vulnerable groups, such a development will lead to the reproduction and deepening of existing inequalities.

Therefore, at the international level, primarily within the United Nations, the introduction of a gender perspective in response to climate change has been recognized as a necessity and obligation. This means that policies and programs in the field of agriculture (green economy), urban planning, construction, public transport, energy, etc. should not only contribute to neutralizing factors that lead to climate change, but also to include a gender perspective. Similarly, programs and policies for responding, preventing and adapting people to the climate change effects (such as droughts, floods, UV rays, etc.) should be equally effective for both men and women.

At the Climate Change Conference in Marrakech (COP 22), the signatories of the UN Framework Convention on Climate Change (UNFCCC) agreed on the necessity of integrating the gender perspective into all measures and activities. At the

1 - <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G>

2 - <http://www.un.org/womenwatch/daw/cedaw/>

Climate Change Conference in Bonn held in 2017 (COP 23), the Gender Action Plan to support gender-responsive climate action was adopted³.

In order to include a gender perspective, apart from developing a legal and strategic framework, guidelines and tools, it is necessary that those who devise, create and implement policies increase knowledge and understanding of gender aspects of climate change: why gender equality is important at all and how gender is related to climate change, and what does introduction of a gender perspective mean in practice, so the activities on the introduction of a gender perspective in policies and programs in the field of environment would not be reduced to «counting», that is, the quantitative representation of women and men.

Knowledge and capacity building, mostly through UN agencies and other international organizations, includes examples from developing countries, such as countries in Asia or Africa, where both natural and social circumstances differ significantly from Southeastern Europe, which reinforces the resistance and the impression that the issue of gender equality is «imposed» and irrelevant.

This material was created with the aim of improving the understanding of gender aspects in climate change. It is intended for expert and interested public, and it is prepared and organized⁴ as a training program for male and female representatives of institutions and state administration, so it can be used as a source of information for the preparation of the practical training, as well as a guide for the introduction of gender perspective in programs and projects.

3 - https://unfccc.int/sites/default/files/cp23_auv_gender.pdf

4 - The material is organized by chapters and includes examples of practical exercises during training, as well as training design, with a predetermined duration and a description of the sessions. This is a two-day training material, but depending on needs, it can be customized in terms of duration or selection of thematic units.

2. Handbook Contents⁵

⁵ - Table of the Training Design, with a brief description of the sessions, is given in Appendix 2.

The Handbook and the Training aim to enhance understanding and give information about:

1. **Understanding gender roles, gender stereotypes and their influence on the creation and results of public policies and measures, and vice versa, the possibility of changing gender relations and the position of women and men through public policies;**
2. **Gender issues relevant to activities and policies in the field of response to climate change effects;**
3. **Activities that can be taken to introduce gender perspective into policies and programs in the field of climate change.**

The manual is organized according to the thematic units of the training.

Basic concepts, gender roles and stereotypes: a session which, through exercises and practical examples, as well as the presentation of definitions and key terms, points to key forms of inequality, their causes and consequences, i.e. how gender stereotypes shape gender roles (practices), and how they affect the position and way of life of women and men, and thus the development as a whole.

Key Gender Aspects of Climate Change: a session that discusses and presents key impacts of gender roles and relations on **exposure of men and women** to effects of climate change, as well as the **role of women** in adaptation to climate change. In this section, the relevance of the gender-sensitive approach and importance of the gender, position of women and men to adaptation, as well as other aspects of climate change are argued. In addition to pointing out to general gender-based factors that influence the response to climate change (and vice versa), factors that are relevant to climate change and adaptation to climate change (in different sectors) are particularly highlighted.

Legal and Strategic Framework: This session contains an overview of key documents in the field of climate change and aspects related to the inclusion of a gender perspective, primarily in the international context, but also as a principle which Serbia should incorporate into the national legal and strategic framework and the measures it is planning and implementing. This section presents documents relating to environmental protection, sustainable

OPENING OF THE SEMINAR

Apart from presenting the goals of the training and the agenda, this session implies an agreement on the training work rules (which we often forget), as well as the presentation of the male and female participants. In the literature, a number of ways can be found for giving introductory part of presentations, which should certainly be adapted to the target group.

During the introductory session, if it is foreseen, participants can fill in the entrance test, which, together with the exit test, which is completed at the end, can be used to measure progress or increase of knowledge.

development, but also specific to climate change, such as the Gender Action Plan within the framework of UNFCCC implementation.

Introduction of the Gender Perspective in Policies and Programs in the field of climate change is a chapter dealing with ways and possibilities for applying international norms, as well as the answer to identified gender aspects. In addition to the definition of approach, the presentation of tools and steps in introducing a gender perspective, practical examples are presented in different areas. It is crucial to improve understanding of the opportunities for gender-responsive intervention in an area that at first glance seems gender-neutral - that is, it has the same impact and importance for both women and men. Therefore, one of the segments is dedicated exactly to the understanding of gender neutral, gender-responsive and gender-transformative measures, in order to see the potential for interventions that ensure or promote gender equality.

In this session, possible measures are considered within the current legal and strategic framework in the Republic of Serbia, at national and local level, in order to identify the opportunities for practical application of knowledge⁶.

Within each session, a special section provides examples of exercises and instructions for male and female facilitators of the training.

6 - This session can be tailored to context and policies in other countries.

3. Basic Concepts: Gender, Gender Roles and Stereotypes

The key points in this session are the understanding of gender and gender stereotypes and roles, as well as the way they shape everyday life, opportunities and position in the public and private sphere.

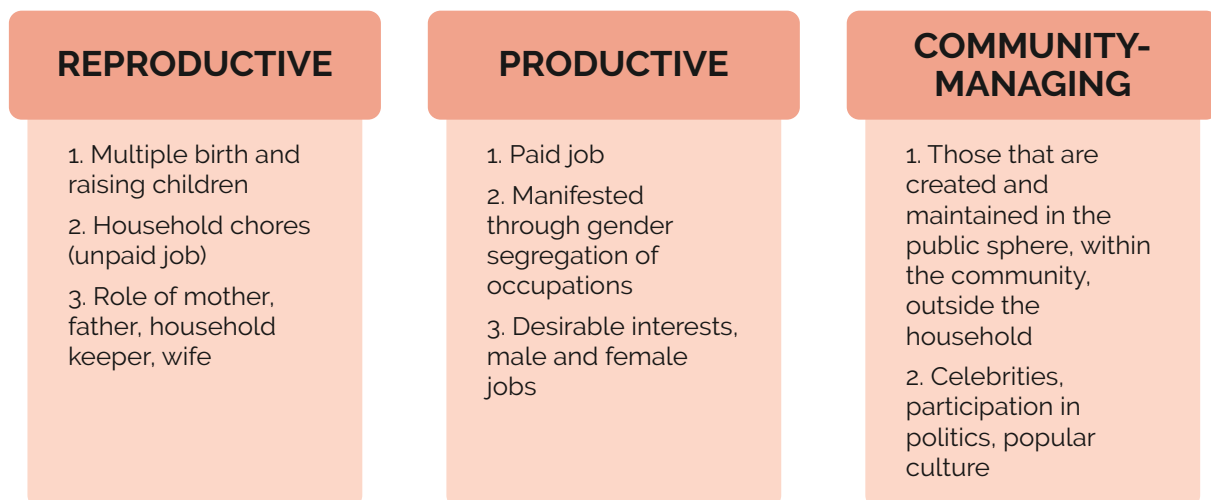
Understanding gender stereotypes can be processed by different exercises: for example, participants split into pairs and try to remember a typical instruction they received as children, bearing in mind their gender: «You are a boy, do not cry», «Do not climb on the tree, you are a girl», examples of the consequences that these instructions can have on their everyday life are given in the follow-up discussion. For example, a weaker physical skill of girls and women or poorer emotion management of men.

This topic can also be addressed through the exercise of «Real Men – Real Women» where participants, on their own, should write on post-it notes the characteristics of a real man, that is, a real woman, as they see them, or what it means in a society and put them on the board. Finally, the answers are read and discussed with the whole group.

People are mostly⁷ born as girls and boys, that is, men and women, and apart from the color of the clothes they wear («blue and pink»), with certain desirable interests, hobbies, features, choice of occupation, behavior. All this together makes a gender role.

- Gender roles are a set of characteristics, ways of behavior, attitudes, activities, norms, obligations and expectations that a particular society or culture assigns and demands from persons with regard to their gender;
- Gender roles are learned in the processes of socialization and growing up; gender rules are adopted from culture, parents, peers, schools, media, customs, religion, market, art;
- Linked to gender stereotypes.

TRIPLE GENDER ROLES



⁷ - "Intersex" is a general term used for different conditions, according to which a person is born with reproductive or anatomy of sex organs that is not in accordance with the typical definitions of male or female.

SEX - biological, anatomical and physiological characteristics that differ in men and women and which are largely unchanged, same at all times and in all areas.

GENDER - the set of socially-conditioned characteristics of one-sex, originated probably with the original division of labor, survived when it lost its original function and which as an instrument of gender policy, thanks to its apparent naturalness, is being restored in the process of growing up and upbringing.

Gender inequality does not arise from the mere differentiation between sexes or genders, but from different values and perceptions of masculinity and femininity, or gender regimes:

“Gender regimes are relatively structured relationships between men and women, masculinity and femininity, in an institutional and non - institutional environment, at the level of discourse and at the level of practice” (M. Blagojević Hjuson, 2012⁸).

The characteristics of gender regimes represent a context in which intimate family and partner relationships are established, based on appropriate power relations and gender roles.

- Gender equality means the absence of discrimination based on sex/gender. It means equal rights in social, economic, political life and means respecting the human rights of women and men, as well as the ability to fully develop their potentials and interests, regardless of gender stereotypes and roles, and living in a free and supportive environment.

As an illustration of these causal relationships, participants can practice «interpreting» statistical data.

In small groups, participants analyze statistical data on the position of women and men with the task of saying:

- *What gender stereotypes have led to this kind of data distribution?*
- *What are the consequences for the position of men and women?*

Below are examples:

1. *The councils of local communities have 13% of women, and at the head of the Council 4%.*
2. *96% of those who leave the job voluntarily, due to child care or care for dependent household members, are women.*
3. *8 out of 10 illiterate people are women, most of them older than 65 years.*
4. *98% of dead drivers on Corridor 10 are men.*

Discrimination against women (as well as other groups) can be, although not always, direct. Direct discrimination is for example when a company does not employ a woman because of her expected reproductive gender role. Discrimination can also be indirect, when the rules are such that they exclude men or women: for example, staying with children during hospital treatment is only allowed for mothers or females. But discrimination is sometimes systemic or structural, when it is caused by gender roles that make some resources, positions or opportunities inaccessible to men or women. It is often visible when it comes to people

8 - „Rodni barometer u Srbiji – razvoj i svakodnevni život”, 2012.
<http://www.eiz.hr/wp-content/uploads/2014/03/Rodni-barometar-u-Srbiji-web-istovi1.pdf>

with disabilities: when facilities are not accessible, they do not have ramps or elevators. There is no direct or «deliberate» discrimination, but disabled people are prevented from using the facility or service. Obstacles do not have to be physical: cultural patterns and norms also affect the availability or unavailability of goods, services, space, etc. Women rarely drive cars, so the elimination of bus lines between rural and urban areas is more unfavorable for women than for men. Conditions for promotion involving long-term training, which women can not always attend due to the gender roles of care for children and the household, is an example of systemic inequality. Systemic inequality or discrimination occurs when the specific needs of one group or the specific situation, conditioned by gender roles, are not recognized and ignored.

Systemic inequality may also occur when men, due to gender stereotypes, rarely decide to use parental leave or leave for child care (which also contributes to direct discrimination against young women in the first example) or, in the case of a child's illness, the mothers take sick leave, which decreases their pay on a monthly basis, or negatively affects their opportunities for promotion.

Therefore, in addition to legal solutions (which guarantee equality, prohibit discrimination, give voting rights to women and make primary school mandatory), there is a need for additional measures that would create equal opportunities for men and women, i.e. neutralize the inequality arising from gender stereotypes and roles. One of the strategies is the policy of equal opportunities - affirmative measures. For example, women quotas in politics, or incentives for fathers to use the absence to take care of a child. All these measures are trying to achieve the desired condition, until systemic preconditions are created. By the Constitution, the Republic of Serbia guarantees the equality of all citizens and implementation of policies and measures of equal opportunities, which are not considered discriminatory (for example, additional points for women in the recruitment process do not constitute discrimination against men or quota for enrollment of Roma male and female students do not constitute discrimination against non-Roma students).

However, in order to avoid implementation of affirmative measures, it is necessary to transform gender roles and patterns that lead to inequality and prevent the reproduction of inequality, in all policies, at all levels. This approach - the introduction of *gender mainstreaming* - is the latest strategy for achieving equality.

4. Key Gender Aspects of Climate Change

Why is gender and gender equality relevant to climate change, and how do gender and gender roles affect exposure to climate change consequences?

In *(United Nations Framework Convention on Climate Change*⁹ (UNFCCC), **climate changes are defined as climate change induced directly or indirectly by human activity, which affects the composition of the atmosphere and contributes to the natural climate change**¹⁰.

United Nation Development Programme has shown that women's more unfavorable position, reflected in a limited access to resources and absence from decision-making, make women extremely vulnerable to the effects of climate change and climate change can increase existing inequalities (UNDP, 2007).

The direct consequences of climate change are:

- floods and catastrophes caused by climate change,
- droughts,
- cold and heat waves,
- unpredictable weather conditions and disasters.

Which (in the short or long term) lead to:

- the uncertainty of the source of income/ means of living,
- human and material losses,
- limitations of natural resources,
- lack of water and energy,
- infrastructure damage,
- change in biodiversity,
- consequences on human health,
- migration,
- loss of arable land and cultural and natural heritage.

In Serbia, since 2014, the most recognizable consequences of climate change are floods. In emergencies, it is evident that those groups that have the least resources or are heavily dependent on available services, such as children, the elderly, the sick, the disabled, the poor, the socially excluded, are the most vulnerable. Different factors lead to the so-called «vulnerability», that is, to poverty, social exclusion, and vulnerability in emergencies. Those are:

- Biological (age, disability, health, including pregnancy);
- Territorial or physical (that is why the rural population is more vulnerable than the population in urban centers);
- Economic (the poor are more exposed to risks, because they have fewer resources and fewer recovery opportunities);
- Social (such as patterns and norms, life styles in the family, discrimination, availability of services, etc.);
- Knowledge and information (skills, such as swimming, modes and channels of information, first aid training and the like);
- Political - through participation in decision-making and political power and social inclusion in general.

Certain groups, above all women, the elderly, the Roma, have more basis of vulnerability. Women are more often poor, more likely to live in single households, especially old women or women alone with children; they rarely have cars, tractors, boats, savings; they are less likely to swim; they are less inclined to make decisions independently, without a man (husband, father, brother). This, of course, does not apply to all women, but gender affects opportunities and situations that make us vulnerable.

9 - <https://unfccc.int>

10 - More about the Convention and national mitigation measures is available on the link:<http://www.klimatskepromene.rs/obaveze-prema-un/unfccc/>

For instance, immediately after emergency situations, there were no kindergartens and schools open, so women stayed at home to take care of children, which meant they could not work, and thus make a living, while men could go to work and earn income. Also, after emergencies, some firms did not work, for example shops or cafés, where the majority of employees are women (women work more in the informal sector, which means they do not have a secure salary, health and social insurance), while physical jobs that could be paid are more accessible to men than to women¹¹.

Several studies have shown that rates of mortality in disasters are greater for women than for men, which can also be conditioned by socially determined differences in the vulnerability of men and women. After the 2004 Asian tsunami, Oxfam found that in some villages in Indonesia and some parts of India, women accounted for over 70% of the victims. In the cyclone in 1991, 140,000 people were killed in Bangladesh, 90% of whom were women and young girls (Oxfam, 2010¹²).

The most famous study on gender and disasters (E. Neumayer and T. Pluemper, 2007¹³) based on data from 141 countries, found that more women than men were victims of catastrophes, and especially younger women in poor communities, due to gender-based discrimination they were exposed to. This means that the vulnerability of women in emergency situations is higher, while the capacities (information channels, physical strength and skills, tools and equipment, etc.) are smaller. In addition, the vulnerability of women is gender-based, which means that it is caused by gender norms and roles. These inequalities are based on the position of men and women at the structural level, but they are also visible at the individual level in emergency situations.

In the course of recovery from emergency situations or other immediate consequences of climate change, the gender plays an important role, but also in the possibilities of adaptation to climate change and other indirect consequences of climate change.

Thus, according to UNHCR, 80% of migrants in the world are women and children, which has consequences for education opportunities of boys and girls.

Areas where gender patterns and relationships are most prominent are:

- **participation in decision-making**
- **ownership and management of natural resources**
- **ownership and management of economic and other resources (time, money, knowledge, skills)**
- **division of jobs and unpaid home work, that is, the economy of care.**

11 - Rodna analiza uticaja poplava u Srbiji, Baćanović V., 2014. <https://www.osce.org/sr/serbia/135026?download=true>

12 - Gender, disaster risk reduction and climate change adaptation, Oxfam, 2010. <https://oxfamilibrary.openrepository.com/bitstream/handle/10546/218230/ml-gender-disaster-risk-climate-change-adaptation-300310-en.pdf;jsessionid=8A4BC3117F6D69BD823A6806D2136F67?sequence=1>

13 - „The gendered nature of natural disasters: the impact of catastrophic events on the gender gap in life expectancy, 1981 – 2002”, Social Science Research Network, <http://ssrn.com/abstract=874965>

Consequences	Gender Aspect
Uncertainty of source of income/means of living	Women are at greater risk of poverty due to less capital, lack of security (health and social insurance), reduced opportunities to work if childcare, elderly or sick services are not available, reduced employment opportunities in rural and underdeveloped areas.
The lack of water and energy	Women in unpaid home work are directly dependent on the availability of water: for instance, if there is no electricity, women do the washing by hands, if there is no water, women bring water for cooking and washing; women are more exposed to energy poverty: old women who live alone have problems to provide firewood for the winter, etc.
Migration	Women and children migrants are disadvantaged compared to men, and are at greater risk of trafficking, sexual and other forms of violence and exploitation, with no possibilities for education and access to services. On the other hand, in the case of economic migration of men, women remain alone with children which makes them vulnerable to poverty and social exclusion.

Women are in charge of preparing food, thus survival opportunities depend on their knowledge and skills. Also, women in agriculture, are linked mostly to economic activities of processing fruits and vegetables.

Women have considerably less funds to invest in agriculture, for example in irrigation or drainage systems.

Climate change has negative consequences for both men and women, but a number of consequences can be different. Also, men and women have different needs, strategies and opportunities for adaptation and recovery. Women are also important as a resource for adaptation and strengthening community resilience, due to their knowledge and skills that are important for adaptation and recovery.

In adaptation to climate change, it is important for women, as well as men, to be prepared, equipped and informed about the climate change effects, and that research and preparation of adaptation measures include the interests, needs and capacities of both women and men.

For example, when preparing a training program for farmers on the impact of climate change on the types of cultivated cultures, it is necessary to involve women in order to ensure that they receive the necessary information and knowledge.

In activities aimed at preventing or neutralizing factors that lead to climate change, primarily CO₂ emissions, women are less represented than men. For example, biomass production requires large areas of land, and women in Serbia possess an average of 2 ha of arable land and almost do not use state-owned land.

In construction and civil engineering, women are also less represented than men (12.9% of employees in the construction sector are women and 87.1% are men, while among self-employed (entrepreneurs) women make up only 1% in this sector¹⁴), as well as among energy managers or at high functions in the field of energy. Only one woman is an energy manager in Serbia (according to the record by the Standing Conference of Towns and Municipalities from 2017). According to data collected in the WISE SEE project, although the majority of employees are women, the Ministry of Mining and Energy as well as the Energy Agency of the Republic of Serbia have only 18% of women at the first level of decision-making. In the Ministry of Environmental Protection, the percentage of women in decision-making positions is 33%, but in the Environmental Protection Agency, there is not a single woman at the first level of decision-making, although they account for 64% of employees¹⁵.

*„The publication **Women in Clean Energy** states from a study conducted by the International Renewable Energy Agency (IRENA) from 2016 that among the 90 companies dealing with OIE around the world, women account for an average of 35% of employees, which is higher percentage than in conventional energy.*

*Also, the study **Women in Power and Utilities (P & U) Index**, conducted by EY, tracks the number of women in the boards of the world's largest electric power companies by revenue.*

*In 2016, women accounted for only 16% of the Board of Directors, which represented an increase of 1% over a period of three years. At this pace, the authors of the publication **Women in Clean Energy** conclude, it would take 42 years for women to attain the participation of 30% in the Board of Directors, and even 72 years to reach the level of 40%.”¹⁶*

This means that if, without measures to empower and involve women, if we continue to invest in modern technologies and knowledge in the field of energy efficiency or green economy, it could deepen the existing economic inequalities.

On the other hand, less women than men drive cars and own cars¹⁷, which means that they are more dependent on public transport and they use natural resources in less invasive way : they are less represented in forestry and forest management, less active in hunting and fishing. Gender aspects of policies relevant to climate change would be whether more investments are made in economic and social activities that exclude women, and also contribute to climate change than in activities that include women. For instance, whether on the macro level more investments are made in the roads, capital road infrastructure, cattle breeding on the urban level, more investments in residential buildings without enough green areas, pedestrian and bicycle trails; more investments in activities of hunting and fishing associations than investing in activities of women's associations or collectors of medical herbs. Which development directions will be supported and who will benefit from them depends on the policies and programs.

14 - Statistical Office of the Republic of Serbia, Žene i muškarci u Srbiji, 2017. http://webzs.stat.gov.rs/WebSite/userFiles/file/Aktuelnosti/Zene%20i%20muskarci%20u%20Republici%20Srbiji_web_2017.pdf

15 - The data is collected within the WISE SEE project implemented by the Center for the Promotion of Sustainable Development with the support of the Swiss Cooperation Office (SECO). The project deals with the mapping of women who professionally deal with sustainable energy, climate change and the environment in the widest sense so the purpose and goal of the project is networking and empowerment of women within the framework of this nexus as well as greater participation of women in policy creation and implementation. <https://wisesee.org>

16 - According to the publication Žene u održivoj energetici, klimatskim promenama i zaštiti životne sredine – liderstvo za promenu, WISE SEE, 2018. <https://balkangreenenergynews.com/rs/wp-content/uploads/2018/03/WiseSee-S.pdf>

17 - According to the Ministry of Interior of the Republic of Serbia, almost twice as many men as women have a driver's license. In the Belgrade region, for example, there are 516 958 men and 305 921 women drivers, while in the Nišava region there are 107 837 men and 49 097 women drivers.

4.1. GENDER ISSUES AND THE PREVENTION OF CLIMATE CHANGE

Prevention or «mitigation» of climate change means primarily the reduction or prevention of greenhouse gas emissions and the sustainable use of natural resources. This means the use of new technologies and renewable energy sources, the use of equipment that is more energy efficient or changes in energy management and consumption. Measures can be complex: from urban planning of entire cities, to small interventions such as replacement of stoves, from the construction of the metro to the arrangement of bicycle and pedestrian trails.

In each of the interventions, there is a gender aspect, but the choice of solutions that are promoted, financed and implemented can also depend from the extent to which gender patterns and needs of women and men are taken into account.

Sustainable Energy:	Natural resource management and agriculture
• There are less women among engineers, employees and managers in the field of energy; • Women have less financial resources to invest in new technologies; • Women use public transport more and it is important that public transport is tailored to the needs of male and female users; • Women are generally poorer and more at risk of energy poverty;	• Women have less land area and less often get state land; • They are more engaged in the production of vegetables, but they are also involved in dairy production, i.e. processing of dairy products and fruits and vegetables; • Women are traditionally the custodians of cultural heritage and knowledge of the use of natural resources in the treatment/healing, cooking, etc. • They are less represented in activities that exploit natural resources, such as forestry, hunting, fishing; • Women are less represented in decision-making and decision-making processes at the local level (and are less well-informed about local policies).

4.2. GENDER ISSUES AND ADAPTATION TO THE CLIMATE CHANGE EFFECTS

The consequences of climate change are: droughts, floods, landslides and disasters, which can be «immediate consequences». In contrast to the «prevention» of climate change, that is, the activities that contribute to emission reduction, **adaptation to climate change is “to reduce the vulnerability of nature and people to actual or expected climate change”, i.e. reducing (possible) damage and finding and using new opportunities**¹⁸.

Prevention of consequences of climate change refers to policies in the fields of economy, forestry, agriculture, urban planning, construction, energy and water management and other natural resources.

18 - https://ec.europa.eu/clima/policies/adaptation_en

AGRICULTURE

- Women are in the smaller percentage owners of agricultural holdings and more often helping household members. Women would be affected greatly by poverty caused by the negative impact of climate change on smaller yields on farms or in agricultural households;
- Women in associations (cooperatives) rarely make significant decisions about adaptation measures (e.g. changing the cultivating culture being sown).

WATER SUPPLY

- Women are physically weaker and can depend on men when it comes to supplying water in cases of scarcity.
- Lack of water has greater consequences for women than men, as it requires additional efforts in carrying out everyday activities related to cooking, hygiene, etc.

URBAN PLANNING

- In local self-governments, women are under-represented in decision-making positions, female councilors mainly deal with social issues, very rarely are members of working groups involved in drafting urban plans, especially in the area of infrastructure, transport and energy.
- Services mostly used by women are rarely priority when planning construction or repairing streets, access roads, etc.

Below are examples of innovative project ideas, and the task of the male and female participants in the training is to identify what the key gender aspects are¹⁹.

Example 1. “The idea of the project is to present a new technical solution for reducing the concentration of carbon dioxide in the atmosphere and producing energy from biomass through the production of biogas in the process of pyrolysis of wood and wood residues. Biogas is used in an innovative way for animal feed and as an addition to the soil, thus contributing to the reduction of production of methane from fertilizers. The positive effects of biogas are diverse - from improving the health and growth of animals to improving the value of fertilizers. The idea has multiple advantages as it is economic (it launches new industry in rural areas, supports organic agriculture, etc.)” (The project holder is Basna d.o.o. Čačak.)

Gender aspects:

- Less women than men are employed in the wood industry; in the development of local industry, it is possible to identify women who are interested in it and provide them with additional training in order to be able to engage them in the production of biogas;
- Provide informative campaigns to women engaged in agricultural production and support them in the use of biogas in cattle breeding or vegetable production.

19 - The selected examples are innovative ideas awarded at a competition within the project “Climate Smart Urban Development” implemented by the Ministry of Environmental Protection and the United Nations Development Program (UNDP) with the support of the Global Environment Facility. During 2017, 111 project ideas were submitted to the competition, and 34 project ideas were awarded.

Example 2. “The project idea offers a unique solution for the treatment of organic waste using improved composting technology based on the acceleration of the compost process by introducing a phyto-bioreactor. The project, a pilot plant, is foreseen as a “place for the promotion of composting methods and training citizens” that can compost smaller amounts of own organic waste in their households.” (Project holders are Public Enterprise “Komunalac” from Ruma and Regional Development Agency Srem.)

Gender aspects:

- Women are more engaged in preparing food and hygiene of households;
- Work more in the gardens, households and crofts;
- Training should be equally accessible to women and men;
- It is possible to offer subsidies or non-refundable loans to women for plant procurement;
- Enable equal chances for employment of women and men in the framework of project realization and promotion.

Example 3. The project idea is based on the use of agricultural land using an innovative technical solution that completely replaces the use of fossil fuels with renewable energy. The project, on the experimental property, covering 10 hectares, introduces a unique system of using natural resources with remote control. Within the project, workshops will be organized for all entrepreneurs who want to accept and introduce an innovative system. (Project holders are the Institute of Agricultural Economics, agricultural household “Nikola Lončar” and Municipality of Stara Pazova.)

Gender aspects:

- Less women than men have households greater than 2 hectares;
- Affirmative measures are needed to include women in training;
- It is necessary to ensure the participation of women and girls agro-engineers in the implementation of the project;

Example 4. The project idea envisages the construction of a greenhouse on the roof of the primary school and the reconstruction of the building to make it more energy efficient. The greenhouse will enable the heating, but also the production of food and education of students. The project will also develop an innovative concept of recycling and reactivation of unused space near schools. (Project holder is primary school “Marija Trandafil”, Veternik.)

Gender aspects:

- Monitor the involvement of boys and girls in project activities and ensure equal participation;
- Monitor and ensure the equal involvement and awareness of teachers and parents;
- Consult pupils and students about the desirable purpose of unused space.

5. Legal and Strategic Framework

These are usually the least interesting and interactive parts of the training. However, knowledge of the strategic framework is important because it provides:

- Justification for different activities and policies;
- Key guidance in planning activities and programs.

Over the past three decades, a number of international instruments have been created to achieve gender equality and prevent discrimination against women and girls, and development has focused on sustainability, which is part of equality and inclusion. A set of international documents includes declarations, conventions, platforms, action plans, resolutions, and agreements. Due to the fact that states are members of international bodies and organizations, documents adopted by these bodies direct the action of states, and most of the documents become legally binding and internal part of the national legal system by ratification. This is also the case with activities and goals in the field of climate change, where goals and guidelines are globally defined, and countries, in accordance with national frameworks, priorities, contexts, should work on their implementation.

The gender perspective should also be provided in the preparation and implementation, as well as monitoring and evaluation of the National Action Plans, in all key segments, including: decision making, collection, access to finances and technology, (WEDO, 2008).

Documents that are relevant to the gender perspective in response to climate change are those relating to:

- 1 – the rights of women and gender equality;
- 2 – climate change and environmental protection;

3 – that specifically refer to gender aspects within the response to climate change and environmental protection.

The UN's Third World Conference on Women that took place in Nairobi in 1985, is particularly significant for the development of the international legal and strategic framework. The conference unambiguously established the link between sustainable development, economic empowerment of women and the application of the principles of gender equality and equal opportunities, which is incorporated into a strategic document that explicitly emphasizes the causal relations between women and protection and preservation of the environment.

Another important date and event is the United Nations Conference on Environment and Development (UNCED) held in **Rio de Janeiro in 1992**, which unambiguously agreed that women pay the highest price for environmental damage, but also have the greatest potential to find solutions to crises and problems of sustainable development. UNCED's activities resulted in creating a key **Agenda 21** document containing more than 145 references on the specificity of the role of women in the field of environment and sustainable development, in particular in Article 24, called "Global Action For Women Towards Sustainable And Equitable Development" which recognizes the necessity of greater participation of women in processes and activities of both government and UN agencies, where it is necessary to integrate gender equality principles into the planning and implementation of strategies.

At the UN's Fourth World Conference on Women, held in **Beijing in 1995**, the text of the Declaration defines the environment as one of the 12 areas critical for women. In the **Beijing Platform for Action**, in the area of women and the environment, the role of women is crucial in the processes of sustainable development and environmental protection. At the Millennium Summit in New York (2000), the text of the Declaration adopted

by world leaders also introduced: "... to promote gender equality and to support the empowerment of women in the fight against poverty, hunger and disease, and to stimulate development that is really sustainable"²⁰. These were the starting points for the text of the Millenium Development Goals Strategy (MDG 1 and MDG 3 and 7), which deals with the "elimination of poverty", "promoting gender equality and empowerment of women" and "ensuring sustainable development of the environment", and gender equality is defined as one of **Sustainable Development Goals**²¹.

AGENDA 21

Chapter 24 GLOBAL ACTION FOR WOMEN TOWARDS SUSTAINABLE AND EQUITABLE DEVELOPMENT

24.3. Governments should take active steps to implement the following:

- a. Measures to review policies and establish plans to increase the proportion of women involved as decision makers, planners, managers, scientists and technical advisers in the design, development and implementation of policies and programmes for sustainable development;
- b. Measures to strengthen and empower women's bureaux, women's non-governmental organizations and women's groups in enhancing capacity-building for sustainable development;
- c. Measures to eliminate illiteracy among females and to expand the enrolment of women and girls in educational institutions, to promote the goal of universal access to primary and secondary education for girl children and for women, and to increase educational and training opportunities for women and girls in sciences and technology, particularly at the post-secondary level;
- d. Programmes to promote the reduction of the heavy workload of women and girl children at home and outside through the establishment of more and affordable nurseries and kindergartens by Governments, local authorities, employers and other relevant organizations and the sharing of household tasks by men and women on an equal basis, and to promote the provision of environmentally sound technologies which have been designed, developed and improved in consultation with women, accessible and clean water, an efficient fuel supply and adequate sanitation facilities;
- e. Programmes to establish and strengthen preventive and curative health facilities, which include women-centred, women-managed, safe and effective reproductive health care and affordable, accessible, responsible planning of family size and services, as appropriate, in keeping with freedom, dignity and personally held values. Programmes should focus on providing comprehensive health care, including pre-natal care, education and information on health and responsible parenthood, and should provide the opportunity for all women to fully breastfeed at least during the first four months post-partum. Programmes should fully support women's productive and reproductive roles and well-being and should pay special attention to the need to provide equal and improved health care for all children and to reduce the risk of paternal and child mortality and sickness;
- f. Programmes to support and strengthen equal employment opportunities and equitable remuneration for women in the formal and informal sectors with adequate economic, political and social support systems and services, including child care, particularly daycare facilities and parental leave, and equal access to credit, land and other natural resources;
- g. Programmes to establish rural banking systems with a view to facilitating and increasing rural women's access to credit and to agricultural inputs and implements;
- h. Programmes to develop consumer awareness and the active participation of women, emphasizing their crucial role in achieving changes necessary to reduce or eliminate unsustainable patterns of consumption and production, particularly in industrialized countries, in order to encourage investment in environmentally sound productive activities and induce environmentally and socially friendly industrial development;

20 - http://www.rodnaravnopravnost.rs/attachments/013_Milenijumska%20deklaracija%20UN.pdf

21 - <https://sustainabledevelopment.un.org>

i. Programmes to eliminate persistent negative images, stereotypes, attitudes and prejudices against women through changes in socialization patterns, the media, advertising, and formal and non-formal education.

24.5. States parties to the Convention on the Elimination of All Forms of Discrimination against Women should review and suggest amendments to it by the year 2000, with a view to strengthening those elements of the Convention related to environment and development, giving special attention to the issue of access and entitlements to natural resources, technology, creative banking facilities and lowcost housing, and the control of pollution and toxicity in the home and workplace. States parties should also clarify the extent of the Convention's scope with respect to the issues of environment and development and request the Committee on the Elimination of Discrimination against Women to develop guidelines regarding the nature of reporting such issues, required under particular articles of the Convention.

(a) Areas requiring urgent action

24.6. Countries should take urgent measures to avert the ongoing rapid environmental and economic degradation in developing countries that generally affects the lives of women and children in rural areas suffering drought, desertification and deforestation, armed hostilities, natural disasters, toxic waste and the aftermath of the use of unsuitable agro-chemical products.

24.7. In order to reach these goals, women should be fully involved in decision-making and in the implementation of sustainable development activities.

Although there are no specific gender equality provisions in the United Nations Framework Convention on Climate Change (UNFCCC) and the Kyoto Protocol, other international legal instruments which are also applied to the existing framework for the fight against climate change commit to including a gender perspective.

In order to improve the application of international documents and ensure the integration of gender perspectives within the UNFCCC, the Gender Action Plan has been adopted.

This Action Plan was adopted in Bonn in 2017 by UNFCCC signatories and comprises of five areas:

1. **Capacity-building, knowledge sharing and communication** to enhance understanding and dissemination of knowledge on gender aspects of climate change and to provide a gender perspective in the application of international documents and national measures;
2. **Gender balance, participation and women's leadership** - in the processes of decision-making, creation and implementation of policies, as well as all other activities in the implementation of the UNFCCC;
3. **Coherence** - that is, the coherence and coordination of the activities of all bodies and stakeholders;
4. **Gender-responsive implementation and means of implementation** - which means that all measures for implementation, but also the means of implementation must be planned and implemented in a gender-responsive manner;
5. **Monitoring and reporting** - which will include gender aspects in monitoring of all activities related to the Convention²².

Serbia has ratified the Paris Agreement in 2017, and environmental policies still do not include a comprehensive plan (including measures in other sectoral policies) and response to climate change, i.e. the implementation of the international legal and strategic framework. Bearing in mind the obligations related to gender equality, it is necessary to ensure a gender perspective and apply a national strategic and legal framework. This means, inter alia, the policy of equal opportunities (defined as the obligation of the state by Article 15 of the Constitution of the Republic of Serbia), the implementation of the Gender Equality Law and the implementation of the National Strategy for Gender Equality (2016-2020) as well as the implementation of gender budgeting under the Law on the Budget of the Republic of Serbia from 2015.

International, and even national documents and obligations defined within them often act as abstract notions and remain insufficiently clear possibilities of practical application. In small groups, male and female participants can define specific activities (for example, three) for the application of documents within their jurisdiction. Nationally Appropriate Mitigation Actions (NAMAs) can also be used for this exercise as a framework. So far, Serbia has developed 12 NAMA projects related to the mitigation of climate change²³. Some of

them are: revitalization of local and intercity roads, revitalization of hydroelectric power plants, improvement of energy efficiency of public buildings, improvement of energy efficiency of residential buildings, and the like. Bearing in mind the international and national frameworks, the measures could be:

- *Inclusion of women in working bodies and decision-making processes at both international and national level and at local level;*
- *Gender analysis of the impact of projects and programs;*
- *Developing and monitoring gender-sensitive indicators of implementation and results;*
- *Consultation with women and men;*
- *Ensuring equal opportunities for employment and other forms of engagement of women, etc.*

Some of the programs can also include collection of data on the impact of climate change on the local population, especially in rural areas and in agriculture or research on energy poverty, and the availability of energy-efficient and renewable energy sources for women and men.

23 - <http://www4.unfccc.int/sites/nama/SitePages/SearchResults.aspx?k=-Serbia&cs=This%20Site&u=http%3A%2F%2Fwww4.unfccc.int%2Fsites%2Fnama>

6. Introduction of gender perspective in policies and programs in the field of climate change response

Climate changes are not only an issue of environmental protection, but involve more sectors, such as energy, agriculture, transport, construction, the economy or the green economy, and others.

In all these policies it is possible and necessary to integrate a gender perspective. Integrating a gender perspective means that equality between men and women, as a principle, is taken into account when making all decisions and policies, at all stages and by all actors. Thus, each project, strategy, law should include a gender assessment in order to determine the impact that it may have on women and men, but also in order to determine how, in the given area and through the given intervention, it is possible to improve the gender equality and the position of women (or the position of men if it is less favorable).

In the ECOSOC conclusions 1997/2 gender mainstreaming or the integration of gender perspective is defined as:

*"... the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."*²⁴

In 1998, the Council of Europe defined gender mainstreaming as: reorganization, improvement, development and evaluation of the policy making process, so that the gender perspective is embedded in all policies, at all levels and at all stages, by all actors (involved in policy creation and implementation).²⁵

Key tools for introducing gender perspectives are: gender statistics, gender analysis and gender responsive budgeting, although other tools can be used at every stage of policy creation and implementation. The most important is to:

- **Collect and analyze data by gender;**
- **Consult women, as well as men, beneficiaries, male and female representatives of civil society about problems and solutions;**
- **Formulate measures and activities that will ensure the participation of women, especially as programs beneficiaries and in decision-making processes;**
- **Predict gender-sensitive indicators and apply gender-responsive budgeting.**

*Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively (Beijing Platform for Action, paragraph 79).*²⁶

25 - <http://www.un.org/womenwatch/osagi/pdf/ECOSOCAC1997.2.PDF>

26 - <https://www.coe.int/en/web/genderequality/gender-mainstreaming>

STEPS AND TOOLS

POLICIES (WHICH DEFINE GOALS) NATIONAL, EUROPEAN, GLOBAL
GENDER-DISAGGREGATED DATA AND QUALITATIVE ANALYSIS
GENDER ANALYSIS
GENDER SENSITIVE MAPPING OF STAKEHOLDERS
GENDER SENSITIVE DEFINING OF USERS
GENDER SENSITIVE CONSULTATIONS WITH WOMAN AND MEN, WOMEN'S ASSOCIATIONS
GENDER SENSITIVE INDICATORS
GENDER RESPONSIVE BUDGETING



In the phase of identifying the problem or the solutions that we want to implement, it is necessary to include the gender analysis of the sector: for example, traffic, agricultural production, construction, in order to determine the existing inequalities, i.e. gender roles, opportunities and positions of men and women.

When gender analysis has pointed out key areas of inequality and baseline study has been conducted, the next step is formulating goals, measures and activities that can be directed to:

- ensuring gender equality in terms of women's participation, decision-making, policy-making, among beneficiaries of programs and measures and the like, which is most often achieved through the application of affirmative measures;
- creation of specific, targeted programs for improving the position of women and their empowerment.

Namely, the goal of introducing a gender perspective is:

- not to enhance and reproduce the status quo, i.e. the existing inequality and exclusion;
- to change existing inequality by affirmative measures;
- to redefine gender roles and relations.

Example: Energy efficiency in the management of residential buildings

Phase	Tool	Application
Formulation	Data segregated by gender and gender analysis	• Data on the number of residential buildings, by number of inhabitants and owners of apartments, by sex; • Data on the number of managers of residential buildings, by sex; • Data on energy consumption;
		The results of the analysis that can show that women are less represented as owners of apartments, that they are less informed about measures for improved energy efficiency.
	Gender Sensitive Mapping of Stakeholders and Gender Sensitive Mapping of Users	• Data on companies and associations dealing with the improvement of energy efficiency of residential buildings; • Data on vulnerable categories by residential buildings;
Implementation	Gender Responsive Budgeting Gender sensitive consultations	• Consultations in residential buildings that will include women, raising awareness of women and men on energy efficiency; • Subsidies for vulnerable groups such as people with disabilities, single parents, etc.
Monitoring	Gender sensitive indicators	Data on users sorted by sex.

Example: Reduction of CO₂ emissions in traffic at local level

Phase	Tool	Application
Formulation	Gender analysis	• Ways men and women use vehicles and traffic; • Decision-makers and employees in the transport sector.
	Gender sensitive consultations	• Consultations with women and men on the quality of public transport, the safety of pedestrians and cyclists, measures to encourage the use of bicycles, free training for women and girls.
Implementation	Beneficiaries of the intervention: women and men Male and female customer satisfaction	• Editing the paths, trails; • Introducing new lines; • Campaign, specifically directed at men, for the lesser use of passenger cars; • Using buses on solar energy.

In the goal formulation phase, it is necessary to define goals by clearly indicating the contribution to gender equality (several examples will be given below), as well as apply gender-responsive budgeting²⁷.

The approaches to gender mainstreaming can be classified in the following way:

- aimed at empowering women in terms of gaining skills, knowledge, opportunities, which women lack due to gender roles and patterns, or entering “typically male” or dominantly male-dominated sectors;
- directed towards greater visibility, utilization and evaluation of women’s knowledge and skills;
- aimed at neutralizing structural inequalities, through affirmative measures, while structural change does not occur;
- work on the deconstruction of gender patterns and relations.

27 - In the Law on the Budget System of the Republic of Serbia, gender-responsive budgeting is defined as: Gender responsible budgeting is the introduction of the principle of gender equality in the budget process, which implies gender analysis of the budget and restructuring of revenues and expenditures with a view to promoting gender equality. All budget users are obliged, by 2020, to introduce gender responsive budgeting into their programs, i.e. to define gender-responsive objectives, indicators and project activities.

7. Gender-neutral and gender-responsive policies and programs

Activities, programs and policies can be classified according to the way in which they contribute or do not contribute to the achievement of equality:

NEGATIVE	NEUTRAL	SENSITIVE	POSITIVE	TRANSFORMATIVE
gender relations and stereotypes are used to achieve a specific goal: for example, measures to encourage birth targeting only women or mothers, or even more radically, an abortion ban.	gender is not viewed as a relevant aspect and gender stereotypes are not taken into account: for example, programs to encourage self-employment in sectors where there are traditionally less women.	which include measures to neutralise gender inequality, or take into account existing inequalities in achieving other goals: for example, affirmative measures for women in open calls for energy managers.	measures and programs that seek to change existing patterns and relationships, for example special training for women in the field of energy management.	those that aim to change existing gender relationships and the most typical are scholarship programs for young men in typical female sectors, incentives for fathers to take child care leave, and so on. They are the most useful where gender stereotypes are most prominent.

It is possible to choose a gender responsive policy, against a gender blind policy or program.

The purchase of electric vehicles for legal entities could exclude women, firstly because they rarely drive cars and "they have less knowledge on cars", i.e. they are less interested in cars - which is part of the gender role and stereotypes. Secondly, less women than men are company owners and even if they do own a company, women are more often owners of micro and mini companies that do not necessarily meet all the criteria of the call.

A gender-responsive intervention would be to invest in cycling routes and equipping them, and, in addition, to be preceded by consultations with women and men who ride bicycles on needs and problems and the necessary arrangement of the paths. In the previous example, with the improvement of energy efficiency in buildings, gender neutral intervention would be, for example, training managers of residential buildings on energy efficiency, while gender transformative intervention would be the motivation and training of women to be employed as managers of residential buildings, and then included in the training.

Below are examples of projects and activities where male and female participants can work in small groups and identify which category these projects and activities belong to, and to rephrase them so that they are:

- a) gender sensitive;
- b) gender transformative.

Description of **gender neutral intervention**: An expert organization program designed to support food industry enterprises, including farm holdings, to increase energy efficiency and reduce CO2 emissions. The program was attended by 12 companies, in which directors and owners of were men.

Gender sensitive intervention would involve mapping branches in which women are more active, special channels and information campaigns, as well as affirmative measures or quotas requiring that at least one third of the owners or directors of companies are women.

Description of Gender Neutral Intervention: Investing in a plant for the production and storage of bio-mass

Gender transformative

Supporting women to form cooperatives or existing cooperatives to begin production of bio-mass. Or it is possible to support women to manage agricultural households through the use of state land and to produce bio-mass.

Description of Gender Negative Intervention: Local self-government has launched a sustainable consumption campaign whose target group are only women.

Gender transformative

Visual messages in the campaign show men and women in the procurement, as those who make lists for shopping, do housework, choose hygiene products, clothes and the like.

Description of Gender Negative Intervention: Improving Local Capacity for Energy Management

Gender Sensitive

Affirmative measures and campaigns for the training of women for energy managers and the adjustment of time and training programs, as well as the removal of other obstacles for the involvement of women.

Below, in each area and policy, participants should list 3 measures and activities that can be taken to create gender responsive / positive programs in:

Examples of politics	Gender responsible/responsive interventions
Develop and implement awareness-raising campaigns on climate change and related security risks	• Inclusion of women in the formulation of messages, defining the necessary information, choosing the channels of communication so that they are available to both vulnerable groups and women and men; • Use of materials, visual and narrative messages that promote gender equality and challenge existing stereotyped gender roles.
Sustainable agriculture	• Incentives for organic production and processing of fruits and vegetables, but also of cereals and other products; • Special programs for women to expand and improve production; • Measures to ensure that women and men have equal access to resources to encourage organic production; • Promotion of insurance against natural disasters.
Development of local communities near natural assets	• Promotion of «green» and sustainable tourism and ensuring the involvement of women in capacity building and the development of small and medium-sized businesses; • Creating opportunities for employment of women and men in sustainable tourism.
Adapt technical documentation, regulations and permits for buildings and construction in accordance with climate change	• Inclusion of women experts and women's organizations in informing about new regulations; • Inclusion of women in urban planning; • Inclusion of women in the definition of local priorities; • Ensuring availability and accessibility of public facilities.
Consultation process within the preparation of a local defense plan against natural disasters and emergencies	• Ensure the availability of gender-disaggregated data; • Conduct vulnerability analysis; • Consult women about habits, risks, and capacities for resistance and recovery; • Anticipate the active participation of women in rescue and recovery; • Provide training for women and involvement in civil protection; • Provide training for riding boats for women living in risky areas.
Improving the activities of local organizations in the field of environmental protection	• Financing projects of women's associations, in the field of combating climate change and strengthening resistance; • Organizing information sessions and facilitating the mapping of possible projects; • Introducing a measure of at least 30% of funds for women's associations, at environmental competitions and citizens' associations in general; • Inclusion of the objectives of preserving biodiversity in the activities and programs of hunting and fishing societies.

Afforestation	• Inclusion of women and men, boys and girls in afforestation; • Training for girls and boys for moving through the forest and survival in nature.
Sustainable rural development (increasing availability of services, transport and electronic communications, support for small and medium-sized enterprises)	• Inclusion of women in the mapping of missing services; • Mapping the capacity to provide services; • Motivating women to start up a business and provide support.

In the implementation phase, it is important to ensure that women and men are equally involved, represented and have equal benefits from interventions, as determined by monitoring and evaluation frameworks. It is therefore important to formulate gender-sensitive indicators in order to reflect the gender dimension in the implementation and the effects of programs and policies.

The steps for the introduction of a gender perspective in climate change policies, adopted at the December 2004 conference on climate change in Buenos Aires (Argentina) and endorsed by the UNEP Women's Assembly, are the following:

- *Analysis of the effects of climate change from the perspective of women and men;*
- *Inclusion of women's perspective in the design and implementation of projects;*
- *Defining gender-responsive criteria and indicators;*
- *Collecting and presenting gender-disaggregated statistics;*
- *Collection and use of talents, solutions and contributions of women and men;*
- *Defining target values for women's participation in activities (for example, 30% of attendees, beneficiaries of subsidies);*
- *Securing 50% of women in decision-making processes;*
- *Setting up the availability of information and economic resources to women as a priority in activities;*
- *Focus on gender-based differences in adaptive capacity to climate change;*
- *Implementation of gender analysis and gender-responsive budgeting in all financial instruments.*

At the end of the training it is possible, through work in small groups, to develop concrete steps that can be taken by decision-makers and the state administration, within their competencies and tasks, in accordance with national legal and strategic documents and international obligations.

Level	Gender responsive measures and activities
Local/Provincial level	• Inclusion of women in the preparation of the adaptation plan; • Inclusion of women in the preparation of defense against natural disasters and emergencies; • Campaigns for informing women about the effects of climate change; • Supporting sustainable economic activities - for example organic production of fruits and vegetables; • Incentives for the use of renewable resources in manufacturing and the envisaged/estimated quotas for women, as well as campaigns for informing women; • Increasing the surface area and illumination of cycling trails; Training for women to ride bicycles; • Introduction of public transport on solar panels; • Increasing green areas and consulting with women and men about their purpose; • Consultation with women and women's associations on priorities in the field of environmental protection; • Inclusion of women and men in urban gardening.
National level	• Use of sex-disaggregated data; • Analysis of the effects of climate change on women and men; • Anticipated gender-responsive measures to support the green economy; • Programs of education of male and female students of certain faculties in the field of new technologies; • Ensuring the training of civil servants and clerks.

At the local level, the response to climate change can be a significant topic of the work of the «Green Councils». Gender aspects of the work of the Green Councils are presented in Appendix 1.

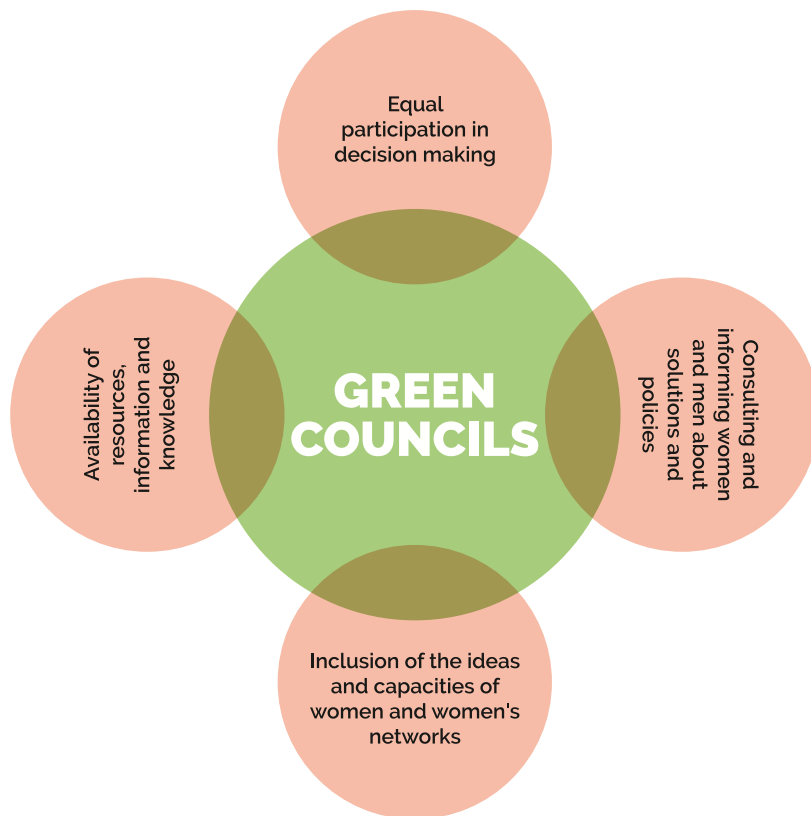
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APPENDIX 1. Gender Equality and Gender Perspective in the Work of the Green Councils²⁸



Green Councils are institutional mechanisms for improving environmental protection at the local level²⁹, designed to increase the involvement of citizens in other policy-making and environmental issues, as well as more effective implementation of the Aarhus Convention.

When we talk about gender equality and the work of the Green Councils, we consider primarily the national and international normative framework and guidelines, which say that it is crucial to involve women and men in decision-making, on an equal basis, and conduct gender analysis and implement measures of equal opportunities to achieve full participation and engagement of women and men.

As in other areas, the introduction of a gender perspective implies:

- Inclusion of women and men, as well as women's organizations and networks and consultations with women and men;
- Identifying gender issues relevant to a particular sector;
- Identify possible barriers to the involvement of women and men and other groups and the equal use of resources;
- Implementation of gender-responsive budgeting³⁰;
- Collecting and keeping gender statistics, etc.

28 - This chapter was initially prepared for the manual for Local Green Councils, published by Arhus Centar Nis in 2018.

29 - <http://glb.bos.rs/consensus/uploaded/Preporuke%20za%20Zeleni%20savet.pdf>

30 - Gender responsive budgeting in Serbia is mandatory under the Budget System Law (2015) for all budget users, in all programs, with a gradual introduction until 2020.

Recognition and utilization of the capacities of women and women's networks, as well as the contribution of information and involvement of women and men are considered to be of significant importance for achieving equality and success and sustainability of policies and initiatives for environmental protection in the local community.

Prerequisite for **joint work and partnership between women and men** in environmental protection and equal participation in the work of the Green Councils is mapping active and influential women in local communities and formal and informal women's networks and organizations that need to be included in the Green Council's work and activities in the field of environment protection at the local level. It is also necessary to involve female local politicians (councilors, representatives of the executive, political party members) in consultations, decision-making processes, and co-operation with councils equally as male local politicians are presented in the decision-making positions.

Jurisdiction Competencies and activities of the Green Councils	Gender equality
Participation in public debates	Ensuring the equal participation of women and men in public debates; Organizing special public debates with women only, with the participation of women's networks, organizations and informal groups and affirmative measures to encourage the participation and informing women, including women from rural areas; Special informing and educating women and men on environmental impact assessment studies and male and female citizen participation in public debates.
Suggesting measures of protection in order to increase the quality of life of citizens	Consulting with women and men on priorities, necessary or proposed measures in the field of environmental protection, at all stages of decision making.
Writing proposals for municipal decisions	Cooperation with gender equality bodies in the preparation of municipal decisions, in order to consider decisions and their effects, both from the perspective of impact on women and men.
Controlling the spending of funds from the local environmental fund	Consultation with women and men on the priorities for financing from this fund and increasing transparency.
Monitoring the competition for financing projects in the field of environmental protection and proposing them to local government and NGOs	Monitoring the competition announced by the local self-government and ensuring equal representation of women in the management of organizations using funds, but also in the target groups and beneficiaries of projects and project activities.
Proposing, planning and coordinating educational activities in the field of environmental protection	Inclusion of women in educational activities, as well as consultations with women and men on the necessary information and ensuring the participation of women in non-formal education in the field of environmental protection, use of technologies, incentives and measures.
Informing the public about the work of the Green Councils and the activities of local self-government in the field of environmental protection	Inclusion of women and women's networks in the distribution of information.
Proposing measures for prevention and rehabilitation/recovery	Consultation and surveys of citizens on the priorities and proposed solutions, i.e. measures.

APPENDIX 2: Training Design

Session	Duration	Description of the session	Key messages and learning points
Opening seminar	30'	In the introductory session, in addition to presenting a work agreement, it is necessary, through a dialogue with the group, to define climate changes and the key risks associated with them.	Presentation of male and female participants, work agreement and presentation of training goals.
Gender stereotypes, gender roles and gender (in) equality	20'	Exercise: «real man», «real woman»	Illuminating gender roles
	60'	Subsequently, participants in small groups receive a list of gender-sensitive data, indicating gender inequality, with the task of identifying gender stereotypes and their socio-cultural causes.	The impact of gender stereotypes and patterns on people's everyday lives, economic situation, participation opportunities, etc.
	30'	Presentation of basic concepts.	"Sex" and "Gender" Gender roles Gender inequalities Gender stereotypes Gender equality <i>Gender mainstreaming</i>
Key gender issues in climate change	90'	Discussion of the risks of climate change, mitigation and adaptation; Identification of potential impacts of climate change on women; Short movie Climate Change in Serbia and Discussion.	There is a causal link between climate change and gender: (1) climate change tends to worsen/exacerbate existing gender inequalities; (2)) gender inequality causes a greater vulnerability of women to the negative consequences of climate change; (3) harmonization of development and fight for climate change must not reproduce the existing inequality.

Legal framework - what does that mean for us?	60'	Presentation of key documents related to gender perspectives in climate change, as well as key documents on human rights and gender equality (CEDAW, Beijing Platform for Action, National Strategy for Gender Equality, Constitution of the Republic of Serbia, Gender Equality Act, etc.) as well as documents related to climate change, i.e. those aspects related to gender equality in documents and global objectives related to sustainable development, environmental protection and climate change. Presentation of documents and main obligations with a task for participants to identify an example of implementation in policy development.	There are significant global initiatives and obligations related to gender equality and the inclusion of women in response to climate change. Key obligations relate to participation in decision-making (including international and other delegations), policy-making, especially at the local level, and the availability of knowledge, financial resources and information, and the inclusion of gender analyses and gender issues and goals in all national and other documents.
Gender issues in climate changes/ adaptation	30'	Questions for practice: Key gender issues and their consequences. The participants list the consequences of climate change and the causes that contribute to them and in the second step identify potential gender aspects.	Gender issues in response to disaster risk reduction.
Gender issues in climate changes/ mitigation	30'	Working in small groups with the aim of identifying gender aspects and measures that can be taken to ensure equity in sustainable energy and in the management of natural resources.	Key gender issues and possible activities in response to climate change.
Gender issues in adaptation to climate changes	30'	Working in small groups on examples from the field of agriculture, urban planning and transport.	Key gender issues and possible activities in response to climate change.
Tools and measures for introducing gender issues	45'	Presentation of key tools for gender mainstreaming and their significance and possibilities for the application of each in the stages of creating and implementing policies shown on two examples.	The integration of the principle of gender equality adds the "human face" to the climate change agenda. Tools and methods for inclusion of a gender perspective.

Introducing gender perspective in policies	45'	Presentation of the level of gender perspective in policies and programs and exercises in small groups, for example policies and interventions, with the task of identifying possible gender-responsive goals, activities and measures in the proposed areas.	Formulation of gender-responsive goals and measures for improving the position of women and gender equality.
Identifying possibilities for practical application	30'	In small groups, participants identify opportunities for gender mainstreaming of policies and programs within their respective competencies, or concrete actions that they can apply.	Examples of measures and activities.
Closing seminar and evaluation	20'	Filling in the evaluation questionnaire and the exit test.	Summarising the impressions and closing.

