

Toolbox: How to Mainstream Gender in Environmental Policy



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United Nations Economic Commission for Europe (UNECE) is committed to assist the 56 countries in the region to make gender equality a reality. In line with its mandate as a Regional Economic Commission, UNECE works towards advancing the situation of women and men in the economies of the region through capacity building, policy dialogue and data collection.

The current toolbox was developed in a response to a request received from the Ministry of Environmental Protection of the Republic of Serbia to strengthen capacity on integrating gender aspects into environmental policies.

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Introduction

Foreword

This toolbox was developed to assist the Ministry of Environmental Protection of the Republic of Serbia to integrate gender equality considerations into their various sectoral programmes and policies. It seeks to provide a practical and workable approach to Gender Mainstreaming of environmental policy. It was applied to two programmes to exemplify the approach during a training session, but can be applied to any other sector of environmental policy, possibly during thematic workshops involving the experts in charge of developing the specific programme or policy, as well as internal or external gender experts.

Gender concepts

Gender is understood as a set of cultural constructs describing characteristics that may historically be related to femininity, masculinity, women and men and their power relations. It relates to social norms, socially constructed roles, behaviours, activities and attributes that a society considers appropriate for each gender. In contrast, sex is understood as a set of characteristics associated with reproduction and biology that generally assign individuals into categories of “male” and “female” at birth. Current gender concepts go beyond the rigid binary model of classification of people into either female or male, thereby taking into account the continuum between these poles, and including LGBTIQ* (lesbian, gay, bi, trans, inter, queer ...) people.

- ▶ Moreover, inequality and discrimination based on other social categories such as ethnic origin, class or age, need to be taken into account, as these multiple discriminations interfere (intersectionality). Yet, analysing many different subgroups in an inter-categorical approach is complicated, and often there is a lack of appropriate data. A practical approach is therefore to start from gender inequality, and then look into the most relevant further social categories.

Gender is not just a characteristic describing individual people, but gender norms are also inscribed in institutions, social relations and legislative systems.

- ▶ At individual level, gender identities are personal conceptions of oneself as male or female or both, or neither, as a result of a combination of internal and external factors.
- ▶ At symbolic level, gender hierarchies are rooted in norms and values. Male characteristics and perspectives are considered the norm (androcentrism), while female characteristics are considered inferior and a deviation from the norm.
- ▶ At systemic levels, gender relations shape institutional and physical structures as well as power relations.

Structures and systems influence individuals, and vice versa ('doing gender'). In gender analysis, all three levels have to be taken into account.

Topics for the application of the toolbox

For this toolbox, two topic related programmes of the Ministry of Environmental Protection, Serbia have been chosen:

- ▶ The 2019 'National Waste Prevention Programme for the period 2020-2025' (NWPP) covering measures in the priority areas industrial waste, hazardous waste, packaging waste, food, construction and demolition waste, waste of electric and electronic equipment, and household waste;

- ▶ The 2020 'Roadmap for circular economy in Serbia' (RCE) comprising recommendations for priority sectors manufacturing industry, agriculture and food, plastics and packaging, and construction.

The two topics are highly interrelated, as waste prevention is a core idea of a circular economy. In the latter, ideally, all waste is either prevented, e.g. by extending product lifespan, or can be fed into the production and consumption cycle again. Therefore, both programmes have to consider the production side, as well as the consumption side.

The two programmes differ insofar, as the waste prevention programme is highly operationalised, with many concrete policies and actions including timelines and responsibilities, while the circular economy programme is an extensive analysis of the status quo and a collection of ideas to pursue on the way towards a circular economy.

Gender Mainstreaming approach and its application

1. What gender data do we have in the sector?

For the waste sector, various data collections are available. Here are the most important issues:

- ▶ There are significant gender differences in attitudes and behaviour towards avoiding waste: Women, more strongly than men, find waste prevention important and believe that consumers have a role to play to avoid waste. Women are more willing to change their behaviour in order to reduce and separate waste, avoid food and packaging waste than men. For Serbia, these findings have been confirmed by surveys from UN Women Serbia.
- ▶ There are indications from various studies that women generate more household waste, including food waste. Yet, it is questionable if these data are meaningful, as it is not clear how generated waste is attributed to individual members of a household. In the case of single person households, men's behaviour might lead to more waste generated elsewhere (e.g. if they eat out rather than cook themselves), while women. Other characteristics of households might have a larger influence on waste generation, such as number and age of children, or income.
- ▶ Unpaid waste work at home is mostly done by women, while paid work on waste is mainly done by men, particularly in operative and senior decision making positions.
- ▶ Among employees in the waste sector, women's priorities are related to behavioural change, awareness raising and waste prevention, while men's priorities are related to improving operations, such as optimising waste collection and recycling, and reducing landfill.

As for circular economy, as it is a broad concept, there are no specific gender data available. But here are some general observations that are important for gender considerations:

- ▶ On the consumption side, there is evidence from many studies and surveys that women are more motivated than men to consume more sustainably. Yet, on the other hand, there are some sectors where women consume more, e.g. clothes, and others, where men consume more, e.g. electronics.
- ▶ In most households, women are primarily in charge of family care and household chores such as cleaning and laundry. On average, women spend over two hours more than men on unpaid labour. Therefore, purchasing decisions at household levels are mainly taken by women. Yet, these are often small scale, while decisions on larger investments are often taken by men.
- ▶ On the production side, men are overrepresented in many sectors such as heavy industry, construction, and information technology, while women are overrepresented in production sectors for cheap goods. Moreover, women are overrepresented in the so called 'non-productive' sectors such as care and services.
- ▶ Men are overrepresented in decision making position in almost all sectors.

2. Gender Screening of a Programme

In the following, a pragmatic approach is provided to engender a broader programme of policies.

1. Entry points for gender balance / gender parity and inclusion and participation of women and women's organisations

- ▶ Are any bodies going to be created, such as cross-sectoral coordination bodies, specialised agencies, expert / advisory boards, or networking schemes?
Then, provisions for gender balance of these bodies should be included.
- ▶ Are any events planned such as dissemination conferences, expert workshops or trainings?
Then, provisions for gender balance both on the side of speakers / panels, and of participants should be included. Moreover, specific training activities for women and women's organisations should be considered, if the topic is especially relevant for them.

NWPP: International conference on sustainable production and consumption business models (5.2), dissemination conference on R&D results for cleaner products (5.2), training on eco-design (5.2), training for repairing EEE of socially disadvantaged people (5.4), information seminars on EMS (5.5), training of food industry staff on food waste prevention (5.6), training for SME staff on hazardous substances (5.7), capacity building on waste prevention at local levels (5.8)

RCE: Training for manufacturing company staff, capacity building of food bank

- ▶ Are any outreach activities such as information campaigns planned?
Then, information should be gender-sensitive (see checklist).

NWPP: Information provision / campaigns (5.4 on reuse and repair, 5.6 on food waste, 5.8. on prevention of household waste, sustainable consumption, packaging waste, 5.9 on littering)

RCE: Media campaign on single-use plastics

- ▶ Does the programme involve participatory approaches?
Then, gender balance must be ensured and a gender-sensitive approach must be pursued. See also the checklist on participation further below.

2. Entry points on the contents

- ▶ Is gender (and social) equality included in the objectives of the programme?
Gender and social issues should be mentioned, e.g. in the preamble, referring to the concept of sustainability that includes social aspects, and to the Sustainable Development Goals (SDGs), in particular SDG 5 (gender equality) and SDG 10 (reduced inequalities).
- ▶ Are there any data to be collected?
Then, these should be sex-disaggregated.
- ▶ Is any gender analysis such as a Gender Impact Assessment foreseen?
If not, call for gender analysis where appropriate. Best would be to include a provision for gender and social impact assessment in the overarching part of the programme where purpose and objectives are described. Moreover, similar provisions should be included in those parts of the programme resp. in those policies and measures, where data suggest that there are gender aspects to be considered.

RCE: Include gender analysis at the beginning of section 5.6 (Roadmap for priority sectors), and in the recommendations

- ▶ Which sectors do the planned policies and measures seek to influence?
Are planned actions primarily targeting households / consumers, and are relevant sectors missing, for

example the supply side, i.e. industry, commerce and trade? This might put a disproportionate burden on households, rather than addressing the root causes, see also the gender dimension 'care economy'.

Both programmes address the supply as well as the demand side

- ▶ Who are the target groups of planned policies and measures?
Are they mentioned explicitly, are the planned actions adequately designed to reach them?
- ▶ Which fields of action are directly affecting persons and households?
Planned policies and actions in these fields or sectors should receive a closer look: How can these actions be improved in order to avoid unintended impacts on gender equality, to better respond to people's needs, preferences and capacities, and to maximise positive social and gender effects.
- ▶ Are there any policies that explicitly address women or gender issues, and are other social dimensions such as poverty or migrant situations mentioned in the description of policies?
- ▶ Are there gaps from a gender perspective?
This could be actions that have a potential to contribute to gender equality beyond their environmental effects. Often, it is difficult to identify such actions, and there is no systematic way of doing this. One option is to learn from other programme, either in other countries or in other sectors. If a more detailed Gender Impact Assessment is carried out, some ideas might come up for additional policies and actions that would contribute to gender equality.

3. Gender Impact Assessment (GIA) of a policy measure or programme

A GIA is a more thorough analysis of a programme, policy or project.

Key questions for a GIA are: Which undesired impacts might the policy have on gender relations? How can it be improved in order to contribute to gender equality and maximise positive social and gender effects?

The options to answer these questions are either

- ▶ A GIA which is usually carried out within the institution by experts, including gender experts, or
- ▶ Participatory approaches involving the target groups. For more information see below step 4.

GIA is a means of gender analysis that helps to estimate the effects of a climate policy, programme or project on gender equality and gender relations. The GIA challenges the assumption of policy-makers that policies affect everyone in the same way, by revealing the differentiated impacts on different genders. The assessment should lead to ideas on how to improve these policies, e.g. by a modification of the policy, selecting another policy instrument or adding specific accompanying measures to address gender inequality.

A GIA is usually carried out during the planning stage of a policy. It can also be part of the monitoring of a policy under implementation, following the collection of data on its actual impacts, in particular if a policy is not effective and should be modified.

Before starting the GIA, its scope should be defined, e.g. should it concentrate on gender, or should other social dimensions considered, as well, that interact with gender inequality (intersectionality).

Moreover, the format needs to be defined, e.g. whether staff will be involved, or if it will be done by external experts. It is advisable to do it in a workshop involving relevant sector and gender staff, and external (gender) experts who should prepare the workshop in terms of data collection.

Moreover, cross-cutting capacity-building and training for relevant staff is advisable: environmental units should receive gender training and gender units should receive information and training on environmental issues.

The steps for a GIA comprise answering the following questions:

1. Is the policy relevant in terms of gender? Does the policy concern one or more target groups, and will it affect their daily life? Only these policies should be subject to an in-depth assessment.
2. How does the current situation in the field of action look like? What data and findings are available on gender differences and their underlying causes?
3. Who designed the policy and what are its intended impacts? What does it seek to achieve, e.g. reduction of household waste, reduction of food waste?
4. Which activities does it involve, who are the actors and which social groups are affected?
5. What might be the unintended impacts on gender equality and gender relations? Are they positive or negative?
6. How could the policy be improved to avoid adverse impacts and maximise positive effects on gender? Are there alternative options or potential accompanying measures?

In order to facilitate the process, usually so-called gender dimensions are used. Gender dimensions are spheres of life where gender inequalities occur. By asking the right questions, these dimensions serve as ‘search lights’ and help us to detect unintended impacts of policies. In the following, an overview on the most important workable gender dimensions are given, as well as sample questions for each dimension. Depending on the policy field or sector, of course many other questions can be asked.

Representation and participation in decision-making

This is about equal participation and consideration of gender expertise in decision-making in science, technology and politics.

- ▶ Who was/is involved in the policymaking process?
- ▶ Who is involved, makes interventions, and is heard in consultations?
- ▶ Who decides at household level?

NWPP: In research funding, include gender criteria and ensure gender-balanced evaluation. Study also decision-making on waste and consumption at household levels in Serbia.

RCE: Provide special support for women-led SMEs (e.g. on eco-design).

Resources and infrastructures

This is about the needs for and access to resources and infrastructures such as food, housing, time, space, energy and transport services, water and waste management services, technologies. Issues to be considered are also how such public infrastructures and services are provided and prioritised, for whom they are accessible and usable.

- ▶ Does the policy contribute to better access for all to energy and transport services, water etc.?
- ▶ Are there gender-specific consumption patterns that need to be considered?
- ▶ Are some infrastructures and services biased in terms of their orientation towards specific interests and social groups, rather than serving also underprivileged groups?

NWPP: Proper waste infrastructure is key. Therefore, it is recommended to work with local government on better waste management infrastructure and services accommodating the needs of those in charge of family care.

Example from another sector: Public transport infrastructures, services and tariffs are often oriented towards male commuters, rather than mostly female care-givers who have more complex trip patterns.

Care economy/care work

This is about unpaid care work in households. In most societies, the responsibility for this work is attributed to women, without proper acknowledgement of its importance. It is made invisible and not taken into account in economic statistics as the GNP, even though, if monetarised, its value would be enormous. This means that care work, even though it is essential for reproduction, raising children, caring for elderly and the community, is externalised from the market economy.

- ▶ Does the policy acknowledge care work and its value for society?
- ▶ Does it relieve women from household chores or does it rather increase time and efforts for family care?
- ▶ Does it contribute to the redistribution of care work?
- ▶ Are responsibilities shifted to consumers, while the supply side is neglected?

NWPP:

Labelling is only the second best solution, as it makes consumer choice difficult and time-consuming. This affects mainly women who are more often in charge of shopping for the family than men. Therefore, consider bans and other regulatory instruments, e.g. to reduce plastic waste, avoid excessive packaging such as drugstore products, and in general to exclude unsustainable products from the market, wherever possible.

Develop policies addressing trade! E.g. ban plastic bags in shops, commit them to offer reusable bags. In particular regarding food waste at household level, the food trade plays a key role with the current trend of supermarkets to offer increasingly packaged food, and also larger packaging units for discount prices. These trends should be stopped, e.g. through negotiating with the food trade for voluntary commitments.

Consider redesigning “best before” labels in order to avoid households discarding food that is still edible.

In collaboration with local governments, work with women in focus groups, living labs, communities of practice etc. to explore barriers and develop feasible options for preventing waste, recycling and reuse.

Market economy and income

This dimension refers to the participation in paid employment. The focus is on the social values, norms and institutions that cause and maintain gender-specific inequalities in access to paid work and its remuneration. Particularly important here are gender-specific differences and disadvantages with regard to labour force participation, education, career choice, access to management positions, the scope of working hours and the gender pay gap, as well as the gender pension gap. This dimension includes also access to capital and credit.

- ▶ Does the policy put an additional financial burden on people with lower income?
- ▶ Who benefits from public investments and subsidies?
- ▶ Does the policy lead to job creation, and if yes, for whom?
- ▶ Does it contribute to better access to formal jobs?
- ▶ Does it ensure equal access to, ownership and control over productive assets and financial resources, such as credit?

NWPP:

Improve gender balance among waste workers and decision-makers, e.g. through gender criteria for local government finance. Ensure employment also for women, e.g. in the repair sector (socially disadvantaged people are mentioned in the programme, but not women).

As for fiscal instruments, e.g. waste disposal charges, ensure that they are affordable for low-income households.

NWPP and RCE: As for support for enterprises, ensure a fair balance between large companies and SMEs.

Example from another sector: Promoting energy efficiency and renewable energy installations might lead to job creation in this sector. Yet, it will be primarily men who benefit if no accompanying measures are taken to ensure that women have access to these jobs.

Body, intimacy, health, safety

This is about the social organisation of health, freedom from violence, privacy, sexuality, and sexual self-determination.

- ▶ Does the policy take sex-specific vulnerabilities into account?
- ▶ Does it ensure women's safety in public spaces?
- ▶ Does it contribute to reducing harassment and gender-based violence?
- ▶ Does it improve the health of underprivileged groups?

NWPP:

Consider also action on waste from hygiene products and baby nappies.

Public waste bins, e.g. for waste separation, must be accessible and located in safe places, waste equipment such as waste bins for the different waste fractions must be easy-to-manage.

To avoid food waste in restaurants, portions of different sizes should be offered to accommodate both women and men whose metabolisms differ.

Example from another sector: Water shortages, e.g. due to climate change impacts, might affect women more strongly who have specific needs in terms of hygiene due to reproductive functions.

Androcentrism and gender order (cross-sectional dimension)

This cross-sectional dimension refers to social hierarchies and power relations that find their expression in the symbolic order of a society. This order permeates structures as well as institutional and individual actions, but is also produced and reproduced by them. Through representations in language, visualisations, architectural designs, narratives, concepts of the future, etc., meanings are generated and values are ascribed by constructing, constituting and reproducing norms and differences. In our societies, masculinity models are prevailing and are considered the standard and benchmark in rationalities, problem perceptions, methods and approaches.

- ▶ Does the policy contribute to challenging male norms and privileges?
- ▶ Does it help to change institutional settings and approaches in order to integrate women's and paid and unpaid care workers' needs, preferences and approaches?

NWPP: Promotion of waste prevention should address all genders specifically, responding to their different behaviour, needs and capacities, but avoid reinforcing stereotypes

NWPP and RCE: Even though women are more interested in sustainable consumption, measures should also address men, e.g. in the workplace.

Example from another sector: Women, on average, eat less meat than men which results in a smaller carbon footprint, as in most cultures, eating meat is strongly connected with masculinity.

4. Civil society participation in the development of programmes and policies

For many fields of action, target groups and people who are directly affected by the policy can be considered as experts as they have the practical knowledge on their daily routines, capacities, preferences, potential changes of behaviour and barriers towards effective implementation of policy measures. Also, gender-specific needs assessments and sex-disaggregated data collection can be done in participatory processes.

Surveys are one option to involve citizens, but they are only providing answers to predefined questions. A more effective option is the participation of affected groups. The direct dialogue might provide findings on how to prioritise policy measure and how to modify them to effectively reach the target group. Moreover, a participatory process might also generate new ideas and solutions for policy development.

For policies addressing private households, women are usually the experts on the everyday management of the household, so they would be the priority group to be involved. Yet, it might be advisable to also capture men's experiences. Some of them (but rather few) are managing the household, and some more at least participate to a certain degree. During a consultation process, they might help to design policy measures that effectively address men, thereby contributing to a fairer distribution of household chores amongst couples, rather than shifting the entire responsibility to the women. In some fields of action, men might even be the main target group, for example when it comes to reducing motorised transport or the consumption of meat for climate reasons.

Such participatory processes often take place at local levels, e.g. to involve community groups in urban planning or local policy development. National governments, when developing policies that, eventually, need to be implemented at local levels, are well advised to work with local governments, e.g. to make such processes mandatory if the local government receives funding in a specific sector or policy area.

Rules and mechanisms for participation and consultation in the political sphere, as well as at community and neighbourhood level need to be established. This should include the application of tools to ensure the equal and meaningful participation of all genders and the definition of monitoring mechanisms.

One option for participatory processes are **Focus Groups**: These are targeted discussion groups. They are a means of obtaining opinions related to a specific topic and can be used in research as well as in policy development. Focus groups, usually consisting of 8 to 15 people with similar socio-economic characteristics, can be held in-person or as video conferences. It can be beneficial to hold two or more different focus groups, either to collect a broader range of opinions, or to compare outcomes of focus groups with different characteristics.

Focus groups can be used to test new policies and measures to receive qualitative feed-back, or to generate ideas in a group brainstorming session. After a presentation of the planned policies and measures, the group is invited to start a conversation on their feasibility, potential effects on care work etc., and encouraged to come up with suggestions on how to improve the policies. A session might take up to three hours.

Yet, focus groups can't replace surveys if you wish to get quantitative results. Moreover, focus groups should only be used if details of policies and measure are not yet decided, but can be modified according to the inputs received. Focus groups should be run by a professional moderator who will guide the conversation without a bias and ensure everybody can voice their opinion. Take into consideration that research has shown that many women underestimate the contribution they can make and that their experience is relevant.

As for focus groups on gender aspects of policies and measures, one option would be to have one female and one male focus group. Given that policy-makers are predominantly male and thus, male perspectives are already reflected in the policies, another option might be to hold all-female focus groups. This might be particularly useful for policies and measures that affect mainly women, e.g. if they have an impact on family care work. Then, for example one group could come from urban, and another from rural areas.

If focus groups run well, they might be developed into Communities of Practice who meet regularly in order to discuss and provide input during implementation, monitoring and evaluation of policies and measures.

A further step can be to establish longer term participatory processes. These can be **Real-World Laboratories or Living Labs** to collect in-depth information on consumer behaviour and develop and test policy interventions. Also, longer term '**Communities of Practice**' can be formed, involving consumers, practitioners and experts, in order to accompany the implementation of policies and contribute to monitoring and evaluation.

5. Indicators and Monitoring

Gender-sensitive monitoring is a precondition for the effective implementation of gender-responsive environmental policies and facilitates the incorporation of lessons learned in future policies. It should assess the positive and negative impacts of any activities and actions on people of all genders as well as on gender equality. If needed, adjustments should be made to prevent any negative impacts on gender equality.

If indicators for monitoring have already been identified, wherever possible, these should be disaggregated by sex.

Moreover, along the gender dimensions that are particularly relevant for the sector / policy, specific gender indicators should be developed, taking into account availability of data, realistic possibilities to collect specific data. Sometimes it is also possible to rely on observations or interviews, and collect qualitative data that can be aggregated in a score card.

6. Next steps

Next steps recommended include working with the toolbox to mainstream gender in programmes or policies that are under development and not yet finalised. As mentioned above, this can be done in a workshop bringing together the technical experts who develop the programme or policy and persons responsible for gender mainstreaming. It might be useful to involve external gender experts, either to be part of the workshops, or for remote advice and coaching.

A further step that was suggested during the training session was to improve the availability of gender / sex disaggregated data. Moreover, in order to make such data useful for developing policies, a thorough analysis of quantitative data would be crucial, and possibly also a collection of qualitative data. Only then, underlying causes and patterns behind the gender differences can be explored and addressed by policies.

Checklists

Checklist for participatory approaches

It is important to give women greater voice and publicity. To this end, the timing and location of awareness activities and information events need to take into account women's specific needs and time schedules. In many cases, it can be useful to have separate meetings for women and men prior to joint meetings. Moreover, information and materials should be gender-sensitive and avoid reproducing gender stereotypes.

- ▶ Are women from different socio-economic groups represented and participate in all meetings and activities?
- ▶ Are formal and informal women's groups and networks included?
- ▶ Are female facilitators involved?
- ▶ Do meetings/activities take place at a time when women and men can attend?
- ▶ Is the venue for meetings safe and convenient for all genders?
- ▶ Are separate meetings for women appropriate?
- ▶ Can childcare facilities be offered?

Key questions to explore intersectionality/multiple discriminations

- ▶ As has been laid out, gender discrimination is not independent from other social disparities. Therefore it proves valuable to investigate how gender inequality is influenced by other social factors.
- ▶ Which forms of identity are critical organising principles for the community (gender, race, ethnicity, religion, citizenship, age, caste, ability)?
- ▶ Who are the most marginalised women, girls/men, boys in the community and why?
- ▶ What social and economic programs are available to different groups in the community?
- ▶ Who does and who does not have access or control over productive resources and why?
- ▶ Which groups have the lowest/highest level of public representation and why?
- ▶ Which laws, policies and organisational practices limit opportunities of different groups?
- ▶ Which initiatives could address the needs of the most marginalised or discriminated groups in society?

Checklist gender-sensitive communication

Why is it important? - Women and men differ considerably in their available and preferred means of communication, attitudes, skills and interests. Effective communication must thus be targeted and has to take the specific characteristics of the target groups into consideration.

Language and design can determine how we think and who feels addressed, and who feels not addressed! The male gender does not represent everybody. Instead, it is important to reach out to all genders, being aware of their different roles, attitudes, preferences, needs, and capacities.

Contents

- ▶ Take higher demand of women for practical information into consideration
- ▶ Ensure men's and women's representation, also as authors
- ▶ Challenge gender stereotypes, e.g. in occupations, in participation (active – passive)

Media / Communication channels

- ▶ Internet access is limited for elderly women
- ▶ Women, more than men, prefer quick access to key information rather than fancy web site elements
- ▶ Women prefer P2P communication, rather than studying extensive product information brochures
- ▶ Consider lessons from 'Gender Marketing'

Language and Text

- ▶ Avoid exclusionary forms and address all genders, or a specific target group
- ▶ Use gender sensitive language, e.g. both genders should be visible, e.g. spokesperson instead of spokesman, workforce instead of manpower
- ▶ Ensure a balance between text and images, because women respond more to text, men more to images, in particular for web sites
- ▶ Use adequate language to be understandable for target group

Design and visual elements

- ▶ Avoid gender stereotypes
- ▶ Seek for balance of both genders
- ▶ Show women and men at the same level
- ▶ Show women and men beyond their usual roles, such as the photo below on the right side.



3-R and 4-R-Method

This method can be used as an alternative to the Gender Impact Assessment.

The 3R Method involves gender based analysis of an activity or behaviour considering Representation, Resources, Realia and Realisation. It was developed by the Swedish Gender Mainstreaming Support Committee.

This method helps to explore the norms that govern work environment, understand the power division among both sexes, and study the ways in which gender affects the nature and organisation of an activity.

4R is a developed form of the earlier 3R Method. Realisation is the fourth element which is added to the previous three components of Representation, Resource, and Realia. The method stresses that all Rs are required to Gender Mainstream an activity. The first two involve compiling statistics, and serve as a platform for initiating a discussion on the third and fourth R.

The 4R Method could be used as the basis for analysing and surveying activities, and for providing an overview of how activities are run and financed. It could also be used to understand how the activities should be altered to promote gender equality.

4R stands for:

- ▶ Representation: How are different sexes represented in decision making processes?
- ▶ Resources and rights: How equally are resources, including natural resources, time, money and space, distributed between both sexes?
- ▶ Roles and responsibilities: How are the representation and resource distribution determined? To what extent did gender norms shape it? Providing an answer to this question requires knowledge of gender studies, constructions of gender and the conditions of both sexes.
- ▶ Realisation: What new goals and measures should be formulated to achieve them?

Sometimes, an additional R is included, namely

- ▶ Rights: Do legal provisions ensure protection against discrimination?

Resources and references

European Institute for Gender Equality (EIGE)

In-depth information on gender mainstreaming at <https://eige.europa.eu/gender-mainstreaming>

More information on the Gender Impact Assessment at <https://eige.europa.eu/gender-mainstreaming/toolkits/gender-impact-assessment/what-gender-impact-assessment>

'Urban Waste' project under the European Horizon 2020 research programme

<http://www.urban-waste.eu/>

This project aimed at reducing the amount of municipal waste production as well as promote re-use, recycling, collection and disposal of waste through eco-innovative and gender-sensitive waste prevention and management strategies in cities with high levels of tourism.

'A circular economy approach for lifecycles of products and services' project under the European Horizon 2020 research programme

<https://www.circ4life.eu/>

This project aims at developing and demonstrating new circular economy business models a large scale in four industrial areas: Domestic and industrial lighting products, Vegetable farming and food, Meat supply chain, and Recycling and reuse of computer tablets. One of the partners is the civil society organisation 'Make Mothers Matter (MMM)' that works on how to better engage end-users in the circular economy

Women of Waste

<https://www.iswa.org/women-of-waste/>

Women of Waste is Task Force of the International Solid Waste Association (ISWA), created by women to advocate and spotlight women's work and achievements in the solid waste management sector.

Gender Dimensions

The gender dimensions used in the toolbox have been developed in the research project 'Interdependente Genderaspekte der Klimapolitik' (Interdependent gender aspects of climate policy) funded by the German Umweltbundesamt (German Federal Environmental Agency). Final report: Spitzner, Meike, Diana Hummel, Immanuel Stiess, Gotelind Alber, and Ulrike Röhr, Interdependente Genderaspekte der Klimapolitik, Berlin: Umweltbundesamt, 2020, <https://www.umweltbundesamt.de/publikationen/interdependente-genderaspekte-der-klimapolitik>

Glossary

Androcentrism: Male-centred; refers to a male-centred world view based on male perspectives, standards and values. Consciously or unconsciously, men and boys are positioned as representatives of the human condition or experience, and women and girls are seen as diverging from the norm. It is a complex, subtle and often unacknowledged form of sexism.

Care work: Paid or unpaid work; involves direct care of persons, including young children, ill and frail persons, able-bodied adults. Unpaid work involves unpaid care work and a broader range of activities, e. g. work in the family business and the collection of water and fuel for household consumption. Unpaid care work means serving household and community members and promoting their well-being. It is excluded from the system of national accounts and gross domestic product and thus tends to be overlooked.

Gender (in contrast to sex): Socially and culturally constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society attributes to men and women. Gender involves different identities and economic, social and cultural attributes and opportunities associated with being male or female. These vary across different cultures/societies and change over time.

Gender identity: A person's sense of being male, female or non-binary.

Gender mainstreaming: Introduced at the Fourth World Conference on Women in Beijing (1995) and defined and reaffirmed by Economic and Social Council agreed conclusions. According to ECOSOC Agreed Conclusions 1997/2 it "is the process of assessing the implications for women and men of any planned action, including legislation, policies and programmes, in all areas and at all levels, and as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality".

Gender roles: Learned behaviours in a given society/community or other group that condition what activities, tasks and responsibilities are perceived as appropriate for women or men. Gender roles are affected by age, class, race, ethnicity or religion and by the geographical, economic and political environment. Changes in gender roles often occur in response to changing economic, social or political circumstances.

Gender Impact Assessment: Tool to support policy-makers in incorporating a gender perspective into policies. It aims at taking into account the different needs, characteristics and behaviours of the targeted individuals or groups.

Intersectionality: The concept describes the ways in which inequality and discrimination based on, among others, sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation are interconnected and cannot be examined separately from one another. Intersectionality is also used as a tool for analysis, advocacy and policy development that addresses multiple discriminations and helps to understand how different sets of identities impact on access to rights and opportunities.

Multiple discrimination: Any combination of discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.

Sex: The biological differences between men and women (in contrast to gender).