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# Manual on Gender and Environment



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Kosovar Gender Studies Center (KGSC) ([www.kgscenter.net](http://www.kgscenter.net)) KGSC has been contributing to gender mainstreaming since 2002 and continuously makes efforts to achieve gender equality in Kosovo. It has been pioneering changes to the discriminatory system, social norms, and double standards, and is very active in monitoring public institutions. KGSC mission is to integrate gender-sensitive analysis, programs, and policies in all sectors of Kosovar society by increasing gender awareness and focus on gender issues, developing gender studies and ensuring the inclusion of gender-sensitive policies through research, policy development, advocacy, and lobbying.

## **Disclaimer:**

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## Background

Environmental degradation and climate change have severe consequences for everyone, but disproportionately impact marginalized people, particularly women and children. In Kosovo, discriminatory social and cultural structures and norms result in unequal ownership of, and access to, natural resources – land, water and productive assets – as well as unequal decision-making. This limits women’s opportunities to participate in, contribute to and benefit from environmental policies. There is also limited recognition of what women can contribute to sustainable development and environmental protection. At the same time, failure to understand and address gender dimensions within environmental policies and projects leads to wasted resources, and could have negative effects on household welfare, gender equality and environmental sustainability. Gender-specific inequalities and barriers prevent their participation in environmental debate and action at all levels. Alongside their unequal access to resources, this hinders women’s ability to adapt to climate change and to respond to events such as drought, soil degradation and deforestation. It also leads to gender-unaware, and therefore ineffective, environmental policies.

The Kosovo Environmental Strategy (KES) 2013-2022 aims to address present and future needs related to environmental change. However, KES lacks a gender perspective. The terms “women”, “men” and “gender” are not mentioned in the Strategy, and there is no gender impact analysis of any of the sectors addressed within it. Women and men’s different priorities, needs and interests related to energy, water, waste management and biodiversity sectors are not tackled. For example, while KES addresses climate change hazards, it does not tackle the potentially different social, economic and health hazards that women and men may face, nor does it propose actions to mitigate these hazards. Moreover, the Strategy does not contain any gender specific indicators or activities. Nor does the Strategy address women and men’s specific communication and outreach needs. Revisions to this Strategy should recognize women and men’s different needs and priorities related to environmental change and degradation, as well as the potentially different hazards that women and man can face, including social, economic and health hazards. A gender analysis should be conducted to inform it. Proper consultations with diverse women and men, as well as Agency for Gender Equality and women’s civil society organizations can inform this Strategy.

The socio-economic shock of the COVID-19 pandemic has had a tremendous impact on the already fragile Kosovo economy. COVID-19 highlighted the need to strengthen the legal framework and institutional capacities as well as human and financial resources of civil protection authorities with regard to health emergencies.

It is therefore essential that we understand these inequalities, different needs, vulnerabilities, roles and capacities of men and women to have more inclusive environmentally sustainable solutions for the people in Kosovo.

## The purpose of the manual

The purpose of this manual is to help understand what gender mainstreaming means from environment and to provide guidance on how gender mainstreaming can be put into practice. Kosovar Gender Studies Center hopes that this manual will help understand gender mainstreaming for environment and Gender practitioners and make a case for the relevance of gender considerations to actors directly or indirectly involved in work related to environment.

Since actions to address environment issues are not always strongly reflected in national development plans and poverty reduction programmes, environment practitioners have the task of mainstreaming these issues into the agenda.

In addition, many environment experts come from technical or scientific backgrounds, and therefore may have little exposure to gender issues, which are more commonly raised in political and social contexts. They may not think that the concept of gender mainstreaming is particularly relevant to their work and may find the inherently political and personal nature of 'gender training' unfamiliar and unsettling.

In response to these challenges, the 'Gender and Environment' project aims to guide actors and build capacity for gender-sensitivity for Gender and Environment. It is hoped that this project will help experts realise the added value of incorporating gender into their work and view gender mainstreaming as a way to strengthen the replication and sustainability of environment initiatives. The manual will also be useful for national and local counter-parts, agencies, international and private-sector partners, and individual experts who work on environmental management.

## Basic gender terms and definitions

It is important to spend enough time discussing the terms and definitions for the participants to fully understand their meaning.

### WHAT IS GENDER?

The term 'gender' typically refers to socially constructed categories describing women and men, often based on biological 'sex'. Gender is also about relations between women and men. Through socialisation, gender becomes a defining structural factor in the organisation of any society, and in the participation in productive and reproductive work. Social interactions and power relations between women and men both contribute to and reflect different gendered roles and responsibilities, as well as access to resources. Gender analysis provides insight for policymakers to understand and consequently develop policies that consider all these differences.

Gender analysis typically considers differentiation among the various roles women and men play in society, including:

- Reproductive roles (tasks associated with daily child rearing and domestic chores).
- Productive roles (work done by both women and men for pay in cash or kind).
- Community managing roles (voluntary and unpaid activities at the community level).
- Political roles (participation in decision-making at all political levels on behalf of interest-based constituencies).

**CLIMATE ACTION** Proactively taking actions to reduce greenhouse gas emissions, promote sustainability and strengthen resilience and adaptive capacity to climate-induced impacts. Climate action can take many forms, ranging from incorporating climate change measures into national and urban policies, to increasing education and awareness-raising campaigns on climate change.

**INTERSECTIONAL PERSPECTIVE** An understanding that there are multiple aspects of identity (such as sex, sexual orientation, racial or ethnic origin, religion, age, and physical ability) that interact in complex ways to impact how people experience the world. An intersectional perspective also acknowledges that there are multiple kinds of discrimination and inequalities that are interconnected and therefore cannot be analysed separately.

**GENDER BUDGETING** Analysis of how public spending and resource allocation impact men and women differently. This is a tool to help ensure a more even (re)distribution of public resources.

**GENDER-DISAGGREGATED DATA** Data that is broken down by gender and therefore can reveal differences between women and men in terms of social, political, economic, and environmental preferences, behaviours and actions.

**GENDER EXPERTISE** An understanding of how gender is a socially constructed category of identity that shapes social, political, economic, and spatial relationships.

**GENDER PERSPECTIVE** An understanding that women and men have different needs, experiences, access to resources, and powers, and a consideration of the differential nature of women's lives, experiences, and needs in design and decision-making processes.

**GENDER POWER RELATIONS** The ways in which gender creates differences in access to resources and the distribution of power in society.

**GENDER ROLES** refer to how men and women should act, think and feel according to norms and traditions in a particular place and time.

**GENDERED CONTROL** over resources and decision-making processes refers to differences between women's and men's rights and power to decide on the use of resources, gain benefits, and take part in decision-making processes, due to norms and values existing in society.

**GENDER SAFETY AUDITS** A practical tool for cities to understand how women and men perceive and experience the city differently. It helps increase awareness of gender-based harassment and violence in public space.

**HARASSMENT** behavior which aims to intimidate, persecute, or force someone with requests or problems. It is generally a condemned practice which occurs in contexts with a social-permitting environment because there is no collective sanction against it. The most common types are workplace harassment, mobbing, psychological harassment, bullying and sexual harassment.

**DISCRIMINATION** is any distinction, exclusion or restriction based on sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, human rights and fundamental freedoms in any political, economic, social, cultural, civil or any other sphere.

**Gender norms** and practices lead to a gender division of labour, that is, socially constructed roles and responsibilities. These gender roles and responsibilities give rise to different levels of access and control, that is, women and men's opportunities to obtain or use resources (food, credit, water, energy, technology, etc.) or services (education, health, etc.) The ability and opportunity to acquire resources do not necessarily imply that people will have the power to control the benefits that derive from these activities. Therefore, we need to distinguish between "use of" and "control over" a resource. Women may have access to land, seeds, water, and/or credit, etc., but do not necessarily have control over that resource. The person that has control over a resource also tends to be the decision-maker. The person that has the decision-making power reinforces the existing unequal power relation, which then further underlines the socially constructed roles and responsibilities, leading to a vicious cycle of reinforcing gender inequality. Interventions are necessary to break the cycle and the existing stereotyped division of labour. It is important to identify entry-points that depend on prevailing gender norms and practices in a given society or context. This requires meeting practical needs (immediate needs that can be met in the short term) as well as strategic needs (beyond practical needs, for example, common laws may need to be reviewed before gender equality can be achieved) for both men and women and moving away from simple participation towards meaningful participation and empowerment.

## International Policy Frameworks for Gender and Environment

In 1979, during the first UN Decade for Women, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted by the UN General Assembly. CEDAW is often described as an international bill of rights for women, and is important for two key reasons: first, it affirms the reproductive rights of women; and second, countries that have ratified or acceded to the Convention are legally bound to put its provisions into practice. Similarly, while there is specific reference to rural women, wider environmental concerns are not explicitly covered within CEDAW. However, at its 44th session the CEDAW Committee issued a statement noting that gender equality is essential to the successful implementation, monitoring and evaluation of climate change policies, and that women's human rights should be included as an overarching guiding principle in climate change treaties.

The decade for women also saw the initiation of a series of United Nations World Conferences on Women starting with a meeting in Mexico in 1975, followed by meetings in Copenhagen (1980) and Nairobi (1985), where women's actions and role in environmental management were raised. The fourth, and last full meeting, was in 1995 in Beijing and the resultant Beijing Platform for Action now acts as a framework for annual sessions to review progress across a range of issues, including the environment. In terms of environmental concerns, Beijing highlights the need to involve women actively in environmental decision-making at all levels and, to integrate tender concerns and perspectives in policies and programmes for sustainable development. Disasters are a less central concern, and the Beijing Platform notes that natural disasters can contribute to environmental degradation and that women may be particularly affected by environmental disasters. Under 'actions to be taken' within the need to 'develop gender-sensitive databases, information, and monitoring systems', it suggests there is a need to monitor the impact on women of environmental and natural resource degradation, with one of the contributing factors listed being natural disasters. Thus, disasters are included as a contributing factor to environmental degradation or an outcome of this, not as an issue in their own right.

### Rio and the United Nations Framework Convention on Climate Change

The Convention on Biological Diversity (CBD) is one of the most broadly subscribed international environmental treaties in the world with 190 Parties. Opened for signature at the Earth Summit in Rio de Janeiro in 1992, the CBD is the international framework for the conservation and sustainable use of biodiversity and the equitable sharing of its benefits.

The Executive Secretary of the CBD has placed great importance on the fact that gender equality is a prerequisite to poverty eradication and sustainable development. The livelihoods of rural and indigenous peoples and those of communities living in poverty are



often closely tied to the use and conservation of biodiversity. In these communities, women play a leading role in caring for their families and communities, in sharing their intellectual and social capital, and in protecting and managing biodiversity resources. In many societies, women as well as men are agents of change, but their contributions do not receive equal recognition. Gender equality between women and men has a cumulative effect of improved biodiversity management and protection, and poverty alleviation for communities.

### Hyogo Framework for Action

The depiction of women as vulnerable victims is also apparent in the international framework for disaster risk reduction – the Hyogo Framework for Action (HFA). The overall aim of the HFA is to bring about a 'substantial reduction of disaster losses, in lives and in the social, economic and environmental assets of communities and countries

### Applicable National Legislative Framework for Gender and Environment

The Republic of Kosovo is strategically oriented to become member of the EU, hence it is perusing implementation of the EU environmental standards and considerable progress has been made in legislation development concerning the Environmental Protection as a whole, including Water Protection, EIA, SEA, IPPC and Nature Protection. The consistency of Kosovo environmental legislation with the EU acquis is ensured through Progress Monitoring on transposing and implementing the legislation. A significant number of environmental laws have been revised and adopted in recent years by the Assembly of Kosovo (AoK) (<http://www.assembly-kosova.org>) and Ministry of Environment and Spatial Planning (MESP) (<https://mmph.rks-gov.net/en-us/Legislation>) and have made significant progress in preparing the relevant secondary legislation (administrative instructions, administrative orders and ministerial regulations).

The environmental provisions are enrooted in The Constitution of the Republic of Kosovo:

Article 7, §1, defines the protection of the environment as one of the basic principles of the constitutional order for Kosovo.

- Article 52 states the rights of access to environmental information, public participation in processes of environmental decision-making and access to justice; these provisions are a substantial part of the EU environmental legislation.

#### Law on Environmental Protection No. 03/L-025

Law Nr. 03/L-214 On Environnemental Impact Assessment

Law no.04/I-110 on Construction

Law no. 02/I-88 on Cultural Heritage

Law No. 04/L-111 On Amending and Supplementing the Law no. 03/L-087 on Publicly Owned Enterprises

Law No. 04/L-161 – on Safety and Health at Work

Law on Gender Equality No. 05/L -020

### **Core Gender related Standards on Gender Equality and Women Empowerment**

#### Law on Gender Equality No. 05/L -020

The Law on Gender Equality of Kosovo adopted in 2015, determines the general and specific measures to ensure and protect the equal rights of men and women, by also guaranteeing equal opportunity and treatment in public and private areas of social life, including political and public life, employment, education, health, economy, social benefits, etc. It also provides for the definition of equal treatment – as a lack of direct or indirect discrimination based on gender and promotion of gender equality. The law is also in line with the EC Directive rules and Regulation defined in directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

Under Chapter III of the Law, (Articles 15, 16, 17,18,19) there are specific provisions defining equal protection and treatment, on the basis of gender affiliation in employment relationships. Specifically, the articles address protection from gender discrimination in employment relations requiring protection for women and men on the basis of gender equality in the private and public sector. It requires conditions for access to employment, to self-employment or to occupation, including selection criteria and recruitment conditions; access to all types and levels of vocational guidance, vocational training; membership of, and involvement in, an organization of workers or employers; prohibition of gender discrimination in social security schemes at work. Also, obligations for employers include the refrain from including elements of gender discrimination in vacancy announcements; in labor relations to promote gender equality before and during employment relationship as well as ensure equal opportunities for women and men to apply for vacant positions. The law also calls for affirmative measures to address gender inequalities and low participation of women and men in under-represented areas of employment.

#### Legal framework and domestic policies on Gender Equality and Women Empowerment:

- Constitution of the Republic of Kosovo, Articles 7, 21 and 22
- Law No. 05/L-020 on Gender Equality
- Law No. 03/L-182 on Protection from Domestic Violence
- Law No. 2004/26 on Inheritance
- Law No. 2004/32 on Family

- Law No. 05/L-021 on Protection from Discrimination
- Law No. 03/L-154 on Property and other Real Rights
- Law No. 03/L-212 on Labour
- Administrative instruction MESP - no. 22/2015 for management of wastes containing asbestos
- Law No.04/L-060 On Waste – Annex
- Law Nr. 02/L-102 On Noise Protection
- Law No.03/L-212 On Labour

#### Key International Instruments on Gender Equality and Women Empowerment:

- The Universal Declaration of Human Rights,
- The Convention on the Political Rights of Women,
- The International Covenant on Economic, Social and Cultural Rights,
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence-Istanbul Convention,2011
- United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security and Violence against Women,
- European Convention on Human Rights
- United Nations Agenda 2030for Sustainable Development and Sustainable Development Goals (SDGs),
- UN Declaration on the Elimination of Violence against Women.

#### Domestic development framework and actions for promoting Gender Equality and Women Empowerment:

- Kosovo Program for Gender Equality,
- National Development Strategy,
- Economic Reform Program,
- Better Regulation Strategy,
- National Strategy and Action Plan for Protection from Domestic Violence,
- National Program for the Implementation of the Stabilization and Association Agreement, Strategy and Action Plan on Property Rights,
- Mid-Term Expenditure Framework,
- Annual Budget Circular, and
- Other strategies.

#### Possible areas to analyse to identify gender related issues relevant to environmental projects:

- Analysis of the policy framework: National obligations and commitments to gender equality such as the Convention on the Elimination of all Forms of Discrimination Against Women, the Beijing Platform of Action and the national institutional structures for women's issues; national commitments to sustainable development and how these overlap with gender commitments.
- Analysis of the institutional structure: What is the proportion of men and women in environment related decision-making positions in central and local government? (e.g. Ministers, Directors of Institutes, Heads of Department, Academia)?
- Sectoral analysis: What are the roles of women and men in the different sectors such as forestry, water and agriculture?
- Analysis of the existing national policies, programmes, investments, and donor initiatives in the environmental area/sector. Do they extend benefits and opportunities equitably to women and men?
- Analysis of the legal and regulatory framework: laws regarding ownership, access to and use of natural resources. What is the legal situation and how are the laws implemented? (E.g. If women inherit land can they keep it or are they expected to give it to male family members?)
- Analysis of budgetary allocations in the environment field: Have there been any attempts to analyse these budgets from a gender perspective? How does the budget allocation impact on men and women?
- Analysis of environment and health indicators: What environment and health indicators are gendered? (E.g. Do rates for child mortality, still birth and fertility vary?) How are women and men differentially impacted by pollution or environmental degradation?
- Analysis of gender stereotypes and cultural norms. What are the ways in which gender roles (such as not being seen to speak up in public) are enforced? How might this affect the ability of different groups to participate in project interventions?
- What are the roles of women and men regarding energy and natural resources (who collects, who transports, who manages, who sells the products?)? How much time is spent on these activities and what is the relative income of women and men?
- Analysis of media and public perception: What is the level of coverage of environment and gender topics in the media? How are these topics covered? Do women and men have equal access to information? If not, why?
- Analysis of non-governmental sector: Are there any organisations working on gender and environmental issues? What is their expertise?
- Analysis of participation levels: Do men and women have equal access to public participation? What might hinder/contribute to their participation?
- What other forms of discrimination intersect with gender (on the basis of race/ ethnicity, religion, age or class)

## Gender mainstreaming

### Gender and Energy

As access to affordable and non-polluting energy services is a prerequisite for achieving economic empowerment and poverty reduction, these inequalities limit economic opportunities for women and have considerable negative effects on their families and communities. Women traditionally tend to have limited decision-making power about household purchases, including energy technologies. Since in many areas, women are the primary users of energy equipment, it makes good sense for them to be involved in designing and implementing projects to meet their own energy needs. Women already have valuable knowledge about local conditions and resources. Additional education of women and women's organisations about energy options and technologies can increase their ability to contribute to energy solutions, including the adoption of new, cleaner fuels and equipment.

Women who learn new skills and obtain improved access to energy for household and income-generating activities can create new resources for investing in better conditions for themselves, their families, and their communities.

Availability and use of disaggregated data by sex would also facilitate the energy policy process in defining the issues, examining policy alternatives, making policy choices, implementing policies and evaluating results.

### Gender and Climate Change

Gender is a significant aspect to be taken into account both when considering actions to adopt and to mitigate climate change. Climate change impact is not only physical and economic but also social and cultural. Because of gender differences in social and economic roles and responsibilities, the effects of climate change affect women and men in varied ways, often having a more severe effect on women.

Women tend to be affected differently, and more harshly, by climate change because of their social roles and more impoverished status. In many countries, women are among the most vulnerable owing to the reduced ability to access finance, technology and information needed to adapt to climate change. Increased costs of energy, transportation, healthcare, and food caused by the disrupting effects of climate change disproportionately affect women negatively by increasing their poverty and insecurity.

Climate change can adversely affect crop yields and thus the livelihoods and food security of rural women, who are largely responsible for food production and family nutrition.

Supplying water and fuel for families, which is typically the responsibility of women, becomes more difficult as environmental changes negatively affect clean water supply, existing infrastructure, and urban and rural settlements. Coping with the damage of extreme weather events linked to climate change may also fall more on women who hold together families and households. Gender differences in the access to land and land titles also have significant implications. Women, however, can contribute significantly to mitigation of and adaptation to climate change through their central role in food production and involvement in agriculture and biomass energy. Furthermore, their experience and knowledge make them one of the key stakeholders in mitigating climate change.

The goals of gender mainstreaming in climate change are:

- To ensure that women and men participate equally in decision-making with regards to policy and policy instruments aiming to improve the adaptation capacities of communities.
- To ensure that women and men participate equally in decision-making with regards to policy and policy instruments aiming to mitigate the risk of drastic climate change and destruction of ecosystems at all levels.
- To ensure that all policies and policy measures take into consideration the gender impact of climate change.

Kosovo still has no climate change adaptation strategy. Although, Kosovo is not a signatory to the UN Framework Convention on Climate Change and therefore does not have a nationally determined contribution under the 2015 Paris Agreement.

## **Gender and Waste Management**

Management of household waste is more the responsibility of women than of men. Therefore, training and awareness raising activities related to domestic waste management need to have a special focus on women. The removal of waste is often the unpaid work of women, but as soon as it is slightly mechanised, for example using carts or delivery tricycles and at the same time paid for, men take over this work. Interventions in waste management include the sorting, recycling and reusing of waste products, and can often create paid employment. It is important that women as well as men are given the choice to be involved. Waste is often chemically and biologically contaminated. When women and men are trained to manage the waste, it is important that awareness of health hazards is included in the awareness-raising activities and training curriculum. Men and women may differ in their attitudes towards public health and community cleanliness and have markedly different preferences for how to address public health and environmental problems. These differences, at the most local level, affect the type of services women and men would like to see developed in their communities, how much they are willing to pay for these services and who is responsible for finding the money to pay from within his/her part of the family budget. Such differences may also carry through to preferences for policies, technologies, or approaches, which affect decisions made by women and men leaders, entrepreneurs, managers and public authorities at various

levels. In Kosovo, the current collection rate is 70% and less than 40% of solid waste is disposed of in managed facilities. Kosovo should introduce legal and practical measures to reduce waste and increase recycling and recovery in line with circular economy principles.

The main issues and entry points for gender mainstreaming in urban waste management are:

- Integrating a gender perspective in assessment studies, planning, implementation and monitoring of waste management projects. This should include a gender specific analysis of how available waste and resources are valued and used.
- Consultations prior to the introduction of new policies, procedures and technologies and equal representation of women and men in these consultations.
- Creation of equal opportunities for men and women to benefit from the awareness-raising and training initiatives for waste management.

## Gender and Land Management

Land degradation leads to a significant reduction in the productive capacity of land. Human activities contributing to land degradation include unsustainable agricultural land use, poor soil and water management practices, deforestation, removal of natural vegetation, frequent use of heavy machinery, overgrazing, improper crop rotation and poor irrigation practices. Natural disasters, including drought, floods and landslides also contribute to land degradation. In Kosovo, for example, data shows that women inherit only 4% from their parents. Only 17% of women own property and only 18% of women own businesses and only 3% of all business loans are given to women. There is not much discussion in Kosovo about land as something that women should have, and it is not yet known how many women own land.

## Gender and Chemicals

Efforts to ensure sound management of chemicals within the context of sustainable development have important gender dimensions. In daily life, women, men and children are exposed to different kinds of chemicals in varying concentrations. The level of exposure to toxic chemicals as well as the resulting impact on human health are determined by social as well as biological factors.

The adverse effects of hazardous chemicals and wastes on different groups of the population vary depending on the level of exposure, behavioural patterns, age, biological effect (for example, endocrine disruption), geographical location, nutritional status and co-exposure to other chemicals. Certain types of chemicals, such as persistent organic pollutants, can build up to dangerous levels in humans causing adverse reproductive,

developmental, immunological, hormonal, and carcinogenic effects with varied impacts on vulnerable groups of the population.

Women are often more exposed to chemicals and waste as a result of different socio-economic roles, defined along gender lines. According to a study in many countries, women are still expected to perform the bulk of domestic work in and around the house, including the sorting, removal, and disposal of household waste, which in many cases include open burning of plastics and other household waste. This practice exposes women to highly toxic persistent organic pollutants, heavy metals with significant impacts on their health and as potential child bearers. Recent body burden analysis has shown that such chemicals do get passed out to children during pregnancy. Kosovo is not a signatory to the Rotterdam Convention and still needs to implement the regulatory framework on the export and import of hazardous chemicals. It has not yet established a helpdesk and a centre for the control of chemical poisoning.

### **Women and men as agents of change**

Women's activities in food production, community management, natural-resource and biodiversity management, education of children and family care place them at the centre of development. They are the collectors of fuel and water for their families, and users of energy to prepare food and care for the sick. In developing countries, they engage substantially in agricultural production, both paid and unpaid...Thus, recognizing and supporting the activities and needs of women is essential for socio-economic development<sup>1</sup>.

Many women activist rightly noted that women and children tend to be the most affected by the effects of climate change. However, it is important to note that women are not vulnerable because they are "naturally weaker", but because the conditions of vulnerability faced by men and women are different due to their gender. Women, like men, have particular socially-built vulnerabilities and capacities which have been developed through a socialization process. Women are capable of bettering themselves, they can become empowered, and change. Women are not passive; they do not only wait to receive help – they are active agents with different capacities to respond to the challenges posed by climate change. As such, there is a need to avoid being simplistic and just seeing women (because of their sex) as victims. Women and men face different vulnerabilities due to their different social roles.

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<sup>1</sup> [https://www.greenclimate.fund/sites/default/files/document/guidelines-gcf-toolkit-mainstreaming-gender\\_0.pdf](https://www.greenclimate.fund/sites/default/files/document/guidelines-gcf-toolkit-mainstreaming-gender_0.pdf)



## Sample indicators at the outcome/impact level

- Number and percentage of poor women and men with increased resilience to climate change (e.g., use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues, number/percentage of women-headed households with a resilient home)
- Number/percentage of (female-headed) households/people with (no) access to low-carbon energy or transport solutions and infrastructure
- Time saved in collecting and carrying water, fuel and forest products due to environmentally sustainable and climate change adaptation activities
- (Female-headed) household expenses on energy (electricity) / percentage change in expenditure on purchasing fuel for household energy needs by women
- Number of casualties from natural disasters, by sex
- Number of communities and the percentage of women in these communities benefiting from effective, climate-resilient watershed management
- Number of cases of respiratory disease, carbon monoxide poisoning and fire accidents, by sex (adults and children)
- Level of women's mobility (e.g., in relation to low-carbon transport)
- Level of gender violence (e.g., in relation to lack of street lighting)

### Economic empowerment

- Number of female entrepreneurs with adequate access to financing for low carbon and climate-resilient investment
- Number and percentage of women and men with increased employment and income due to climate change adaptation or mitigation activities (e.g., improved energy facilities and services, improved farm productivity, etc.)
- Number and percentage of jobs (person-days) generated for women and men in the community
- Propensity of rural women to work outside the home thanks to electrification
- Increase in labour/work effectiveness/productivity due to project
- Increased market opportunities for women-headed small and medium enterprises

### Participation and decision-making

- Level of women's and men's awareness on women rights and rules for access to financial, natural and energy resources
- Evidence that policies, strategies and plans are based on gender analysis of the different impacts of climate change on poor women and men, and include gender equality objectives for each sector of climate change adaptation and mitigation

- Evidence that relevant sectoral policies, strategies, and plans require participatory approaches, and the targeting of both women and men to use and manage low-carbon and climate-resilient solutions and technologies
- Proportion of women in sectoral ministry in senior management positions

### Capacity development

- Sectoral policies, strategies and reforms include gender equality objectives based on gender analysis of need, demand, and supply
- Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g., adaptations to land management practices in marginal and fragile lands, adaptations related to changed rainfall patterns)
- Existence of new or improved gender equality supporting sectoral regulatory and legal documents
- Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development in targeted sector agencies and service providers
- Level of institutional and staff capacity to mainstream gender in the relevant sector
- Minimum percentage of participants in capacity development activities are from marginalized stakeholder groups: women and ethnic minorities

### Sectoral planning and policies

- Sex-disaggregated data routinely collected and applied to sectoral policy, planning, implementation...
- Existence of gender-sensitive sectoral statistics and/or M&E frameworks (national/local databases)
- Evidence that national/local development policies, programmes and plans require participatory approaches, and target both women and men to use and manage low-carbon and climate-resilient solutions and technologies
- Evidence that relevant sector-enabling policies, strategies, and plans require participatory approaches, and target both women and men to use and manage low-carbon and climate-resilient solutions
- Evidence that policies, strategies and plans supporting low-carbon and climate resilient solutions are based on gender analysis of the different impacts of climate change on poor women and men/women and men from remote rural areas, and include gender equality objectives, measures, indicators, and targets
- Budget allocated to measures supporting gender equality in sectoral planning and programming – gender-responsive budgeting
- Evidence that enabling policies and regulations for green small and medium enterprises include provisions supporting gender equality

- Existence of practically applied tools and techniques to incorporate women's roles in relevant sectoral planning and consultations
- Number and percentage of women and men (from remote rural areas) who attend/are actively involved in sectoral planning and consultation meetings
- Female staff in organizational set-up
- Existing institutional structure/capacity to address gender-environment climate change nexus

### Business model and technology solutions

- Number and percentage of women adopting low-carbon and climate-resilient solutions
- Number and percentage of women with new/improved income-generating opportunities due to access to low-carbon and climate-resilient solutions

## To remember

Women are disproportionately vulnerable to the effects of natural disasters and climate change where their rights and socio-economic status are not equal to those of men, and where they have less voice and influence than men in shaping policies and prioritizing how climate finance is used.

Empowerment of women is an important ingredient in building climate resilience.

Low-emissions development pathways can be more effective and more equitable where they are designed using a gender-informed approach. Billions of women around the world make decisions every day that influence the amount of carbon that is released into the atmosphere.