

Gender analysis step by step

1. **Screening**: aims at finding out, 1. which measures, programmes etc. are most gender relevant and should be subject to an in-depth gender analysis , and 2. if and how gender is already addressed in these measures, programmes etc.
2. **Data collection / research**: provides evidence to gender differences in fields relevant to the measures and programmes, e.g. gendered impacts of, and contributions to, climate change and gives an idea about research gaps and research needed.
3. **Gender impact assessment**: the ‘heart’ of each gender analysis. Can be undertaken ex-post or (preferably) ex-ante. There are various suggestions methods for gender impact assessments, most of them are guided by questions. These questions vary according to the level of the initiative, measure or programme and the depth of the analysis.
4. **Fillings the gaps** between gender responsive climate policies and measures, and climate policy from a gender perspective. A gender perspective helps to identify measures and programmes preferred and needed by those, who were not involved in the design of current climate policy.

1. Screening – a rough check for gender integration and gender aspects

The very first step of a gender analysis – whether it is undertaken on regional, national or local level – is a rough screening of the programmes, policies, or measures which are to be analysed.

In order for the screening to be comprehensive, it can be done along the gender dimensions introduced below, checking for each dimension if it might impact the design or outcome of the programme, policy or measure.

Dimensions	Gender-specific aspects / approaches
Socio-psychological	<p>Keywords: Gender identity, gender roles, gender-specific behaviour, attitudes, risk perception, life expectancy (behaviour related)</p> <p>Gender identities are rooted in cultural understandings of what it means to be masculine or feminine, whereas gender roles are based on societal expectations of being a man or a woman. Both can be translated into different consumption patterns, potentially resulting in more or less energy-intensive lifestyles, and in differentiated attitudes and perceptions, based on different values, e.g. fairness and ethics vs. cost-performance ratio.</p>
Socio-economic	<p>Keywords: Gendered division of labour (horizontal, vertical), property ownership, access to resources, income, education, poverty</p> <p>The gendered division of labour leads to differences in the effects of climate change and in requirements for low-carbon development. For instance, time-use studies show that even in Nordic countries, and even if both partners have full-time jobs, women spend more time on household and family work than men.</p> <p>Economic disparities lead to differences in the capacity to cope with and mitigate climate change. On average, women’s salaries and assets are lower. Thus, women (in particular single mothers and elderly women) are disadvantaged if expensive adaptation and mitigation measures are required.</p>
Socio-cultural	<p>Keywords: Religion, cultural patterns and norms</p> <p>It is not only the household in which social roles play out – other areas of social life also exhibit and entrench cultural patterns, such as the use of public services (e.g. parks, transportation systems), or the radius within which women and men move.</p>
Legal	<p>Keywords: Land rights, inheritance, anti-discrimination, protection</p> <p>Although legal rights in EU 27 Member States are gender neutral, it does not mean</p>

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	automatically that gender equality is implemented and all forms of discrimination are removed. Indices for inequality which might influence gendered impacts of climate change policy are, for example, gendered income gaps and gendered access to loans.
Political	Keywords: Participation, power, empowerment, governance, instruments, policy-mix Several social sectors that have the greatest influence in climate-related decision-making – both mitigation and adaptation – are male-dominated. This is a detrimental shortcoming, as women and men show great differences in their perceptions of and attitudes towards climate change-related problems and display different risk perspectives.
Physical, biological	Key words: Physical differences between the sexes, e.g. affecting reactions to pollution, temperature; life expectancy (not behaviour related) There are indications that the health impacts of climate change can differ between women and men for biological reasons, in addition to the social determinants of health impacts, such as being cared for by partners or suffering exposure to chemicals.

The results of an exemplary gender screening are provided in a tabular form for initiatives relevant for climate change mitigation in the energy and transport sectors in EU member states in the section ‘Good Practice and Experiences’.

2. Data collection

The first step results in a list of possible gender aspects of the respective policy. In order to provide evidence for these aspects, it is necessary to check if data are available. In general, sex disaggregated data is quantitative statistical information on differences and inequalities between women and men. Some of them are likely to be relevant to most measures, like the ones below, others might be more specific for certain measures to be analysed. Thus it won't be possible to provide a general list of relevant data valid for all measures.

Participation/Decision making	Share of women/men in decision making relevant to the measures, programme, policy
Income and assets	Gender differentials in income and assets
Education	Gender differentials in education regarding level of education and fields (social, technology, science...)
Labour	Data about gendered division of labour (care and market orientated work) and time use
Perceptions/attitudes	Data from polls or research showing possible gender differences in preferences for measures, programmes, policies
Access to and use of resources	Data from research or studies providing insights into gender differentials in the use of resources respectively access to resources
Carbon footprints	Gender differentials in the amount and purposes of emissions, e.g. use of public transport.

To find out more about the reasons for the gender differentials and inequalities, qualitative data are needed. They are aiming at understanding the patterns and norms about what women and men do and experience in relation to a particular issue. Qualitative data are much harder to find in the field of gender and climate change than quantitative data. Thus the data collection is providing both, a picture which data are available, and the gaps which should be filled by statistics and research.

3. Detailed gender analysis /gender impact assessment

The methodology for the gender analysis may follow the Gender Impact Assessment (GIA), which is one of the main instruments for analysing the gender impacts of policy initiatives. It was developed in the early 1990s in the Netherlands, and further developed and adapted to environmental policy

fields in Germany in 2001-2004 by the Institute for Social-Ecological Research (Hayn & Schultz 2002). It includes a screening methodology to check whether a programme or policy initiative is affecting women and men differently and whether there are or might be positive or negative impacts on gender equality.

There are various suggested sets of guiding question for a gender impact assessment or gender analysis. Box 1 presents the questions which were used in some exemplary gender analyses of climate change policy in particular in the field of energy and transport in EU member states.

Box 1: Gender analysis of climate change initiatives in the 27 EU members states

Key questions for the gender analysis:

- ▶ Does the measure affect equality policy objectives?
- ▶ What gender impacts might the initiative have?
- ▶ What data and knowledge related to gender equality are available to assess the impacts of the measure, e.g. sex-disaggregated data?

Further questions:

- ▶ Who are the actors involved in the development of the initiative, and which experts and groups should be involved?
- ▶ What is the need for further data and information?
- ▶ What further research should be undertaken?

You'll find some examples in the section 'Good Practice and Experiences'.

Box 2 provides the generic questions for a gender impact assessment, developed for Germany

Box 2: Gender Impact Assessment (main analysis, for the whole analysis see the GI final report in the section 'Good Practice and Experiences')

1. Does the measure affect equality policy objectives?
2. What gender impacts (main and ancillary impacts) will the planned measure have?
3. Which groups of individuals are directly and indirectly affected? (Detailed description)
4. Which relevant groups should be included with respect to the gender aspects, in which form and at which time?

Selection of more in-depth questions for question 2: Gender impacts

- Does the measure take into account
 - gender differentials in access to and use of public infrastructures?
 - social differences between the sexes (income, division of labour, social protection)
 - gendered needs and patterns of behaviour
 - gendered risk perception?
- Does the measure influence
 - the availability of time (leisure time, time for care ...)
 - mobility of women and men?
 - health situation of women and men?
- Does the measure impact gender division of labour?

Finally, box 3 show selected questions recently published in a handbook for gender mainstreaming in climate change and health.

Box 3: Gender, climate change and health. Guiding questions

Introductory information on the health impact of climate change

- What is the health risk or outcome of climate variability or change?
- Is it a climate-sensitive disease?
- How is the risk of climate-sensitive health outcomes expected to change over coming decades?
- Has it been caused by an extreme weather event?
- What are the risk factors for this condition? Are they different for women and men, boys and girls?

Risk factors and vulnerability

- Who gets ill?
- When and where does this condition occur?
- Where does this condition occur?

Access and use of health services

- Adaptation: What are the people affected by the condition doing about it?
- How do access to and control over resources affect the provision of care?
- How do health services meet the needs of the men and women affected by this condition?
- What are the predominant health and social outcomes of this condition?

(see the WHO publication *Mainstreaming Gender in Health Adaptation to Climate Change Programmes* in the section 'Good Practice and Experiences').

4. Filling the gaps

To analyse existing or planned policy initiatives is only one side of the medal. The other side – answering the question which (additional) policy initiatives are needed from a gender perspective, or are preferred by those not involved in decision making – must be dealt with too.

This exercise needs a different approach. It is required to involve as many women and gender organisations or representatives of relevant organisations as possible (including development organisations, because they are often the ones working on the ground with local women and / or providing the money for the implementation projects) in order to get a broad picture of the needs and perspectives towards a gender responsive climate change policy and to identify the (gender) gaps in the current climate policy and its implementation. The participatory process should be accompanied by information and training on climate change adaptation and mitigation and it's gender aspects.

The identification of indicators for success should be part of the process, as well as the evaluation of implementation of the results.

IUCN did a similar exercise when developing the ccGAPS for various countries. Their steps include

1. Take stock

- Analysis of country's legislative and policy framework and institutional initiatives on gender and climate change ([see for example step 1 in this document](#))
- Mapping of stakeholders
- Interviews with key stakeholders and potential champions
- Assessment of technical capacities

2. Level the playing field

- Training for women and women's organisations
- Establishment of women's priorities in relation to gender and climate change

3. Capture diverse voices

- Multi-stakeholder workshop(s) with government, civil society, international institutions, academia, etc.
- Assessment of gender and climate change in-country, and development of action steps across priority sectors

4. Prioritize and put into action

- Creation of action plan by national team designated by multi-stakeholder workshop
- Validation process with government staff
- Monitoring of implementation through progress reports and course corrections.

For more information see the fluidbook *The Art of Implementation* in the section 'Good Practice and Experiences'.