

# Gender Screening and Assessment of Programmes and Policies

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# Overview

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1. Approach to integrate gender into environmental policies
2. Benefits of gender mainstreaming
3. Programme screening
4. Gender Impact Assessment, gender dimensions and questions

# Good reasons for gender in environmental policy

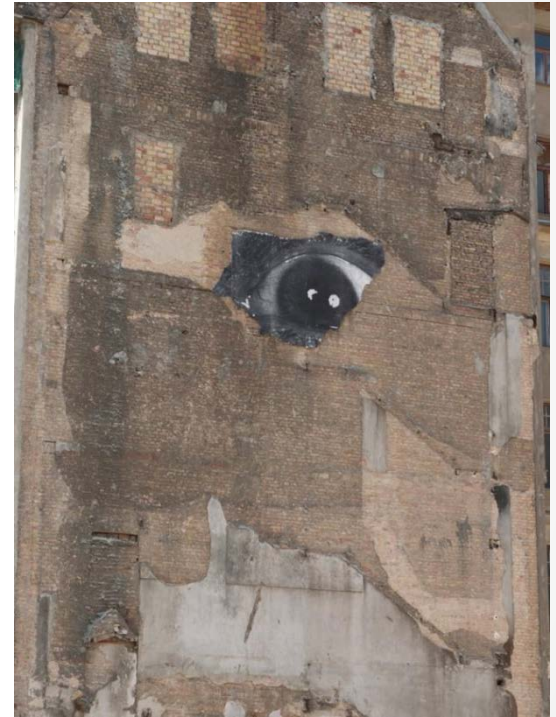
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Policy measures are more effective

- ▶ More knowledge about target groups
- ▶ Roles and responsibilities are known
- ▶ Preferences and agency
- ▶ Policies are more acceptable

Measures can provide contributions to gender equality

- ▶ Avoid aggravation of inequalities
- ▶ Minimise adverse social impacts
- ▶ Maximise positive social impacts (co-benefits)



## Programme screening: Equal representation, inclusion and participation

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- ▶ Are any bodies going to be created, such as cross-sectoral coordination bodies, specialised agencies, expert / advisory boards, or networking schemes?
- ▶ Are any events planned such as dissemination conferences or expert workshops?
- ▶ Does the programme involve any training or capacity building activities?
- ▶ Are any outreach activities such as information campaigns planned?
- ▶ Does the programme involve participatory approaches?

# Programme screening: Contents

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- ▶ Is gender (and social) equality included in the objectives of the programme?
- ▶ Are there any data to be collected? Then sex/gender-disaggregation would be necessary.
- ▶ Is there gender analysis foreseen?
- ▶ Who are the target groups of planned policies and measures?
- ▶ Which fields of action are directly affecting persons and households?
- ▶ Are there any policies that explicitly address women or gender issues, and are other social dimensions mentioned?
- ▶ Are there gaps from a gender perspective?

# Gender Impact Assessment (GIA)

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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?
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?
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?

# Gender dimension

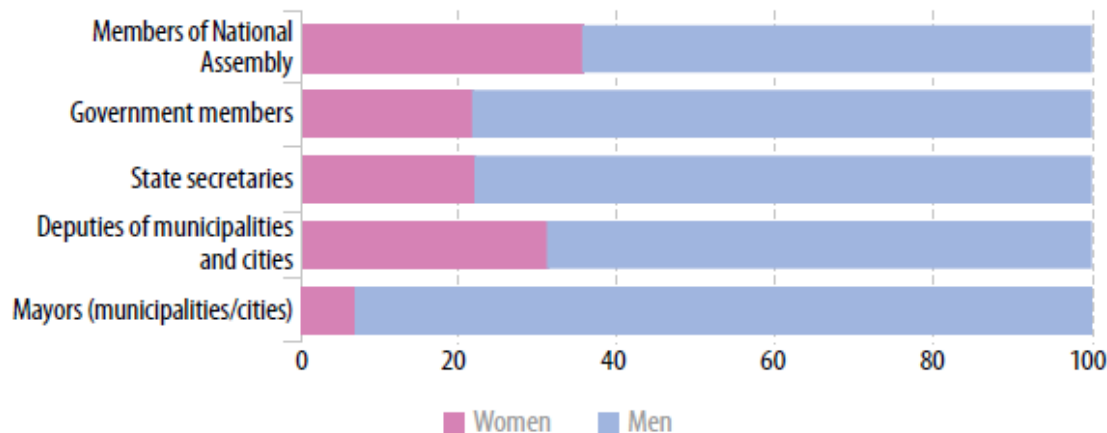
## Representation and participation

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Power to define issues and priorities and make decisions

- ▶ Male bias in planning and decision making neglecting realities of women – needs, preferences, attitudes, capacities, capabilities ...
- ▶ Lack of inclusion of gender expertise in science, technology development, politics
- ▶ Key sectors such as energy, transport, construction, IT are male dominated
- ▶ Gender differentiated influence on decisions at household level

**Decision makers by decision-making level and sex, 2017 (%)**



Source: Statistics of elections, SORS and RS Government.

# Gender norms, hierarchies and power relations

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### Individual level

- ▶ Perceptions, attitudes and preferences
- ▶ E.g. women more in favour of environmental policy, renewables, against risky technologies
- ▶ Behaviour, willingness to change behaviour vers. technical solutions

### Structural level

- ▶ Male norms, approaches, and planning prevalent, incl. at institutional level
- ▶ Characteristics and activities attributed to women less valued
- ▶ Constraints due to gender roles
- ▶ Gendered preferences and consumption patterns

- Does the policy contribute to challenging male norms and privileges?
- Does it help to overcome gender stereotypes?
- Does it help to change institutional settings and approaches in order to integrate women's, care workers', underprivileged and marginalised groups' needs, preferences and approaches?



## Access to resources and infrastructures

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Food, water, housing, education, time, public space, energy and mobility services, infrastructures, technologies

- ▶ Gender bias in the provision and design of spatial structures, public spaces, and infrastructures
- ▶ E.g. transport: walking & biking infrastructure, public transport, interconnections, tariffs
- ▶ Constraints for women in accessing and using public resources and infrastructures
- ▶ Requirements of care and everyday life often not sufficiently met

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

## Gender dimension

# Care economy

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### Attribution and distribution of care work

- ▶ Externalisation of care from the market economy to women
- ▶ Valuation of paid and unpaid care: not recognised as an essential part of the economy
- ▶ Substantial 'care gap' between women and men
- ▶ Segregation between the 'private' and the 'public' life
- ▶ Resulting time scarcity of women, less leisure time
- ▶ Specific mobility requirements
- ▶ Requirements resulting from care work often neglected by policy-makers

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

## Gender dimension

# Market economy

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### Wages, pensions, wealth

- ▶ Gender pay gap, resulting in even larger gender pension and wealth gap
- ▶ Employment gap, part-time work
- ▶ Horizontal and vertical segregation, e. g. STEM gap
- ▶ Jobs usually done by women less salaried than 'typical' male jobs
- ▶ Lower salaries of women even for the same work
- ▶ Gaps in land and building ownership
- ▶ Results: Poorer housing, energy and mobility poverty, precarious jobs of women

- 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?

## Bodies, health, intimacy, freedom from violence

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- ▶ Sexual harassment and gender-based violence in public spaces and at home
  - ▶ Physiological differences, e.g. comfort temperature
  - ▶ Gendered sensitivity to extreme temperature, chemicals etc.
  - ▶ Exposure to indoor pollution
  - ▶ Gendered requirements regarding hygiene and sanitation
  - ▶ Reproductive health
  - ▶ Gendered access to health services
- 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?

# General questions to be asked

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- ▶ Are there gender-typical attitudes, preferences, consumption patterns, capacities?
- ▶ How can we influence them?
- ▶ How can we take care work into consideration, without cementing gender roles?
- ▶ How to address environmentally harmful masculinity?
- ▶ Who has costs, and who has benefits, e.g. who is benefitting from subsidies and additional jobs?
- ▶ How can we challenge structural inequalities and power relations, in order to achieve transformational effects?



Thank you for your attention!

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