



## **GAP III Briefing note n. 3**

# **Gender Action Plan III and the Green Deal**

**September 2021**



## Purpose

The purpose of this briefing note is to support staff in EU Delegations and at headquarters, especially those who are *not* gender experts, to mainstream gender and apply a human rights-based approach in areas of action of the Green Deal, at all stages – from programmes to policy and political dialogue – and across all modalities and investment frameworks.

### 1. Joining Forces for a Green and Gender Equal Transition

The Green Deal frames the EU's International Partnerships through Green Alliances and Partnerships. It seeks to bring about transformational change in all sectors and areas of internal and external action. In parallel, the Gender Action Plan III (GAP III) Joint Communication and Staff Working Document provide a framework to ensure that EU external action supports and promotes gender equality, including in areas related to the green transition.

In each area of the Green Deal, openings – and challenges – exist for promoting gender equality and enabling women and girls to fully enjoy their human rights and play leading roles as agents of change. In short, all EU external actions should combine a 'gender lens' and a 'green lens'.

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This briefing note highlights how the objectives of the **Gender Action Plan III and the Green Deal are interlinked and mutually reinforcing**. Together, they support an inclusive, fair and transformative approach, both from a green and a gender perspective.

The briefing note presents opportunities and common gender-related barriers across several themes. It also identifies potential interventions aligned with the GAP III's objectives (see sections 2–10). The recommended interventions cover participation, entrepreneurship, access to resources and services, and support for women's organisations.

Addressing gender-related barriers and seizing the opportunities offered by the green transition and green recovery (post-COVID-19) can be a game-changer for increasing the impact of EU action for all women and men, in all their diversity. This may also point to the need to design Green Deal actions that specifically target women and girls.

The EU Gender Action Plan III 2021–2025 sets a new thematic area of action: “*addressing challenges and harnessing the opportunities offered by the green transition and the digital transformation*”.<sup>1</sup> The EU intends to act on the gender dimensions of environmental degradation and climate change, including in fragile contexts.

The Staff Working Document (SWD) that accompanies the Gender Action Plan III specifies that the EU's overall objective for this area of action is to ensure that “*Women in all their diversity influence decision-*

<sup>1</sup> See GAP III, section 3.6, GAP III Joint COM.



*making processes on environmental conservation and climate change policies and actions.”* The SWD presents four specific thematic sub-objectives (see Box 1) strongly interlinked with those of the Green Deal, with accompanying outcome indicators (see Annex 1).

The GAP III addresses important green transition opportunities. Likewise, when a gender lens is used, support for areas of the green transition can advance other aspects of gender equality. For instance, increasing opportunities for women’s employment and entrepreneurship in the green and circular economies can give women the means and the confidence to claim their rights to participate in decision-making processes (see the [GAP III Staff Working Document](#) and Annex 2 of this briefing note).

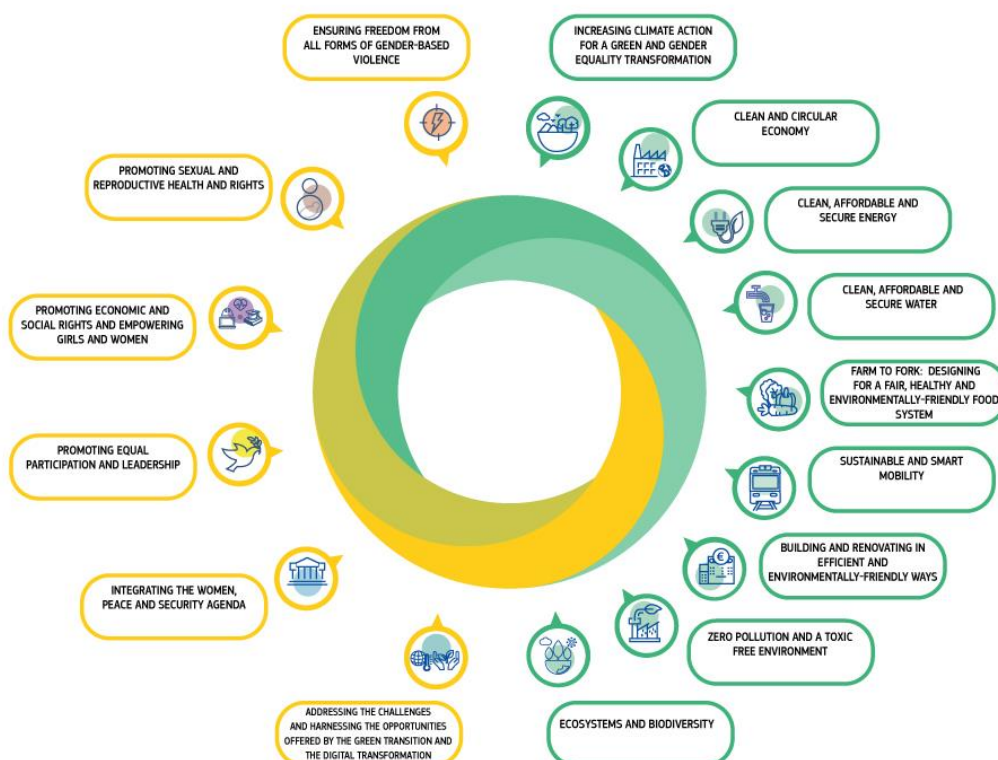
Promoting a green agenda and green transformation is relatively ‘new’ in many countries. There is an opportunity to ensure that the green transition is a just transition. This means a transition that leaves no one behind – one which allows women and men, in all their diversity, to participate and benefit equally.

All entities involved in the green transition – such as ministries of energy, economic development and transport, as well as private companies – are encouraged to ensure that a gender and human rights perspective is embedded in all of their actions from the earliest stage. They should also increase their skills and capacities to operate in gender-responsive and gender-transformative ways.

**Box 1. GAP III specific thematic objectives in the area of green transition (GAP III SWD)**

1. Increased **participation** of women and girls in all their diversity in decision-making processes on environment and climate change.
2. **Strategies and agreements** on climate mitigation, adaptation, disaster risk reduction, natural resources and biodiversity are gender-responsive.
3. **Addressing climate change in daily life** - women, men, girls and boys.
4. **Access to jobs, entrepreneurship opportunities and alternative livelihoods** in the green and circular economies.

**COMBINING GREEN AND GENDER TRANSFORMATIONS FOR A JUST AND SUSTAINABLE WORLD**



The following steps are proposed to improve the quality, gender-responsiveness, effectiveness and sustainability of all interventions that address the green transition, climate change risks and environmental opportunities. The starting points for robust gender mainstreaming in each green deal sector are a gender sector analysis and the collection, analysis and use of disaggregated data.

### Gender sector analysis

The GAP III requires a gender analysis to be conducted for each area and sector identified by the Green Deal which is included in the Multi-annual Indicative Plan (MIP). These include renewable energy, the green and circular economies, sustainable transport, water and sanitation, among others. A gender analysis is vital to inform policy dialogue and the identification, formulation, implementation, monitoring and evaluation of actions.

A gender analysis **investigates the needs and interests** of women and men, girls and boys, in all their diversity, in order to understand the obstacles they face – such as violations of their human rights, and discriminatory norms, policies and practices – and to identify **gaps and opportunities for interventions**.

It **assesses the capacities of sectoral bodies** – whether public, private or civil society bodies. It asks: What support do sectoral bodies need in order to ensure that they can integrate and deepen gender-responsive strategies and plans in all new commitments for the green transformation? How can we avoid reinforcing existing gender disparities?

A gender analysis also **maps stakeholders** – both rights holders and duty bearers – to show who should be consulted, who is influential, who will support and who may reject the gender equality ambitions of a policy or action. Consultation with different groups, bearing in mind intersecting layers of inequality, is critical in order to formulate gender equality objectives for action and dialogue (see the [Guidance for Gender Country Profile and Gender Sector Analysis](#)).

The gender analysis should integrate a **human rights-based approach** by assessing the application of all rights, participation and access to decision-making processes, non-discrimination and equal access, accountability, the rule of law and transparency.

### Disaggregated data

The **collection of sex-disaggregated data and gender statistics** is necessary to understand the gender differences related to the green transition, climate change, environmental opportunities and challenges. Actions and dialogue are strengthened when using data that are disaggregated, at a minimum, by sex, age and disability status, and, where appropriate and possible, by other intersectional indicators such as belonging to indigenous peoples and minority ethnic groups, different income levels, gender identity, migrant and refugee status (including climate refugee status), among others. **National data systems and statistics offices in partner countries** require encouragement and support to collect disaggregated data so that partner governments can understand gender-related barriers, design gender-responsive and transformative policy and programmes, and track women's participation. Data need to be collected and analysed on, for example, the gender-differentiated impacts of climate change, the green transition, energy, transport and infrastructure policies and strategies, biodiversity practices, knowledge acquisition and use, and women's unpaid work inside and outside the home.

### Gender-targeted actions

Alongside robust gender mainstreaming, it is important to identify and support gender-targeted actions to address context-specific gender-related problems, and to close persistent gender gaps.<sup>2</sup>

<sup>2</sup> The GAP III makes it obligatory to have at least one targeted action per country. Any sector can be a candidate for a targeted action. See the [GAP III Joint Communication, section 1.2](#), "There will be at least one action with gender equality as a principal objective supported in each country."



## 2. Increasing Climate Action for a Green and Gender Equal Transformation

To be sustainable and just, a green transition must be diverse and inclusive. Governments everywhere have the opportunity to build greener and more sustainable economies and urban spaces, while tackling structural and systemic gender discrimination, as well as other forms of discrimination and marginalisation. Women's under-representation in decision-making fora deprives green transition strategies and plans of the full range of available talent. Their absence hampers the transformational change needed to achieve global climate targets and the Sustainable Development Goals (SDGs). Addressing climate change requires a diverse range of skills.

Across the world, responding to the effect of the COVID 19 pandemic, countries are planning recovery programmes in which the green transition will likely feature prominently. With political will and international cooperation, the opportunities opened up by the pandemic for a gender-transformative, green and sustainable recovery could be maximised. This promises profound benefits for the environment and equality. These are not competing priorities. Instead, they should be regarded as mutually reinforcing opportunities.

Women and girls are critical agents of change for the green transformation. They play essential roles as the users, managers, educators and protectors of natural resources within communities in many countries. They contribute to environmental protection, climate change mitigation and adaptation efforts. Worldwide, women activists champion environmental rights, and young women and men are taking the lead in advocating for change.

Despite their pivotal role, women and girls are often prevented from participating equally in governance processes. The reasons for this are varied. They include harmful gender norms, inadequate legal frameworks, limited access to education and inequitable property rights. Women and girls in developing countries are particularly affected by the impact of climate change and environmental degradation, such as the loss of ecosystems, limited access to natural resources, malnutrition, and respiratory, water-related and vector-borne diseases. According to [UNDP](#), women account for 80% of the people displaced by the impacts of climate change. Women and children living in poverty are up to 14 times more likely than men to be killed by climate-related disasters, such as hurricanes or floods.

### Recommended interventions for addressing climate change and gender equality

- Support targeted actions that increase the **participation and leadership of women and girls**, including from indigenous communities, in environmental and climate-related policy-making and in the design of gender-transformative strategies.
- Support **transparent financing mechanisms** that are accessible to women's rights organisations and communities which are especially vulnerable to climate change. Account for differences in control over, and access to, information about these financing mechanisms.
- Support initiatives by partner governments to strengthen the **gender-related capacities of key ministries** on how to generate and use the results of gender analysis, support pilot actions, and foster and resource gender equality expertise. This is essential for ministries that work on areas such as the environment, agriculture, fisheries, energy, water, transport, finance, the economy and trade.
- Support **civil society organisations'** awareness raising, campaigning and advocacy actions, including those by women's rights, youth and feminist organisations



### **Disaster Risk Reduction and Resilience Building Initiative in Madagascar, 2017–2018**

This EU-supported initiative strengthened local communities' capacity to prepare for and respond to disasters in Madagascar, as well as the capacities of the private sector and decentralised coordination structures. It did so through an inclusive approach and the use of new technologies. Implemented by the NGOs CARE and Handicap International, the initiative responded to environmental hazards, such as cyclones and floods, to which 85 coastal *Fokontany* (traditional villages) are particularly vulnerable. Between June 2017 and January 2018, the initiative supported the development of 88 response plans, reaching 135,456 people. In addition, 111 Village Saving and Loan Association Groups were formed. Of their 2,572 members, 66% are women, while 3.27% are people with disabilities. These groups proved a key resource for resilience during the cyclone season by providing members with a form of savings-led insurance to support them during disasters. The initiative also helped to empower women and men community leaders to engage effectively with local government decision-makers on risk management.

Source: [INTPA](#)

### **Regreening Africa: 2018 Workshop on Social Gender Dynamics and their importance for improving Resilience and Livelihoods in Ghana**

On 13 November 2018, almost two dozen representatives of Ghanaian development agencies, working in partnership with the World Agroforestry Centre (ICRAF) in northern Ghana, gathered in the city of Bolgatanga for a training workshop. Their discussions revealed how gender influences the management of farms, households, trees, forests, soil and water conservation in communities. The workshop identified tangible ways to make project planning, implementation and monitoring more gender-responsive. These include, for example:

- Inviting women's groups to engage in local governance and encouraging women to take up leadership roles in community-based organisations.
- Preventing bush fires by training women to prevent, control and manage burning.
- Boosting agricultural productivity by training more women as agricultural extension officers and ensuring that at least one demonstration plot established in a district is managed by a woman.
- Improving access to markets and value chains by supporting women's production and processing groups to become more sustainable through village savings and loan groups. These allow women to mobilise funds which they can invest in labour-saving technologies, such as threshers.

Source: [Regreening Africa](#)



### 3. Clean and Circular Economy

The transition to a clean economy may have a negative impact on women's employment and incomes, as many women are engaged in low-paid jobs, several of which have a high carbon footprint. Yet the transition to a clean economy also opens up new opportunities for women's employment and entrepreneurship. Women and girls are usually responsible for managing water supplies, cooking and waste disposal. This puts them at the forefront of altering household consumption patterns, the sustainable use of scarce resources and circular behaviours.

There are numerous examples<sup>3</sup> of the key roles that women play in waste management. These roles and responsibilities, however, are not always matched by opportunities to influence policy-making or decision-making. This is due to gender-related barriers, such as discriminatory norms, stereotypes about women's and men's roles, biased legislation and policy decisions.

To maximise the opportunities of the transition to green, blue, circular and alternative economies, enterprises – particularly those set up and run by women – need much better access to investment and financial services, as well as to advisory, information and communications technology (ICT), business development and insurance services. Women and girls also need greater access to education and training that is relevant for new employment opportunities.

Women's equitable representation in formal policy-making and decision-making processes is equally essential. This will increase their influence over new investments, policies and decisions that respond to their enterprises and their economic needs. According to the [OECD](#), this will also enhance opportunities for women to engage in developing new technology-based enterprises, while harnessing all of humanity's innovative capacities.

#### Recommended interventions for the clean and circular economy and gender equality

- Support measures to increase the **participation of national gender equality ministries/offices, gender focal points in relevant ministries, women's organisations and networks**, intermediary bodies<sup>4</sup> and local governments in discussions and policy-making on transition plans, new regulatory frameworks and replacement jobs.
- Support **women's entrepreneurship and employment**, through reforms of land tenure policies and training, investment, technology and business services in the green, blue and circular economies – including work related to clean cooking, safe water, renewable energy and sustainable fishing.
- Support measures to **ensure that publicly tendered government projects are open to women-led companies**, such as projects linked to energy, the green transition and the circular economy.
- Support awareness raising on **gender-responsive, sustainable production and consumption** by governments, the private sector, the media and civil society in order to mobilise public opinion and action.

<sup>3</sup> UN Environment Programme, *Gender and waste nexus: Experiences from Bhutan, Mongolia and Nepal*, UNEP, Nairobi, 2019; GA Circular, *The Role of Gender in Waste Management: Gender Perspectives on Waste in India, Indonesia, the Philippines and Vietnam*, GA Circular, Singapore, 2019; United States Agency for International Development, *Women's economic empowerment and equality in solid waste management and recycling: Latin America and the Caribbean*, USAID, Washington, D.C., 2019.

<sup>4</sup> For example, women's business associations, chambers of commerce, industry groups, cooperatives and farmers' organisations.



### The China Green Cities Development Fund, 2018–ongoing

Set up by the KfW Development Bank with EU funding, the China Green Cities Development Fund supports cities in China to spearhead environmentally-friendly and climate-friendly urban development. Since the fund became operational in 2018, its blended actions have paid particular attention to gender equality.

For example, the **Hunan Miluo River Project** provided opportunities for women to participate in and benefit equitably from skill trainings, job opportunities, better access to water supplies and sanitation services, livelihood opportunities and an improved living environment. The project was informed by a thorough gender analysis conducted by the Asian Development Bank, a key project partner. Based on this analysis, the project prepared a gender action plan with specific actions targeting women. These included:

- Increasing women’s participation in village teams.
- Providing leadership training to promote women’s participation in public life.
- Setting quotas for women managers in eco-farming demonstration farms and farmers’ cooperatives.
- Establishing ‘WeChat’ groups and women’s leadership groups in pilot villages to raise awareness and help women to share their experiences.
- Introducing quotas for women in jobs related to the project’s construction initiatives and operations.
- Delivering training and capacity building for project staff to enable them to implement gender equality measures.

Source: [CGCDF](#)

### The Ditercu Initiative in Angola, 2017–2018

Since 2017, this EU-funded initiative has fostered enabling conditions for women in Angola to safely access land, manage natural resources, make free decisions about customs and heritage, and become more aware of their reproductive and productive roles. The initiative involved 1,418 farmers (800 women and 618 men) in the complex geographical context of southern Angola’s Cunene province – a vast, remote area severely affected by climate change and poverty. It addressed gender-discriminatory traditions that hinder women’s access to land and control over natural resources. It prompted dialogue with local community leaders (*sobas*) to address gender norms and customs that are detrimental to gender equality.

The most significant changes that the initiative has evoked are at the individual level. Women farmers are becoming more independent as they have their own income and can make their own decisions. They are taking control of their lives, which reduces their vulnerability and the risk of their territorial rights being violated. The initiative has also produced important results at the institutional level, although these are largely linked to individual behaviours and engagement, rather than to broader institutional change. Officials at the Ministry of Justice are more aware and more willing to engage in policy dialogue with community leaders. Within communities, there is growing commitment and openness to gender equality.

Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2018](#)





## 4. Clean, Affordable and Secure Energy

The energy sector suffers from persistent gender inequalities that disadvantage women. There are gender gaps in access to energy, jobs in the energy sector, energy-related education – due to segregation in fields of study – and decision-making processes at all levels.

Access to affordable, reliable, sustainable and clean energy paves the way towards securing clean water, sanitation and health care, as well as improved lighting, heating, cooking facilities, mechanical power, transport and telecommunications.

For instance, by ensuring clean air, clean energy improves health outcomes. It also reduces the time that women, girls and boys spend on collecting fuel. Freeing up their time enhances opportunities to focus on other, possibly transformative, activities. It increases their chances for taking part in education, training and the rapidly growing job market. According to [WEF](#), the number of people employed in the clean energy sector worldwide is expected to grow from an estimated 11 million in 2021 to over 42 million by 2050.

Access to clean, affordable and secure energy also creates openings for new economic enterprises, the circular economy and social entrepreneurship. It enables women, as workers and as most households' primary energy managers in many low- and middle-income countries, to be powerful agents for change in the transition to sustainable green energy.

To make energy projects more successful, it is vital to remove gender-related barriers to accessing and controlling energy, and to participating in the energy sector. When energy interventions address women's equal participation, they increase the potential benefits for *all*. Removing barriers minimises the gender gap in energy governance, policy-making, decision-making and planning, in line with the Paris Agreement on Climate Change. Gender equality is a core principle of the agreement.

### Recommended interventions for clean, affordable and secure energy and gender equality

- Support measures to **increase the participation of women's organisations and networks, national gender equality ministries/offices, gender focal points in relevant ministries and non-governmental organisations** in energy and green transition-related policy and planning – including in discussions on tariffs, subsidies and 'willingness to pay' surveys.
- Invest in projects that aim to provide **gender-responsive, clean and renewable sources** of energy in rural areas.
- Encourage and **support partner governments' ministries of energy** – through dialogue and funding – to adopt gender-transformative policies, identify specific gender equality objectives, ensure the smarter targeting of energy projects and enhance projects' sustainability

### Promoting the Resilience of Small-Scale Agricultural Communities in the Central River Region of The Gambia, 2018–2020

This EU-funded project in the Gambia's Central River Region promoted women's economic empowerment through renewable energy solutions in green transition sectors, such as sustainable agriculture and energy. Implemented by the Mbolo Association, the project advanced women's and girls' access to and control over clean sustainable energy, as well as their equitable engagement in energy management. This resulted in energy savings, while promoting gender-inclusive skills development, job creation and investment in energy-efficient infrastructure and clean energy technologies.



Empowering women and girls with access to and knowledge of renewable energy yielded multiple benefits – both for them and their communities. The project challenged social norms by enabling women and girls to enter new, innovative sectors. Using solar energy helped to promote women’s and girls’ participation, their connection with the environment, the land and the broader community. By strengthening their productive abilities and entrepreneurial capacities with a focus on renewable energy, women and young girls improved their livelihoods and status within their communities.

Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2019](#)

### **Kenya’s Gender Policy in the Energy Sector, 2019**

The Gender Policy of Kenya’s Ministry of Energy provides a framework for mainstreaming gender in policies, programmes and projects in the energy sector. It commits to:

1. Strengthening institutional frameworks for women’s employment in the energy sector.
2. Ensuring compliance with the Constitution of Kenya on gender equality, such as by engendering all energy policies, plans, budgets, strategies and programmes.
3. Increasing awareness of gender in the energy sector.
4. Integrating gender in programmes, monitoring and evaluation.
5. Promoting clean cooking solutions and environmental sustainability.

For each of these outcome areas, measures have been identified to address gender imbalances and questions related to access, participation and benefits for women and men, in order to make access to energy services more inclusive. Examples include measures to increase the gender balance in senior positions, to accelerate the uptake of clean cooking, to promote women’s and girls’ participation in science, technology, engineering and mathematics (STEM) education, and to advance their participation in gender-responsive planning, budgeting and policy-making. The Gender Policy is currently being implemented.

Source: [Gender and Energy Country Briefs – Kenya](#)



## 5. Clean, Affordable and Secure Water

Access to safe, affordable and secure water is a basic human right and a critical gender equality issue. It improves health, hygiene, sanitation and security. It expands opportunities for women and girls to engage in education, training and employment, as well as to improve farming, food production and other enterprises.

Social and cultural barriers can restrict women's ability to participate in water policy-making. These barriers limit their influence over policy-making, and their abilities to contribute to an informed, outcome-oriented way forward for water policy design and implementation. As a result, action design and delivery in the water sector do not necessarily respond to women's socio-economic needs and interests, both at the household and individual levels. Legal barriers to land ownership can prevent women's access to water supplies. In contexts where women's and girls' mobility is restricted, accessing safe water and sanitation facilities can be difficult. Fetching water from distant water points cuts into the time available to women, girls and boys. It prevents them from engaging in other activities and can expose them to gender-based violence. Women, girls and boys with disabilities face additional barriers.

Climate change and environmental degradation are negatively affecting many of the social and environmental determinants of health, including safe drinking water. There is a double challenge: providing safe, resilient water supplies *and* ensuring sustainable water resource management. With targeted support, women can enhance their roles in managing and safeguarding water in both rural and urban areas.

### Recommended interventions for clean, affordable and secure water and gender equality

- Support measures to increase women's **participation in water policy development, planning, implementation and monitoring**, including in discussions on water pricing, the use of meters, water-saving devices, recycling and reusing wastewater, and water-related data collection.
- Apply the principles of the [EU Human Rights Guidelines](#) for safe drinking water and sanitation to ensure that **women and girls can realise their rights** to safe water and sanitation, including for menstrual hygiene management. This is especially important to avoid reinforcing the stigma associated with menstruation.
- Ensure that **women's contributions are recognised in all water and sanitation interventions, and address the education, economic and employment opportunity costs** associated with the time spent on water collection, treatment and disposal, as well as on care work.
- Invest in programmes to extend and develop piped and point source water supply systems to service unserved and under-served areas, while **paying particular attention to gender-related needs** (e.g., domestic, farming, enterprise, hygiene and sanitation needs).
- Support targeted actions that enable women and men to use and **improve water harvesting, wastewater recycling** and the maintenance of related infrastructure, including sustainable and water-efficient irrigation systems that are suitable for small-scale farming and market gardening.
- Support partner governments to devise more gender-responsive, efficient and transparent ways of allocating or reallocating **water rights** among users, especially indigenous peoples. Support them to develop approaches for preventing and managing water-related conflicts, especially by applying the EU's [conflict-sensitive approach](#).
- Invest in the provision of **safe water and decent sanitation facilities in schools, training centres and health care facilities**, while ensuring that these respond to girls' and women's needs.



- Support **awareness raising campaigns** on good practices related to water, sanitation and hygiene as part of public health programmes.

### Helping to Deliver Clean Water and Sanitation to Remote Areas of Nepal, Phase III, 2016–2022

The Rural Village Water Resources Management Project aims to make clean water and sanitation services more readily available to people living in remote communities in 10 districts of Nepal. Now in its third phase, the project is a collaborative initiative by the Government of Nepal, Finland and the European Union, who are working together under the Team Europe banner.

The project is designed to improve water supplies, sanitation services and livelihoods by supporting people in vulnerable situations, with a special focus on the needs of women, children and people with disabilities. Benefits abound for all village residents. For instance, they can use water to grow and irrigate their home gardens. Having a water tap nearby gives women more time to work in their gardens and sell their produce to earn an extra income. Across the board, access to clean water is making food safer and improving nutrition. The project is building handwashing points and toilets in schools to ensure that girls attend classes, even while menstruating. In parallel, awareness raising efforts seek to sensitise communities on why they should stop the harmful practice of sending women and girls to ‘menstruation huts’. Looking ahead, the aim is for village communities to build and maintain their water services independently once the project is complete. Overall, the project is expected to benefit more than 350,000 people.

Source: [INTPA](#)

### Women Redesigning Life: CSOs Strengthened to Overcome Poverty through Access to Public Policies and Social Technologies in the Semi-Arid Region of Brazil, 2016–2020

This EU-funded project supported a more conducive, fair and democratic environment for women’s networks by promoting livelihoods linked to the green and circular economy. It promoted access to water in Brazil’s semi-arid region through innovations, agro-ecology and food sovereignty, while leveraging local women’s unique experiences and knowledge of land use, plants and ecosystems. Key achievements include promoting technology to filter household water and make it safe to reuse in agriculture. This technology, first installed in 2015, was refined by the women themselves in 2017. They self-organised to spearhead water reuse by adjusting the dimensions, materials and forms of filter construction. Reusing domestic water (grey water) boosted women’s food production, both for subsistence and commercial purposes. The project registered their production every month to make their contribution to family incomes more visible.

As women in the region are often excluded from decisions on access to water and resources, the project advocated for women’s participation in public policies and decision-making at the political level. It reinforced women’s activism to make their voices heard, with the aim of encouraging public authorities to make gender-sensitive decisions. The project supported women’s organisations and other civil society organisations working on gender equality and women’s rights to work freely, and protected by the law.

The project was implemented by the Centro Feminista 8 de Março in partnership with the Xique Xique Solidarity Network, the Grupo Mulheres em Ação and Organização Feminista Bandeira Lilás. The project also established an institutional partnership with the State University of Rio Grande do Norte, creating a space for dialogue on gender issues and for experience sharing on sustainability and reusing water.

Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2019](#)



## 6. Farm to Fork: Designing a Fair, Healthy and Environmentally-Friendly Food System

Gender equality and the economic, social and political participation and leadership of rural and urban women are preconditions for achieving the right to food and Sustainable Development Goal 2, to ‘*end hunger and all forms of malnutrition*’. At the heart of the Green Deal, the holistic approach of the [Farm to Fork Strategy](#) calls for a deeper understanding of how different actors, processes and existing inequalities interact to shape food systems in a given context. The EU recognises gender equality as central to the social and economic dimensions of sustainability that will be achieved by transitioning to sustainable agri-food systems. Specifically, the EU acknowledges that women must have a seat at the table as leaders, innovators, farmers, caretakers and entrepreneurs.

Although women and girls play a central role in food systems – often producing and preparing food for the entire household – they are disproportionately affected by food insecurity and malnutrition. According to [WFP](#) and [WHO](#), 60% of the world’s chronically hungry people are women and girls, and one-third of all women of reproductive age are anaemic.

[FAO](#) estimates that, on average, women account for nearly half of the agricultural labour force in developing countries. Yet much of their labour is invisible, especially in commercial agriculture. Moreover, according to [FAO](#), women represent fewer than 15% of agricultural landholders. Although they have limited access to and control over land, as well as other productive resources, the ongoing ‘feminisation of agriculture’ in many partner countries means that women are frequently taking on even more tasks.

Therefore, it is important to understand the connection between women’s responsibilities in the productive sphere and in terms of care work. In many contexts, for instance, more paid work can mean that women have less time to cook and may substitute less nutritious, easier-to-prepare meals. This highlights that the relationship between women’s economic participation and improved nutrition may not necessarily be simple or linear. The COVID-19 pandemic has reinforced existing vulnerabilities across agri-food systems, revealing the need for nuanced responses that address risks and opportunities related to gender equality and women’s rights.

Measures to protect and promote women’s rights and participation in the context of food systems need to recognise and address the multiple forms of discrimination that women face. These include gender stereotypes related to food and nutrition, unequal access to land and other resources, gender-based violence, discrimination in employment, wages, work conditions and social protection, a lack of sexual and reproductive health rights, and the unequal sharing of unpaid and care work.

As a result, women farmers are especially vulnerable to shocks to the food system, including shocks related to climate change, ecological crises, political instability and conflict. Therefore, a gender-transformative approach is fundamental to achieve healthy, sustainable and just food systems. It is equally necessary to provide opportunities for mutually reinforcing linkages with climate change adaptation and mitigation efforts, measures to restore biodiversity and advance conservation, agro-ecology and organic farming.

### Recommended interventions for food systems and gender equality

- Support **equal participation in policy-making processes**, ensuring gender equal leadership in decision-making bodies at all levels, and create opportunities for women and girls to safely express their needs and interests within their communities and in the public sphere.
- Promote and acknowledge **women as entrepreneurs and key actors** in sustainable agri-food systems. This requires:
  - advancing women’s economic participation;



- redistributing unpaid care work;
  - ensuring secure, transparent and equitable land tenure rights;
  - promoting equal access to and control over land, productive and natural resources, productive tools, technology, education, training, markets and information; and
  - providing adequate social protection, setting a minimum wage and reducing the gender pay gap.
- Promote and support **women's roles across food systems** – including their decision-making about what and how they choose to produce – through equal access to extension, business, financial and digital services, capacity building for women's cooperatives and organisations, and entrepreneurial opportunities across food systems.
  - Support measures to ensure women's and girls' **access to adequate food and nutrition**, adjusted to their particular lifecycle requirements, in order to tackle gender inequalities and end the intergenerational transfer of malnutrition.
  - Support measures to protect, promote and support breastfeeding for the first six months of a child's life – as well as continued breastfeeding until the age of two – through **an enabling policy framework** aligned with the International Code of Marketing of Breastmilk Substitutes, as well as paid maternity and paternity leave.
  - Promote and support partner governments to adopt the globally accepted '**diet quality indicator** for women – that is, 'minimum dietary diversity for women' (MDD-W) – which can play a key role in raising awareness of the importance of healthy diets in the transformation of food systems.
  - Support measures to foster the **engagement of youth and men** in discussions on gender issues, while promoting changes in social norms by addressing masculinities within food systems.

### The Development Initiative for Northern Uganda, ongoing

This EU-supported five-year programme by the Government of Uganda, coordinated through the Office of the Prime Minister, aims to consolidate stability in northern Uganda, eradicate poverty and under-nutrition, and strengthen the foundations of sustainable and inclusive socio-economic development. The programme aims to contribute to empowering women and youth in the agriculture and business sectors. It encourages projects to reduce environmental risks and ecological scarcity, promote the green economy, contribute to the development of refugee hosting areas and leverage refugees' potential to advance local development.

The programme is implemented by the United Nations Capital Development Fund (UNCDF). The fund:

- Runs the 'Support to Agricultural Revitalisation & Transformation' (START) Facility, a blended finance facility for small and medium-sized enterprises involved in the agribusiness value chain. It seeks to improve their access to finance through business development services, concessional loans and partial credit guarantees.
- Supports the rehabilitation of access roads in targeted districts and communities through the District Road Rehabilitation Fund. These roads connect local and regional markets, improving access to jobs and social services.
- Manages the Local Government Excellence Fund, a technical assistance and local funding facility. This offers financial incentives to strengthen local governments' capacity and performance as catalysts for effective, efficient and gender-responsive public service delivery. Local governments 'learn by doing', for instance, by investing in local infrastructure that promotes climate change adaptation and the economic empowerment of women and young people.



The programme is fostering an environment that is conducive to gender-transformative change by supporting women's participation in agriculture and business, promoting gender-responsive governance and investing in gender-sensitive capacity development at the district level.

Source: [DINU](#)

### **Improved Land Tenancy in Drought-Affected Districts of the Province of Sindh, Pakistan, 2017–2020**

This action sought to contribute to responsible land and water governance in Pakistan's province of Sindh, supporting the government and land users to address challenges related to agricultural production and natural resource management. The initiative was based on the Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests in the Context of National Food Security (VGGT).

The action's objectives included improving and formalising land tenancy by promoting VGGT principles in target districts, while restoring and protecting rural livelihoods, especially those of women and vulnerable groups. These groups are highly dependent on traditional landholding and farming systems, and are severely affected by droughts, floods, insecurity and malnutrition.

In addition to improving women's access to resources, the action worked to improve women's place in decision-making processes and policy-making. For example, it ensured that women participated fully in participatory village mapping, the negotiation of informal written tenancy agreements and income generation opportunities. Women's Open Schools were established to provide training on VGGT applications, extension services and technology transfer for greater productivity, within a broader framework of climate-smart agriculture and disaster risk management.

Source: [FAO](#)



## 7. Sustainable and Smart Mobility

Access to affordable, reliable, safe and sustainable transport increases opportunities and social cohesion. Reducing gender disparities in access to transport, and the benefits of transport, can increase women's access to services such as health care and education. It can also boost their employment, entrepreneurship, and access to markets and business networks.

Although women often depend more on public transport than men, the design of transport projects tends to ignore women's needs. Many projects fail to recognise women's and men's different travel patterns and mobility restrictions related to assigned gender roles, the division of unpaid labour and care, and the ownership of private modes of transport.

Several socio-cultural, economic and political barriers can impede women's access to quality sustainable transport, as well their engagement in transport projects. Discriminatory social norms, attitudes and stereotypes often set unequal parameters for women's and men's access to, use of and control over transport, as well as related infrastructural services and facilities. Economic inequalities also restrict access, such as unequal access to resources, including legal and other barriers to accessing jobs, training, literacy, and information and communications technology.

Women's limited representation in formal policy-making and decision-making processes reduces their influence. This can lead to the design and delivery of projects in ways that do not respond to women's needs in terms of their multiple roles as caregivers, workers, farmers, livelihood managers, community activists and leaders.

The transport sector offers opportunities to address climate change mitigation and environmental sustainability. Yet it also contributes to greenhouse emissions. Transport projects need to stem from a gender-transformative, environmentally sustainable and integrated transport sector strategy.

### Recommended interventions for sustainable mobility and gender equality

- Support measures to increase the **participation of national gender equality ministries/offices, gender focal persons in relevant ministries, women's organisations and networks** in transport and infrastructure policy development, planning and monitoring.
- Support **targeted actions to build the capacity of implementing partners'** public and/or private agencies – including management, technical, professional and operational staff – to design, plan, implement and monitor programmes in rural and urban areas in gender-transformative and sustainable ways.
- Invest in **education and public awareness campaigns** to involve men, boys and youths in combating violence and harassment against women and girls in transport and related infrastructure.
- Support partner governments to prioritise infrastructure policies and programmes that are supportive of **girls' school attendance**, such as free or affordable school transport.

### The Rural Roads Programme in Malawi, 2017–2021

The EU Delegation to Malawi conducted a gender analysis of infrastructure in the country, covering energy, transport and water. Based on this analysis, it negotiated with international financial institutions – the European Investment Bank, KfW Development Bank and the African Development Bank – to place more of an emphasis on including gender measures in their blended operations. The analysis' recommendations were also applied to the Rural Roads Programme (RRImP). The programme developed a Gender Equality and Social Inclusion Strategy project and revised standard tender documentation for local governments in order to





incorporate specific gender mainstreaming clauses for the procurement of construction and maintenance works.

The project hired six women engineering students to support young women in science, technology, engineering and mathematics (STEM). It planned gender awareness training for relevant staff in district councils and private construction companies. Gender equality was also included in the Environmental and Social Impact Assessment to formalise requirements throughout the project's implementation phase, including tasks related to design, construction and supervision. Recommended measures also included incentives for employing more women in construction, providing traineeships or apprenticeships in consultant and contractor teams, incorporating 'Girls in STEM' campaigns in communication strategies, and promoting women's inclusion in decision-making boards for related capacity building projects in the infrastructure sector.

Source: [INTPA](#)

### **TVET and Higher Education for Boosting Road Infrastructure Development and Growth of Energy Services (The Bridges) Project in Somalia and Somaliland, 2016–2020**

The BRIDGES project worked to enhance inclusive economic growth in Somalia and Somaliland by supporting the government to reduce poverty and improve skills development in two infrastructure sectors: roads and energy. To meet the growing demand for skilled personnel in these sectors, the project focused on skills training and employment.

Although the project did not achieve its target of women representing 30% of all trainees, largely due to cultural attitudes, 22% of trainees in its 'roads and renewable energy certificate training' were young women, as were 26% of trainees in the 'roads and renewable energy diploma skills training'. BRIDGES helped communities to rethink their perceptions of women's roles in labour-intensive sectors, including roads and renewable energy. Women trainees reported greater confidence when competing for jobs that are traditionally perceived as being 'reserved for men'. They also felt that their social value had increased, alongside their contribution to socio-economic development. Being able to generate their own incomes boosted their sense of empowerment and cohesion within their communities.

The project was funded by the EU and implemented by CARE Netherlands, CARE Nairobi, CARE Somalia and the Eindhoven Institute of Technology (TU/e). TU/e assisted the Somali National University in Mogadishu and the Gollis University in Hargeisa with curriculum development and staff training on electrical engineering and renewable energy services.

Source: [GAP II Promising Practices in Mainstreaming Gender into EU External Action, 2019](#)



## 8. Building and Renovating in Efficient and Environmentally-Friendly Ways

Discriminatory gender norms and attitudes can steer women and girls away from education or training in certain fields. These include science, technology, engineering, mathematics, architecture, surveying, infrastructure and town planning, as well as courses on the use of innovative materials and technologies for construction. This is reinforced by job segregation in the labour market, where certain jobs and professions are regarded as solely 'suitable' for men. Similarly, men and boys can be channelled away from employment in social sectors.

Discriminatory norms also allocate disproportionate responsibility for domestic and care work to women and girls, including home repairs (often invisible work) and unpaid work in family farming, fishing and forestry management. This significantly reduces their time for learning about, or engaging in, actions geared towards the sustainable, environmentally-friendly use of resources.

### Recommended interventions for sustainable building, renovation and gender equality

- Support measures to increase the **participation of women's organisations and networks**, including professional associations, in decision-making on environmental management and the sustainable use of resources.
- Support **training and capacity-building initiatives** by governments and civil society organisations which enable women – as both producers and consumers – to take effective environmental action, alongside men, in their homes, communities and workplaces.
- Support the **engagement of women in environmental management programmes** as professionals and scientists, and as technical, administrative and clerical workers, through training, by expanding opportunities for hiring and promoting women in these fields, and with measures to advance women's expertise and participation.
- Support partner governments to adopt, implement and monitor policies and measures to improve **women's and girls' access to inclusive quality education**, including in STEM fields, clean economics, and quality digital education and training.
- Support measures that improve gender equitable access to, and the use of, distance **digital learning tools** during crises such as the COVID-19 pandemic.

### World Bank Handbook for Gender-Inclusive Urban Planning and Design in Argentina, 2018

*"Urban planning and design shape the environment around us – and that environment, in turn, shapes how we live, work, play, move and rest."* – Horacio Terraza, World Bank Lead Urban Specialist

Community members in La Favorita, a neighbourhood in Mendoza, Argentina, participated in designing a public space known as Aliar Square. They proposed concrete solutions for safety, access, mobility and use. Workshop participants redesigned the square, rethinking the uses of key spaces. These spaces included the municipal centre that provides health, education and cultural services, such as dance classes. They also proposed the development of new spaces and equipment, such as an elevated children's playground that is easily visible from every point in the square, a hockey field, bus stops, an amphitheatre and a library. Each of these new spaces and pieces of equipment is inclusive of diverse gender needs.

Source: [World Bank](#)



## 9. Zero Pollution and a Toxic-Free Environment

Nine out of ten people in the world breathe air containing high levels of pollutants due to the inefficient use of energy by households, industry, agriculture, transport, coal-fired power plants and other sources of air pollution. Employment in certain sectors – such as mining, manufacturing, oil and gas – exposes workers, most of whom are men, to severe air pollution. Low-wage sectors where many women and girls work, such as textiles, are also among the most likely to be affected by high levels of pollution and toxicity. According to [SEI](#), little is known about the effects of air pollution on street vendors, road sweepers and others in the informal sector – areas where women, young people and migrant workers are usually disproportionately represented. The [OECD](#) estimates that, globally, more women than men are harmed by indoor pollution, second-hand (passive) smoke and risks related to poor sanitation and water quality.

### Recommended interventions for tackling pollution and gender equality

- Support, through funding and advice, the **engagement of national gender equality ministries/offices, gender focal persons in ministries, women’s rights organisations** and other social partners in consultations and policy and planning discussions on promoting gender-transformative, climate smart, zero-pollution economic and urban development.
- Support partner governments to take appropriate **regulatory and monitoring measures** to reduce risks to women and men, girls and boys, from identified environmental hazards at home, at work and elsewhere. This includes the appropriate application of clean technologies, taking into account the precautionary approach agreed in the Rio Declaration on the Environment and Development.
- Take steps to ensure that **political, trade and other dialogues on mitigation and adaptation** actions are informed by gender analysis. This is essential to ensure that they respond to the different trade interests of, and impact on, women and men, as well as the different gendered impacts of reducing or increasing subsidies and tariffs.
- Support targeted actions that develop or enhance **infrastructure for water supply treatment and sanitation**, paying particular attention to the needs of women and girls in communities living in poverty.
- Support the **labour rights of women, men and youth**, including their right to organise, in order to facilitate education and appropriate action on workplace health and safety.

### Better Work Lesotho, 2015

Better Work Lesotho worked in partnership with factories and unions to train women and men workers on health and safety practices, fire safety, first aid and emergency preparedness. As a result, workers gained access to personal protective equipment more easily. Fire emergency procedures and medical supplies improved, as did hygiene levels. Both managers and workers reported that they had seen notable positive improvements in occupational safety and health conditions in their factories since participating in the Better Work training. Better Work fosters fair and transparent representation by women workers in Performance Improvement Consultative Committees, ensuring that important concerns, such as sexual harassment, are addressed. Better Work also benefitted women and men beyond the factory level. Cooperation and financial literacy training at work gave them practical skills that can be used at home to improve communication, resolve conflicts and manage household budgets. Health and safety training also helped to improve home health and safety. There is also evidence that the training courses challenged gender stereotypes and encouraged more equitable sharing of household responsibilities. As one male worker put it: *“As we both are working, if I arrive home early, I cook, I clean the house. I do laundry also. We help each other.”*

Source: [ILO and IFC](#)



## 10. Ecosystems and Biodiversity

Many rural communities in developing countries depend on biomass for energy, including wood, agricultural crops and forest resources. As climate change gains pace, these resources are becoming harder to find.

The loss of biodiversity can exacerbate gender inequality. It can affect access to education, training and economic opportunities by increasing the time that women, girls and boys spend on certain tasks, such as collecting daily necessities like fuel, food and water.

Women play a key role as primary land managers and resource users. They are disproportionately affected by the loss of biodiversity and conservation measures that ignore gender differences. This makes it essential for women to participate equally in biodiversity-related and conservation-related decision-making.

As a result of the gendered division of roles within households, communities and society, women often have unique knowledge of biodiversity, shaped by their gender-specific needs and priorities. These roles and knowledge of flora and fauna give women different perspectives and ideas for potential new solutions to tackle the loss of biodiversity, including in terms of income generation. According to [IIED](#), the success of biodiversity conservation and the sustainable long-term use of resources require women's full involvement in decision-making, particularly indigenous and rural women.

### Recommended interventions for ecosystems, biodiversity and gender equality

- Support targeted measures to **increase women's and girls' access to information and education, and their participation in consultations, policy-making and decision-making**, particularly in fields related to climate change and biodiversity.
- Support programmes that **target women workers in agriculture, livestock rearing and fisheries** to improve their access to knowledge, skills, marketing services and environmentally-sound technologies, in addition to strengthening their roles and expertise in resource management and biodiversity conservation.
- Provide **funding to women's organisations** that are raising awareness and taking action to curb ecosystem destruction and the loss of biodiversity, as well as to advance adaptation and mitigation efforts.
- Encourage and support – subject to national legislation and in line with the Convention on Biological Diversity – the effective **protection and use of the knowledge, innovations, action plans and practices of women and girls from indigenous and local communities**, including practices relating to traditional medicines, biodiversity and indigenous technologies.
- Support steps to **embed gender actions and targets** in multilateral, national and regional agreements and policies, such as the European Green Deal.

### Women Engage in Natural Resources Management and Forest Conservation in Kenya, ongoing

Kenya has embraced participatory forest management, enabling communities to manage local resources. However, women are rarely involved adequately, even in issues with a direct impact on their lives. With the support of Conservation International and BirdLife International, Kijabe Environment Volunteers – a local organisation working in the Kikuyu Escarpment Forest – is collaborating with local groups to support women's involvement in local management committees. Through research, capacity building, partnership development and advocacy, the project contributes to long-term forest conservation by supporting women to take an active role in decision-making on natural resource management and environmental protection. The project advocates



for the inclusion of more women in the governance structures of community institutions. It also provides a platform for women to be heard, collaborate and exchange experiences of natural resource management and decision-making.

Source: [Conservation International](#)

#### **Women Turn to Beekeeping and Preserve Wildlife in Tanzania, ongoing**

Across Tanzania's Tarangire-Manyara ecosystem, more than 1,350 environmentally-friendly beehives hang from giant baobab and acacia trees. Installed by members of the Tanzania People & Wildlife's [Women's Beekeeping Initiative](#), these environmentally-friendly hives help to preserve habitats for big cats and other wildlife, while generating a sustainable revenue stream for rural women. As women beekeepers, many of whom are from the male-dominated Maasai ethnic group, become financially empowered and more aware of environmental issues, they turn into powerful advocates for conservation. More than 1,260 women are participating in the initiative, across 77 groups in nine communities. They are inspiring their families and fellow community members to become protectors of the environment. These women also lead local projects, including clean-ups, tree planting drives, watershed restoration work and environmental education outreach initiatives.

Source: [INTPA](#)



## 11. Further Resources and Support

### The Gender Action Plan III and EU guidelines

[GAP III Guidance for Gender Country Profile and Gender Sector Analysis.](#)

[Model Terms of Reference \(ToR\) for developing a gender country profile.](#)

[GAP III: Glossary of terms.](#)

[NDICI Programming Guidelines – Thematic Guidance Note: Inclusion of Gender Equality and Women’s Empowerment.](#)

[Template of the Country Level Implementation Plan \(CLIP\)](#) (available in [English](#), [French](#) and [Spanish](#)).

[Water and Beyond: INTPA Booklet.](#)

### International organisations: Reports and data

[Asia Development Bank, \*Gender equality and food security: Women’s empowerment as a tool against hunger\*, 2013.](#)

[African Union, \*Gender Equality & Development\*, n.d.](#)

[Secretariat of the Convention on Biological Diversity, \*Addressing Gender Issues and Actions in Biodiversity Objectives\*, 2019.](#)

[ENERGIA – International Network on Gender and Sustainable Energy, \*Gender mainstreaming\*, n.d.](#)

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[FAO, \*Women Feed the World\*, n.d.](#)

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[GIZ, \*Food and Nutrition Security\*, n.d.](#)

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[IUCN, \*Gender and the environment: What are the barriers to gender equality in sustainable ecosystem management?\* 2020.](#)

[OECD, \*Gender and environmental statistics: Exploring available data and developing new evidence\*, 2020.](#)

[OECD, \*Gender equality and sustainable infrastructure\*, 2019.](#)

[SIDA, \*Gender Tool Box: Gender Equality, Environment & Climate Change\*, 2021.](#)

[UNFCCC, \*Gender and Climate Change Guidelines & Tools\*, n.d.](#)

[UNFCCC, \*Gender and UNFCCC topics\*, n.d.](#)

[UN Women, \*Women, Gender Equality and Climate Change\*, n.d.](#)

[United Nations, \*Climate change and freshwater in Latin America\*, n.d.](#)

[WIEGO, \*Women Waste Pickers\*, 2013.](#)

[World Bank, \*Gender and Agriculture\*, n.d.](#)

[World Bank, \*Promoting climate change action in Latin America\*, 2021.](#)

[World Bank, \*Handbook for gender-inclusive urban planning and design\*, 2019.](#)

[WWF, \*Climate Change Impacts in Latin America\*, n.d.](#)

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<sup>5</sup> Note that at FAO the Committee of Food Security is preparing “[Voluntary Guidelines on Gender Equality and Women’s and Girls’ Empowerment in the Context of Food Security and Nutrition](#)”



## ANNEX 1

# Climate change and the environment – The Gender Action Plan III’s specific thematic objectives and indicators

### GAP III specific thematic objective 1

Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues

#### Key thematic outcome indicator

- Number of women, men, girls and boys, in all their diversity, activists and environmental rights defenders acting as agents of change on fighting climate change and pursuing environmental justice, at local, national and regional level, disaggregated at least by sex

#### Other thematic outcome indicators

- Extent to which women, men, girls and boys and their civil society organisations and activists are able to influence strategies on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity, on local, national and regional levels, disaggregated at least by sex
- Proportion of women in national parliamentary committees dealing with climate action and environment justice
- Number of women, men, girls and boys, in all their diversity, participating equally in public planning and consultation meetings on local and national levels, disaggregated at least by sex
- Number of women, men, girls and boys, in all their diversity, participating in events on climate action and environment justice, disaggregated at least by sex and possibly disaggregated by role: participant or speaker

### GAP III specific thematic objective 2

Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive, at local, national, regional and international level

#### Key thematic outcome indicators

- Number of proposed for adoption climate change adaptation and mitigation policies (including nationally determined contributions), and environment protection strategies and plans (including energy policies/ strategies) that include gender equality objectives, in line with the United Nations framework convention on climate change (UNFCCC) gender action plan
- Extent to which proposed for adoption climate change adaptation and mitigation policies, and environmental protection strategies and plans (including energy policies/ strategies) are based on a gender analysis of risk, need, demand, barriers, and supply

#### Other thematic outcome indicators

- Extent to which climate and environmental policies, strategies, plans are based on risk and vulnerability assessments, and on gender and conflict analysis of the different impacts of climate change and environmental degradation on women and men
- Existence of national targets on access to clean cooking solutions as part of the energy policy framework
- Extent to which declarations and policy documents on climate change and environment at multilateral level contain specific actions to include women in the decision-making processes
- Number of sectoral gender action plans drafted and implemented by the relevant ministries in partner country
- Availability of quality data in the environmental protection sector, disaggregated at least by sex
- Availability of a monitoring, reporting and verification system, which includes an obligation to report on gender
- Number of gender audits carried out in relevant ministries in partner country



### **GAP III specific thematic objective 3**

Women, men, girls and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are recognised and valued

#### **Key thematic outcome indicators**

- Number of changes in legislation or new laws or amendments adopted in partner country to enshrine the equal access to property, including land, credit and inheritance rights of women and girls
- Extent to which women and girls exercise choice and control over opportunities and resources in disaster risk reduction, recovery and reconstruction contexts
- Number of women with increased training, financial resources, technology or other resources for sustainable and safe food production, sustainable energy, sustainable transport, and clean water sources, for family consumption or for productive uses

#### **Other thematic outcome indicators**

- Extent to which inclusive disaster risk reduction policies are being implemented by partner government
- Extent to which women's equal rights to landownership and inheritance are respected in practice
- Number of women, men, girls and boys equally provided with access to sustainable energy services, disaggregated at least by sex
- % of women-led households with access to clean cooking facilities
- Number of environmental human rights activists who can work freely, disaggregated at least by sex
- Proportion of population with primary reliance on sustainable or clean fuels and technology (SDG 7.1.2) – disaggregated at least by sex
- Number of women and girls reached by programmes aimed at strengthening individual resilience and safety in the face of disasters (swimming lessons, emergency drills and exercises)

### **GAP III specific thematic objective 4**

Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy

#### **Key thematic outcome indicators**

- Number of women and men headed enterprises receiving credit, micro-credit/financial services, disaggregated at least by sex
- % of women in managerial positions in enterprises in the green economy and the circular economy

#### **Other thematic outcome indicators**

- % of women and men workers in each stage of the value chain of a product related to green technologies or the circular economy, disaggregated at least by sex
- Number of individuals benefiting from access to government investment covering weather-related losses or other risk reduction measures, disaggregated at least by sex
- % of publicly-tendered government contracts related to environment, climate change and sustainable energy won by women-led companies
- Number of women benefiting from incentives used to encourage women's entry into the green economy and the circular economy





## ANNEX 2

### Other Gender Action Plan III areas of engagement, thematic objectives and indicators relevant to a green and just transition

*(Selected – see the GAP III Staff Working Document, Part II for all of the objectives, key thematic outcome indicators and other thematic outcome indicators).*

#### PROMOTING ECONOMIC AND SOCIAL RIGHTS AND EMPOWERING GIRLS AND WOMEN

##### GAP III specific thematic objective 4

Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, and alternative livelihoods and strengthened participation in the green and circular economy

##### Key thematic outcome indicators

- Number of gender-responsive policies approved by partner government in the green economy sector
- Number of gender-responsive policies approved by partner government in the circular economy sector

##### Other thematic outcome indicators

- Number of women beneficiaries of business development services who registered their own business, including social enterprises
  - In general
  - In the green economy sector
  - In the circular economy sector
- Number of gender responsive programmes by partner government that increase access for women and girls to safe, affordable, accessible and sustainable public transport in rural and urban areas

##### GAP III specific thematic objective 6

Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys

##### Key outcome indicators

- Gender parity in school enrolment and primary and secondary completion rates (SDG 4.5.1)
- Proportion of children and young people (a) in Grades 2/3, (b) at the end of primary and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics (%), by sex (SDG 4.1.1.)
- Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes leading to jobs
- Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill, by sex (SDG 4.4.1)
- % of representation of women and men in teaching profession and management
- Extent to which curricula and learning materials are free from discriminatory social norms and gender stereotypes

##### GAP III specific thematic objective 8

Improved access to safe water and sanitation facilities

##### Key thematic outcome indicators

- Number of individuals with access to improved drinking water source and/or sanitation facility with EU support (EU RF 2.8)
- Proportion of population using safely managed drinking water services (SDG 6.1.1)
- Extent to which Schools monitor the provision of safe water and sanitation facilities for menstrual hygiene management

##### GAP III specific thematic objective 10



Women, men, girls and boys, in all their diversity, have improved nutrition levels

**Key thematic outcome indicators**

- Number of food insecure people receiving EU assistance (EU Result Framework 2.1)
- Number of women of reproductive age, adolescent girls and children under 5 reached by nutrition-related interventions supported by the EU (EU RF 2.2)

## PROMOTING EQUAL PARTICIPATION AND LEADERSHIP

**GAP III specific thematic objective 1**

Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making

**Key thematic outcome indicators**

- Number of specific actions taken by partner country government (such as quota systems or other similar measures) to address discriminatory practices and improve women's representation in parliament and government institutions and decision-making positions, at regional, national and local level
- Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment (SDG 5.c.1)

**GAP III specific thematic objective 2**

Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights

**Key thematic outcome indicators**

- Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex (SDG 5.1.1)
- Extent to which legislation is revised to remove gender-discriminatory clauses on family, divorce, custody of children, inheritance, employment, pay, social security, ownership of assets, land etc.

**GAP III specific thematic objective 3**

Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law

**Key thematic outcome indicators**

- Number of victims of human rights violations, disaggregated at least by sex, directly benefiting from assistance funded by the EU (EU RF)
- Number of women human rights defenders who have received EU Support
- Number of laws and policies where recommendations made by women's rights organisations have been taken on board by regional, national and local government bodies during the drafting or revision process, including in conflict-affected contexts
- Extent to which women's rights organisations, feminist organisations and other CSOs, peacebuilders and women human rights defenders working for gender equality and women's and girls' empowerment and rights are able to work independently without fear of their safety and security

**GAP III specific thematic objective 4**

Equitable social norms, attitudes and behaviours promoting equal participation and leadership by women and men fostered at community and individual levels – through education, media, culture and sports

**Key thematic outcome indicators**

- Extent to which local and national media challenge discriminatory social norms and gender stereotypes about women's and girls' participation and leadership
- Extent to which women and girls are visible and portrayed as equal contributors to society in the media, literature, cultural and sports arenas
- Extent to which local and national leaders and influencers, including traditional, religious and community leaders, engage in initiatives to challenge and change social norms and discriminatory gender stereotypes



### **GAP III specific thematic objective 5**

Improved systems for collecting quality, disaggregated and globally comparable data on women's political participation and leadership

#### **Key thematic outcome indicators**

- Number of countries that have up-to-date data on: a) voters, and b) candidates standing for election at local and national levels, disaggregated at least by sex
- Existence of up-to-date data available, on: a) women in politics, and b) violence (including online violence) and abuse faced by women in politics and public life at regional, national and local levels

## **INTEGRATING THE WOMEN, PEACE AND SECURITY AGENDA**

See the fulfilment criteria and indicators related to women, peace and security ([GAP III SWD](#) and [WPS Action Plan](#))

## **DIGITALISATION**

### **GAP III specific thematic objective 1**

Women, men, girls and boys in all their diversity participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions

#### **Key thematic outcome indicators**

- Number of women's organisations and networks with increased capacity to participate in discussions on gender-responsive ICT policies and plans
- Number of actions, taken by partner government, which contribute to the development of legal or regulatory frameworks governing online abuse, violence and bullying

### **GAP III specific thematic objective 2**

Women, men, girls and boys in all their diversity have equal access to affordable and secure broadband, technology and digital tools

#### **Key thematic outcome indicator**

- Number of people with access to Internet with EU support (disaggregated by sex, geographic region, urban/rural, age group, and type of connection, i.e., mobile or fixed) (EU RF)

### **GAP III specific thematic objective 3**

Women, men, girls and boys are equally provided with and using equally public digital literacy

#### **Key thematic outcome indicator**

- Number of people who have benefited from institution or workplace-based vocational education and training/skills development interventions supported by the EU (EU RF 2.15)

### **GAP III specific thematic objective 4**

Women, men, girls and boys in all their diversity participate fully and equally in the digital economy

#### **Key thematic outcome indicator**

- Number of digital start-up enterprises led by women who benefit from financial support and/or training

