

**ENVIRONMENT DIRECTORATE  
ENVIRONMENT POLICY COMMITTEE**

**EPOC Survey on integrating gender in environmental policies**

**Reporting on key findings**

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## Note from the Secretariat

This document presents the main findings from the Survey on integrating gender in environmental policies, which was conducted from October 2019 to April 2020. The purpose of this survey was to take stock of policy initiatives, data gathering practices and policy tools used by OECD member countries in relation to gender-environmental sustainability nexus, and map potential work for gender mainstreaming in this area. Some OECD members recognised their responses were limited at the time of replying and requested additional time to provide more complete answers.

**ACTION REQUIRED:**

- Delegates are invited to review, comment and/or provide additional information to complement their country's responses.
- Delegates from countries that have not yet completed the survey are invited to co-ordinate the collection of responses from relevant government authorities and submit their inputs.
- Deadline for comments and submissions: 2 June 2020.

# Introduction

1. This document presents the main findings from the Survey on integrating gender in environmental policies and policy making,<sup>1</sup> which was conducted at the OECD Environment Policy Committee (EPOC) from October 2019 to April 2020. The purpose of this survey was to take stock of policy initiatives, data gathering practices and policy tools used by OECD member countries in integrating a gender perspective in environmental or environment-related data collection, policies and policy-making, and map potential work on gender mainstreaming in these areas. This work is part of the **OECD Gender Policy Platform: Accelerating Gender Mainstreaming through the SDGs**, covering a wide range of policy areas, and aiming to support and accelerate the integration of a gender perspective into all relevant decision and policy making processes, including the environment. The key findings of this Survey are presented to support EPOC's and its subsidiary bodies' discussions on which gender aspects could be incorporated in the next Programme of Work and Budget. Further analysis on the findings may also be included in the upcoming OECD Report on the Gender and Environment nexus.
2. This report is based on responses and information received from 28 OECD member countries to the questionnaire circulated through the EPOC delegates (Annex A). Several members have indicated they would like to provide inputs but require more time, so their responses are welcome at a later stage.
3. In-line with the structure of the questionnaire, this document presents a general overview of where responding countries stand vis-à-vis their gender and environmental sustainability agendas, and more specifically, whether they have national strategies or plans for integrating gender mainstreaming in their environmental or environment-related policy areas. It should be clarified that the questionnaire covered a wide range of policies, encompassing areas beyond what may be strictly considered as environmental policies, and touching upon policy sectors with environmental implications or components. As such, the analysis provided covers a broad definition of what could be perceived as environmental policy.
4. The report presents figures showing responses to specific and sectorial questions with an explanatory text below. These are supported by boxes with case studies from selected countries in order to provide concrete examples of integrating the gender and environmental sustainability agendas.
5. The final section shows countries' interest concerning the Environment Policy Committee's and its subsidiary bodies' possible future work on the gender-environment nexus.

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<sup>1</sup> [ENV/EPOC\(2019\)16/FINAL](#)

# **1** Key general findings from the survey

6. The summary is based on responses to the Survey that were received by the OECD Secretariat by 23 April. The response rate among the 36 OECD countries<sup>2</sup> was 78%. Responses or information were received from the following countries: Australia, Austria, Belgium, Canada, Chile, Denmark, Estonia, Finland, France, Greece, Iceland, Ireland, Israel, Japan, Latvia, Lithuania, Luxembourg, Mexico, Netherlands, Norway, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden, Switzerland and the United States.

7. It should be noted that not all countries provided responses to all questions. In particular, several countries provided answers only to the general questions on gender mainstreaming policies and practices and/or some sectorial questions, noting that they were not in a position to provide full responses by the deadline. Some responses were complemented with additional information collected by the Secretariat through a bilateral follow-up with individual countries.

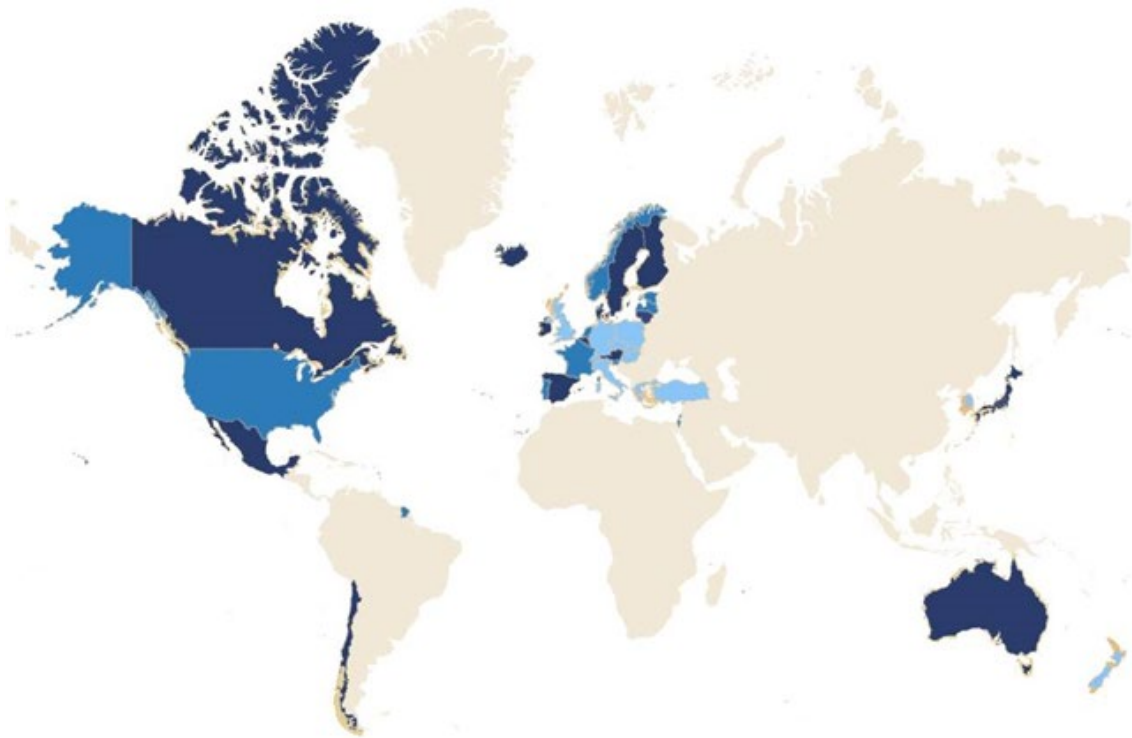
## **1.1. OECD members approaches to gender mainstreaming in environmental policies**

8. Based on the responses received from the survey on their approaches to gender mainstreaming in environmental or environment-related policies, OECD member countries were grouped into three groups, as described below. The world map below – with Europe and the geographical area around it zoomed-in for visual convenience - reflects the extent to which OECD member countries mainstream gender in environment-related policies (Figure 1 and Figure 2)

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<sup>2</sup> The survey was not sent to Colombia.

**Figure 1. OECD member countries responses to the Survey on integrating gender in environment-related data collection and policy-making**

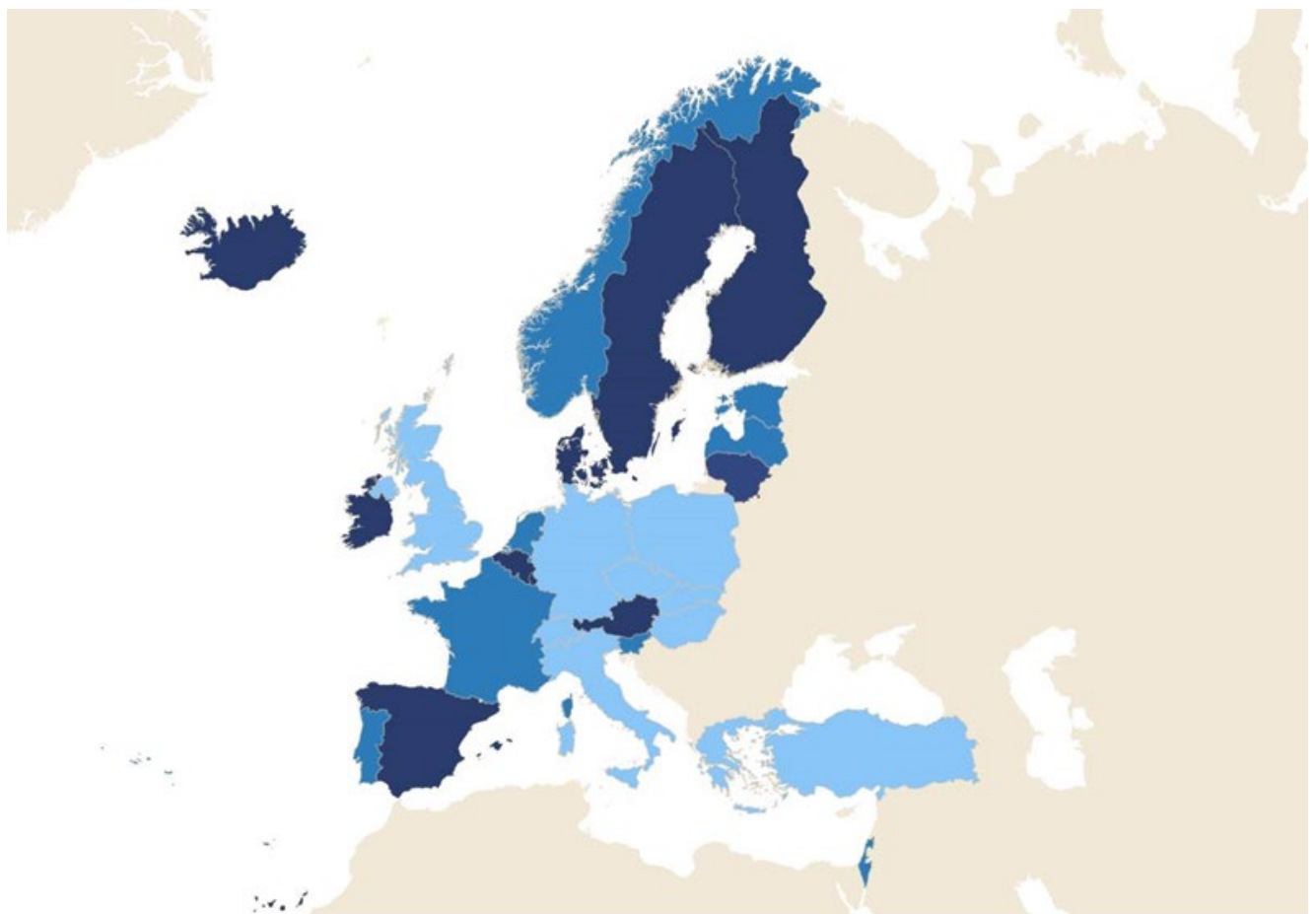


**Results from Questionnaire on Gender**

- OECD Countries that mainstream gender in the environmental policies through a systematic approach
- OECD Countries that apply gender mainstreaming approaches or tools related to environmental policies in selected areas
- OECD Countries for which information on gender-environment nexus was not made available through the survey at the time of preparing this document

Note: Map depicting OECD member countries' responses to the survey on integrating gender in environmental policies.  
Source: Survey on integrating gender in environmental policies

**Figure 2. European OECD member countries responses to the Survey on integrating gender in environment-related data collection and policy-making**



**Results from Questionnaire on Gender**

- OECD Countries that mainstream gender in the environmental policies through a systematic approach
- OECD Countries that apply gender mainstreaming approaches or tools related to environmental policies in selected areas
- OECD Countries for which information on gender-environment nexus was not made available through the survey at the time of preparing this document

Note: Map depicting responses to the survey on integrating gender and environmental policies by OECD member countries in and around the European continent.

Source: Survey on integrating gender in environmental policies

9. The grouping of the countries is based on the responses provided to the survey questions. The grouping is based on the extent of existence of gender and environmental strategies or policy tools, but does not reflect the level of implementation of these strategies or policies. Based on the responses collected, three groups were created:

1. **Countries that mainstream gender in their environmental policies through a systematic approach**, which includes countries that have both gender and environmental national strategies (including action plans or principles) and have in place policy tools to integrate them (fully or



partially) on a regular basis.<sup>3</sup> OECD members that mainstream gender in environmental policies are: Austria, Australia, Belgium, Canada, Chile, Denmark, Finland, Iceland, Ireland, Japan, Lithuania, Luxembourg, Mexico, Spain and Sweden. Examples range from Iceland's Deployment Plan on Gender Responsive Budgeting; to data evaluation practices such as Sweden's gender statistics on the environmental goods and services sector and on bio-economy; and to environment-related education as in the case of Canada and Chile (see Box 1 and Box 4 for further details).

2. **Countries that apply gender mainstreaming approaches or tools related to environmental policies in selected areas.** Countries in this category stated that they do not apply a comprehensive, integrated approach. However, they provided information on sectorial approaches that they follow (regularly or occasionally).<sup>4</sup> The countries that fall into this category are Estonia, France, Israel, Latvia, Netherlands, Norway,<sup>5</sup> Portugal, Slovenia and the United States. Examples include applying a gender lens in some environment-related sectors or collecting gender-disaggregated data through selected initiatives. Examples of policies in this group include France's mobility policy (Box 3) and Israel's gender considerations in household surveys (paragraph 24).
3. **Countries for which information on the gender-environmental sustainability nexus was not made available through the survey at the time of preparing this document.** This includes both, countries that did not provide relevant information and countries that replied negatively to the relevant questions. This category includes the following countries: Czech Republic, Germany, Greece, Hungary, Italy, Korea, New Zealand, Switzerland, Poland, Slovak Republic, Turkey, and United Kingdom.

## 1.2. National gender strategies

10. The majority of OECD members have a national strategy or action plan on gender equality and/or gender mainstreaming (Figure 3). In most OECD members, the national strategy or plan is being or could be implemented by sectorial Ministries/Agencies, including the authorities responsible for environmental and climate policies. Strategies and Plans incorporate different policy measures, as described further under Section 1.3. In addition, some OECD members have identified specific environment-related policy areas where they have integrated gender considerations (see Chapter 4).

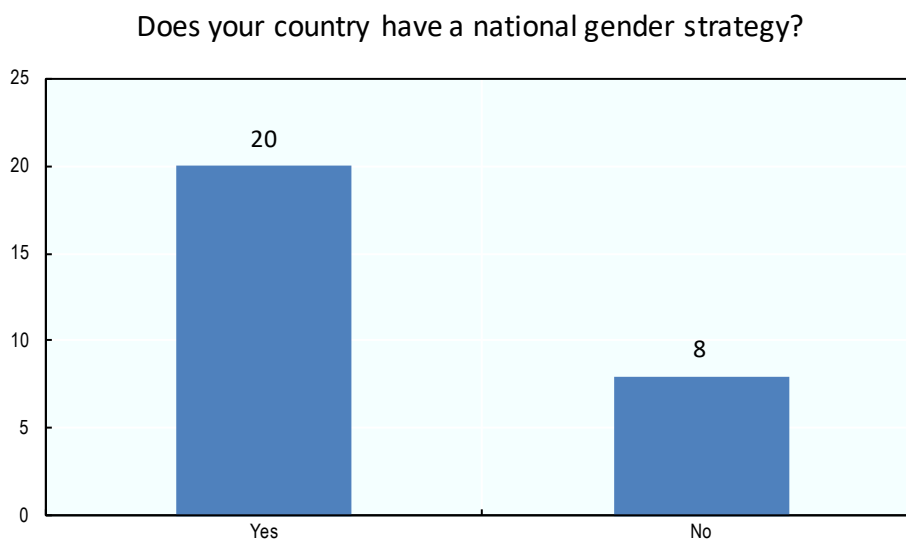
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<sup>3</sup> Categorisation is based on countries' responses in questions I.1 (Does your country have a national gender strategy?), I.2 (If you do have a national gender strategy, does the Ministry of Environment / Environmental Agency contribute to the national gender strategy implementation?) and I.3.a. (Does your country consider gender aspects in environmental policy-making?) of the questionnaire (see Annex A).

<sup>4</sup> Included in this category are countries that responded affirmatively to any of the questions 3b, 3c, 3d, 7a, 10a, 11a, 12a, 14a, and 15a of the questionnaire (see Annex A). These questions cover gender-disaggregated data collection, sectorial approaches and specific gender policy tools such as impact assessment, gender budgeting or gender-balanced decision-making.

<sup>5</sup> Even though Norway does not acknowledge applying gender mainstreaming approaches or tools in its environmental policies, the country falls into this category based on its national policies, as explained in paragraph 11.

Figure 3. National gender strategies



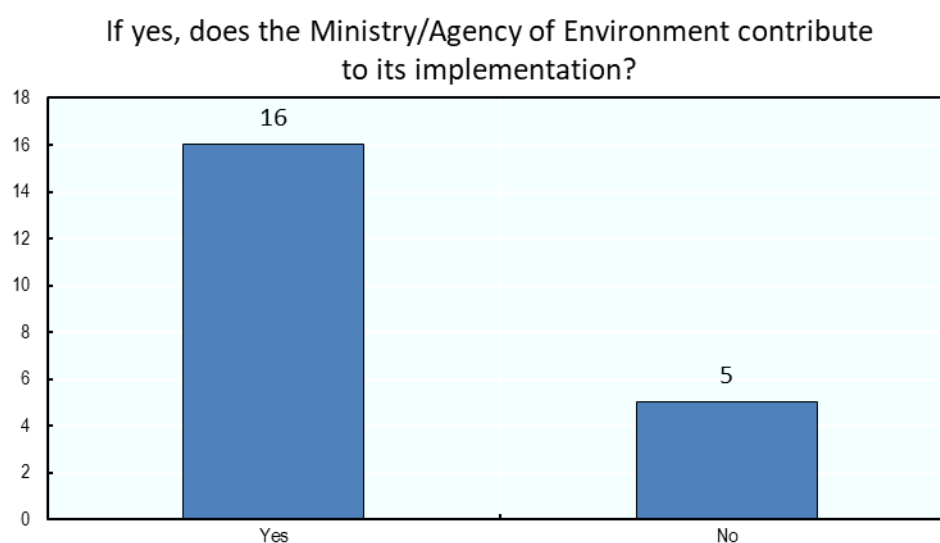
Note: Information is not available on eight OECD countries

Source: Survey on integrating gender in environmental policies

11. Figure 3 depicts responses to the question: *Does your country have a national gender strategy?* The following countries responded affirmatively: Australia, Canada, Chile, Denmark, Finland, France, Greece, Iceland, Ireland, Japan, Latvia, Lithuania, Luxembourg, Mexico, Portugal, Slovak Republic, Slovenia, Spain, Sweden and Switzerland. Austria, Belgium, Estonia, Israel, the Netherlands, Norway, Poland and the United States indicated that they do not have a National Gender Strategy; however, they indicated that some work pertinent to the gender-environmental sustainability nexus is being carried out. Such work includes the collection of some gender-disaggregated data and/or the incorporation of a gender lens in selected environment-related sectors and policies (e.g. transport, energy, employment in the environment-related sectors). For instance, although Norway indicated that they do not have a national gender strategy nor collect gender-disaggregated data, the country does have a set of national gender equality indicators in seven policy areas<sup>6</sup> of which the employment-related indicators encompass also data on employment in male-dominated sectors, including many environment-related ones. In addition, the country includes promoting gender issues in the international climate negotiations under the UN Framework Convention for Climate Change (UNFCCC) and in the field of adaptation to climate change. Norway has also introduced legal quotas since 2006, based on which both men and women must occupy at least 40% of board seats in listed and other companies (OECD, 2012<sup>[1]</sup>). Belgium's gender budgeting practices triggered gender-disaggregated data collection in the mobility sector and within general socio-economic indicators.

<sup>6</sup> Norway has a set of national gender equality indicators and collects gender-disaggregated data in seven policy areas: economy, education, employment, family, health, politics, and exposure to violence.

**Figure 4. Environment Ministry/Agency in Gender implementation**



Note: Information is not available on fifteen OECD countries  
 Source: Survey on integrating gender in environmental policies

12. Figure 4 depicts the responses to the question: *Does the Ministry/Agency of environment contribute to the implementation of the gender strategy?* The following countries replied affirmatively: Austria, Belgium, Canada, Chile, Denmark, Finland, France, Iceland, Ireland, Japan, Lithuania, Luxembourg, Mexico, Slovenia, Spain and Sweden. Practices include gender-based analysis (see Box 1 and Box 4), or data collection in selected sectors, e.g. in the transport sector (see Box 2 and Box 3), to name a few.

13. Greece, Latvia, the Netherlands, Poland and Portugal indicated that their national authorities responsible for environment do not contribute to the implementation of the national gender strategy. In some cases, this is because gender mainstreaming strategies in environmental policies are lagging behind other areas. For example, Greece's national gender strategy and relevant legal framework urges each Ministry to integrate a gender dimension in their public policies; including setting annual targets, adopting indicators and producing gender impact assessment reports for upcoming legislation. Such measures have not yet been introduced in environment-related policy-making.

### Box 1. Canada's Gender-based Analysis Plus (GBA+)

Canada has established a Gender-Based Analysis Plus (GBA+), a mandatory method of analysis to promote gender equality, which is integrated in work of all federal departments and agencies, including environmental. GBA+ analysis has to be taken into account and reported in all Memoranda to Cabinet and Treasury Board Submissions. Structures have been put in place to support this work, including training, working groups, centres of expertise, and focal points.

GBA+ is applied systematically to all policy development and used to assess how diverse groups of women, men and non-binary people may experience policies, programmes and initiatives. The “plus” in GBA+ acknowledges that GBA goes beyond biological (sex) and socio-cultural (gender) differences to consider such factors as race, ethnicity, religion, age, and mental or physical disability.

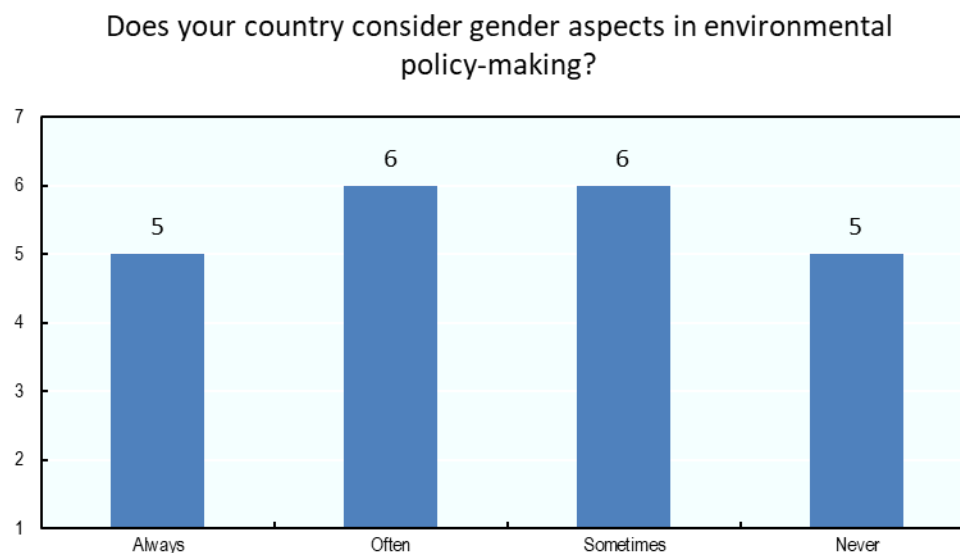
In 2015, the Government of Canada tabled the 2016 – 2020 Action Plan on Gender-based Analysis, which outlines the implementation of GBA+ across federal departments and agencies, and signals a reaffirmation of the federal government's commitment to strengthen the application, quality, and rigour of GBA+.

GBA+ also provides the foundation for gender-based budgeting, to ensure the effects of budget proposals on different groups of people are understood and addressed through effective and inclusive priority setting and decision-making. Through the 2017, 2018, and 2019 federal budgets, the government renewed its commitment to GBA+ by ensuring that each budget includes a statement examining the gender effects of budget measures.

Source: Canada's response to EPOC Survey on integrating gender in environmental policies

### 1.3. Consideration of gender aspects in environmental policy-making

Figure 5. Countries consideration of gender aspects in environmental policy making

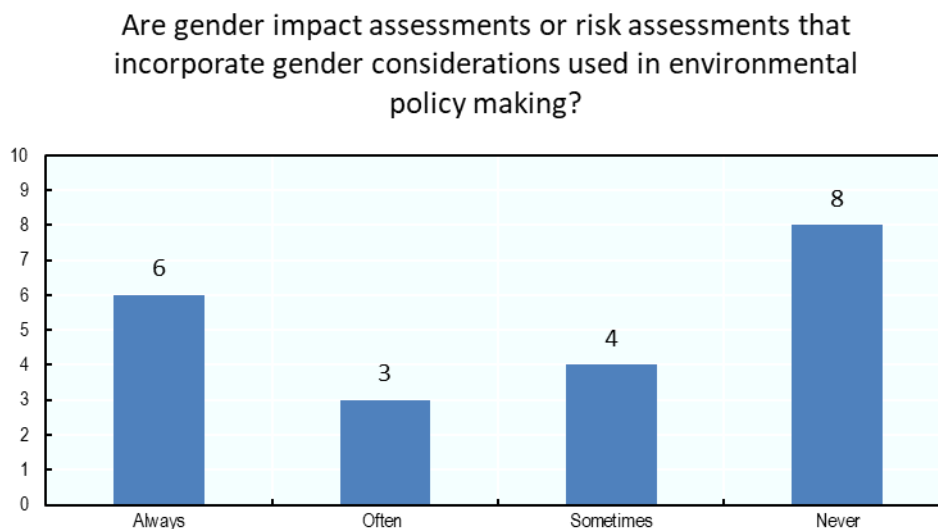


Note: Information is not available on fourteen OECD countries  
 Source: Survey on integrating gender in environmental policies

14. Figure 5 depicts the responses to the question: *Does your country consider gender aspects in environmental policy-making?* The following countries responded affirmatively: Austria, Belgium, Canada, Chile, Denmark, Estonia, Finland, Iceland, Ireland, Japan, Lithuania, Luxembourg, Mexico, Netherlands, Portugal, Spain, Sweden and the United States. From these, Belgium, Canada, Finland, Ireland and Spain responded that they always consider gender aspects in environmental policy-making; while Austria, Chile, Luxembourg, Mexico, Portugal and Sweden often do so; and Denmark, Estonia, Iceland, Japan, Lithuania, the Netherlands and the United States sometimes do so. Israel, Latvia, Norway, Poland and Slovenia stated that they never do so.

15. It is worth noting that 19 countries have identified in this survey that they collect some type of gender-disaggregated data or information related to environmental policies (as seen in Figure 10), but only 9 responded affirmatively to the relevant question on data collection (see Figure 8). Based on the responses provided, the most common areas where a gender aspect is integrated in environmental policy-making are the following: climate change; decision-making in environment-related sectors; agriculture and forestry; energy; environmental and climate justice; and, green entrepreneurship and green jobs.

**Figure 6. Gender aspects in risk assessments in environmental policy-making**



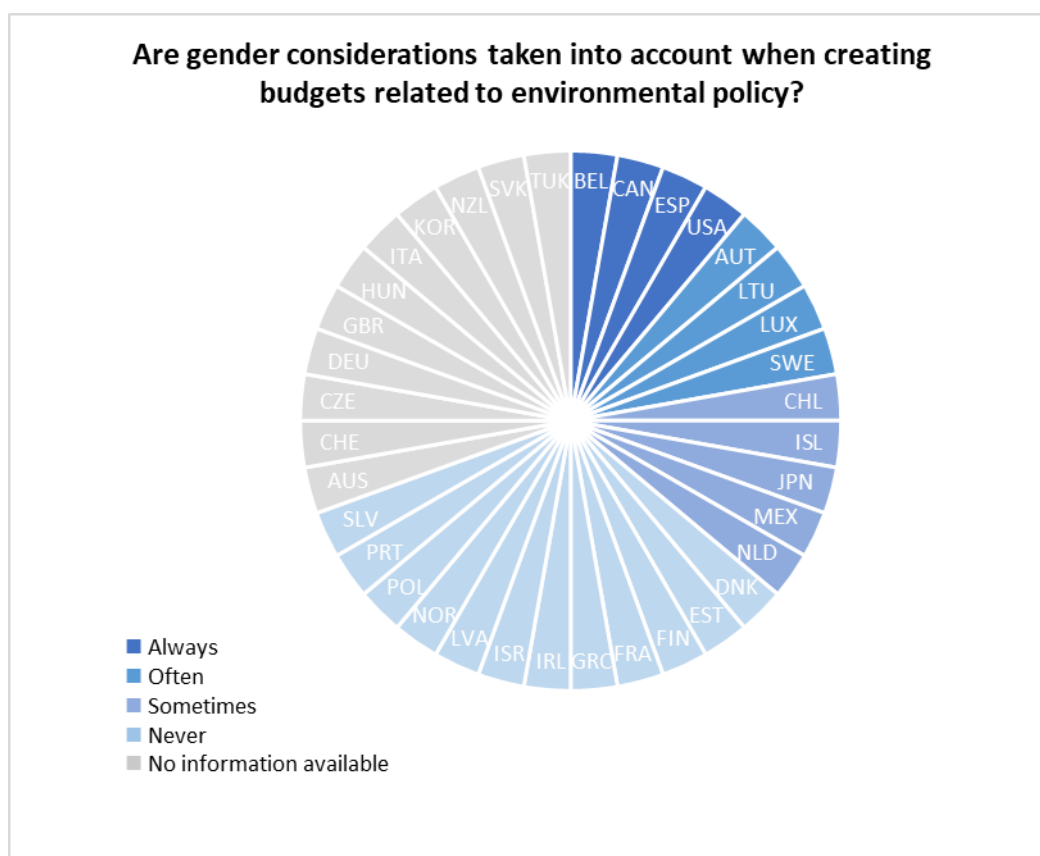
Note: Information is not available on fifteen OECD countries  
 Source: Survey on integrating gender in environmental policies

16. Figure 6 depicts responses to the question: *Are gender impact assessments or risks assessments that in incorporate gender considerations used in environmental policy-making?* Six countries commented that they always do so: Belgium, Canada, Denmark, Finland, Mexico and Spain. Austria, Luxembourg and Sweden stated that they often do. Ireland, Japan, the Netherlands and Portugal stated that they sometimes do. Estonia, Iceland, Israel, Latvia, Lithuania, Norway, Poland and Slovenia stated that they never do so.

17. Among the OECD members that have responded affirmatively to the above question, only nine countries conduct ex-ante gender impact assessments in environmental policy-making, either always or occasionally. These are: Belgium, Denmark, Ireland, Japan, Luxembourg, the Netherlands, Portugal, Spain and Sweden. Eight countries conduct ex-post gender impact assessments, namely Austria, Belgium, Ireland, Japan, Luxembourg, the Netherlands, Spain and Sweden.

18. When examining whether countries take into account gender considerations in environmental budgeting through, for example, gender-responsive budgeting initiatives, 13 OECD members indicated they do so, but only Belgium, Canada, Spain and the United States stated they do so systematically.

Figure 7. Gender considerations in budgeting relating to environmental policies



Source: Survey on integrating gender in environmental policies

19. About half of the OECD members have indicated they take measures to ensure, or track, gender-balanced decision-making related to environmental policies, albeit not always systematically and not in all decision-making positions or processes (Table 1). From the responses collected, only four countries always do so; that is Austria, Iceland, Slovenia and Spain. The United States indicated that it follows an anti-discrimination and equal employment opportunity policy overall. Other countries use different tools to achieve gender balance in decision-making. Most of those who responded affirmatively use such measures on an ad hoc basis (often or sometimes) or in certain sectors. When examining the information provided in relation to decision-making and balanced participation in the infrastructure sector, including sustainable and/or climate-resilient infrastructure, only Belgium, Greece, Iceland and Spain indicated they take such measures. This is usually achieved through public consultations, feasibility studies or perception surveys.

**Table 1. Measures applied by OECD members to ensure or track gender balance in decision-making in environmental policies and sectors**

	Measures for gender-balance in:				
	Key environmental leadership positions	Senior management at the environment authority	Delegations to national or international environment-related events	Management or boards of public entities in environmental sectors	Public consultations
Austria	•	•	•	•	
Belgium	•	•	•	•	•
Denmark				•	
Estonia		•			
Greece	•	•	•	•	•
Iceland	•	•		•	
Ireland	•	•	•	•	•
Japan	•	•	•	•	•
Latvia	•				
Lithuania			•		
Luxembourg	•	•	•	•	•
Mexico	•	•	•	•	
Netherlands	•	•	•	•	•
Norway	•	•	•	•	•
Slovenia	•		•	•	•
Spain	•	•	•	•	•
Sweden	•	•	•	•	•

Note: Table covers only OECD countries that responded to the relevant question on gender-balanced decision-making in environmental policies.  
Source: Survey on integrating gender in environmental policies

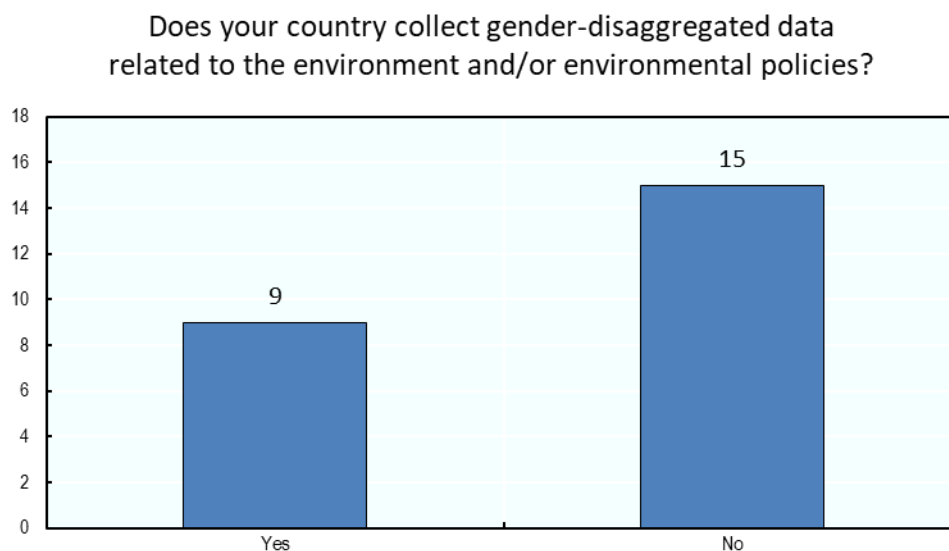


## 2 Collection of gender-disaggregated data related to the environment and/or environmental policy making

20. Nine OECD members, namely Belgium, France, Iceland, Ireland, Israel, Mexico, the Netherlands, Portugal and Sweden, replied affirmatively when asked whether they collect gender-disaggregated data related to environmental policies or the environment more broadly: *Does your country collect gender-disaggregated data related to the environment and/or environmental policies?* (Figure 8). These countries show limited homogeneity on the type of data collected, ranging from different environmental sectors to gender differences in use practices to exposure or participation in the workforce in environment-related sectors. Austria, Canada, Chile, Denmark, Estonia, Greece, Japan, Latvia, Lithuania, Luxembourg, Norway, Poland, Slovenia, Spain and the United States responded negatively to the question.

21. It is worth noting that, although 17 OECD countries replied they do consider gender aspects in their environmental policy making (see Figure 5), fewer countries indicate that they collect gender-disaggregated data in environment-related sectors, which may imply that the integration of the two agendas is not complete in some countries. In the case of Austria, a 2010 assessment of the progress achieved on gender mainstreaming in the past ten years revealed that only about a quarter of the civil servants were aware of gender-disaggregated data collection within their organisation, and about 12% indicated that no such surveys were ever carried out (Matkovits, Heger and Mauer, 2010<sup>[2]</sup>). Austria introduced gender-specific data collection in all policies and projects in 2011; however, this measure does not appear to be implemented for environment-related policies and projects.

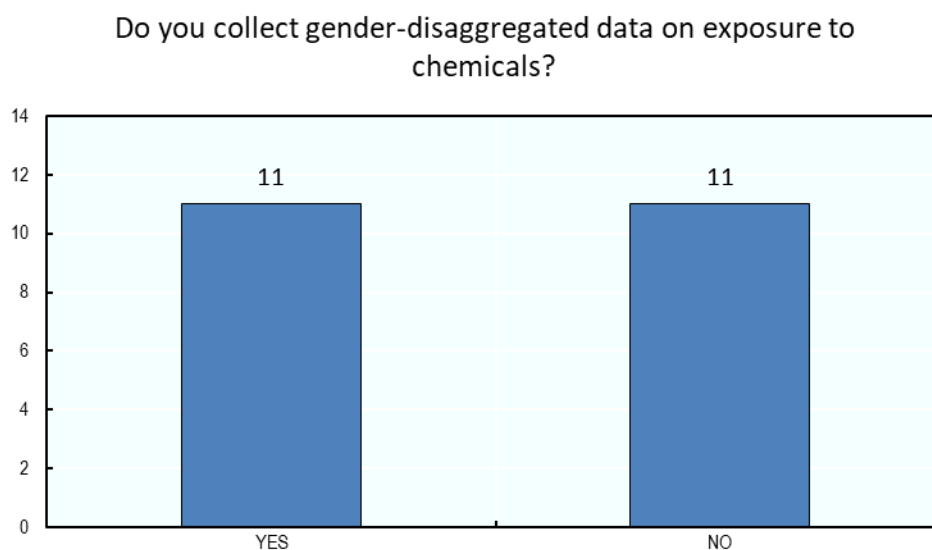
**Figure 8. Countries gender-disaggregated data collection in environmental policies**



Note: Information is not available on twelve OECD countries  
 Source Survey on integrating gender in environmental policies

22. Member countries define differently what constitutes gender-disaggregated data in environmental or environment-related policies and sectors. This is apparent when comparing the number of countries that did identify they collect gender-disaggregated data on environment (9, as seen in Figure 8), and those that collect gender-disaggregated data on exposure to chemicals (11, as seen in Figure 9). Countries that responded affirmatively to the latter are: Belgium, Canada, Denmark, Finland, Iceland, Israel, Latvia, Luxembourg, Slovenia, Sweden, and the United States (Figure 9). Austria, Chile, Estonia, Ireland, Japan, Lithuania, Mexico, the Netherlands, Norway, Poland and Spain responded negatively. Data collection varies from exposure to chemicals by vulnerable groups, including women during pregnancy, to exposures stemming from use of agricultural chemicals and pesticides, or food contaminants.

Figure 9. Gender-disaggregated data on exposure to chemicals



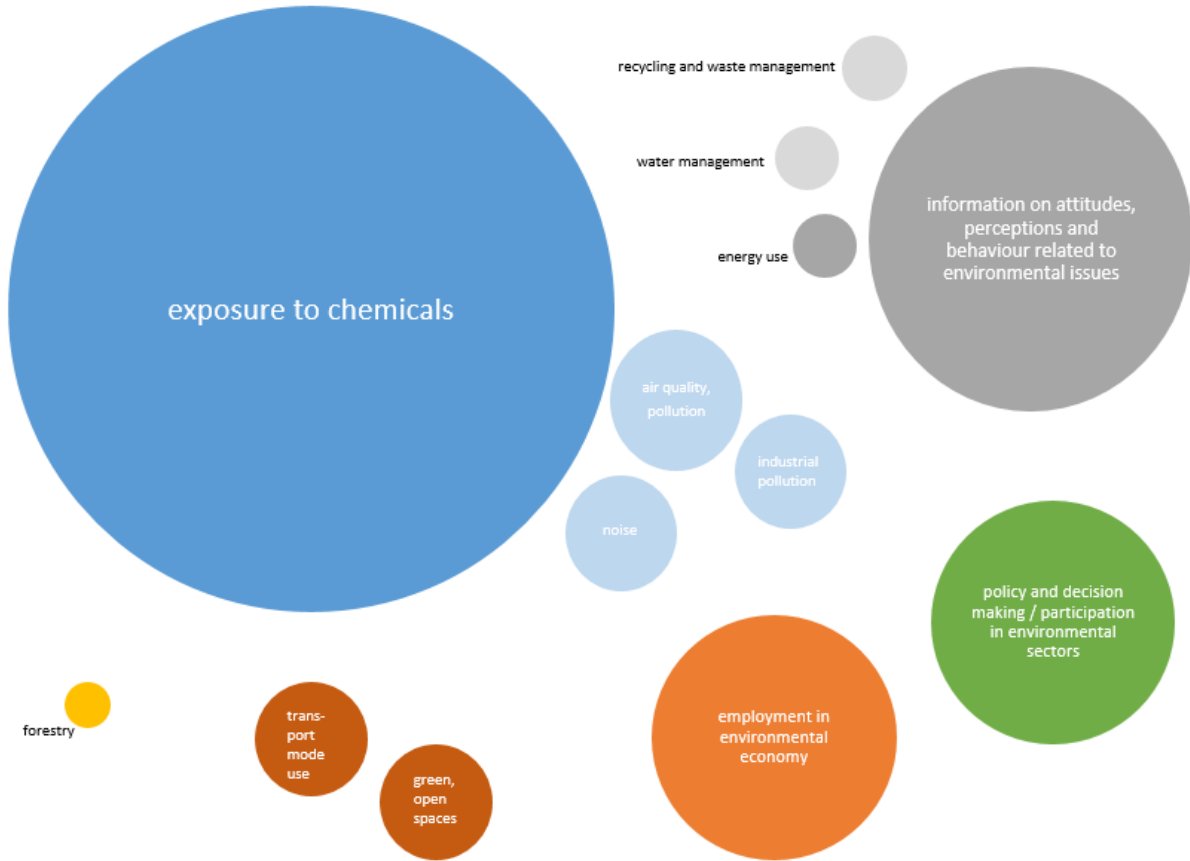
Note: Information is not available on fourteen OECD countries  
 Source: Survey on integrating gender in environmental policies

23. In total, from the responses collected, 19 OECD member countries provided information, indicating they collect some type of gender-disaggregated data or information on environmental or environment-related policies (Figure 10), irrespective of their response to the relevant question (as seen in Figure 8). Beyond exposure to chemicals, other identified categories of gender-disaggregated data collected include:

- Levels of pollution (air, noise, industrial), e.g. Belgium, Canada, Finland and Luxembourg;
- Transport modes use and mobility, e.g. France and Iceland;
- Female participation in the workforce of environment-related sectors, e.g. Norway, Portugal and Sweden;
- Female participation in high level positions of the decision- and policy-making, e.g. Canada, Ireland and Portugal.

**Figure 10. Groupings of environment-related policy areas for which gender-disaggregated data is collected by OECD members**

Size of bubbles corresponds to a number of countries collecting information in a selected area



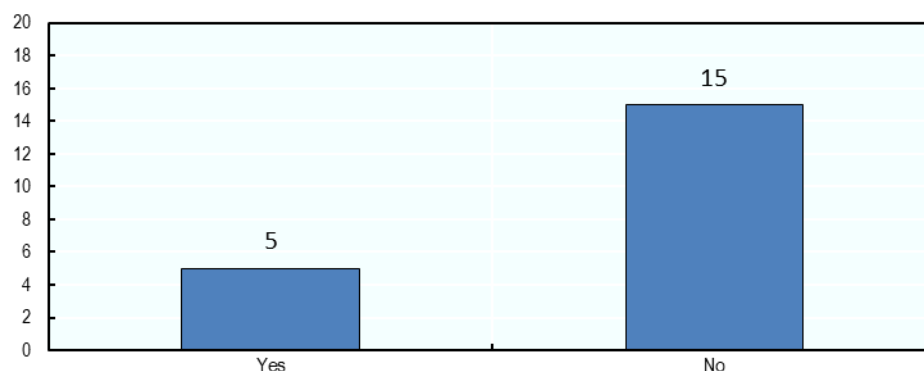
Note: Information derives from analysis done to the replies provided by OECD members to the totality of the Survey. Based on their responses and relevant information on policy initiatives, the figure depicts groupings of environmental policy areas identified for which countries collect some type of gender-disaggregated data. The size of the bubbles is relative to the number of OECD members collecting such data, e.g. ranging from 11 OECD members on exposure to chemicals, to 1 on forestry.

Source: Authors, based on replies to Survey on integrating gender in environmental policies.

24. Five countries, namely Estonia, Finland, France, Iceland and Sweden, indicated that they are collecting gender-disaggregated information on attitudes, perceptions and behaviour related to environmental issues (Figure 11). The information collected vary and include surveys on mobility; consumption patterns and attitudes; recycling and waste management; and the green economy. Only Estonia, Iceland and Sweden use the information collected when developing policies related to sustainable consumption and production. Israel replied negatively to the question; however, it provided information about collecting gender-disaggregated information on consumer patterns on waste management and recycling, and water and energy use, through household surveys. Other OECD members that responded negatively are Belgium, Denmark, Ireland, Japan, Latvia, Lithuania, Luxembourg, Mexico, the Netherlands, Norway, Poland, Portugal, Slovenia and the United States.

**Figure 11. Gender-disaggregated information on attitudes, perceptions and behaviour related to environmental issues**

Do you collect gender-disaggregated information on attitudes, perceptions and behaviour related to environmental issues, e.g. on energy or material saving behaviours?



Note: Information is not available on fifteen OECD countries

Source: Survey on integrating gender in environmental policies

25. Overall, two countries, Finland and Slovenia, indicated their willingness to start collecting gender-disaggregated data in the future, to inform their policy-making. Finland in particular identified a need to collect data for the implementation of the climate policy plan, referring to the need to collect data on urban transport planning, energy, housing, and consumption. Finland is examining the collection of gender-disaggregated time use statistics on recycling and transport modes. Slovenia is in the process of identifying environment-related data that will be collected under the Equality Opportunities for Women and Men Act.

### Box 2. Gender-disaggregated data in environmental or environment-related policies in Sweden

Sweden's main strategy for achieving gender equality through gender mainstreaming was introduced in 1993, and required incorporation of gender considerations in all policies. The Swedish Statistical Agency (Statistics Sweden) developed gender equality indicators and were collecting gender-disaggregated data in that effect. It currently has set about 90 indicators (mainly performance indicators), which describe key aspects of the gender equality policy goals. The relevant statistical data are updated twice a year, where possible. The indicators are either national or regional and local. They are also measuring the internal government work on gender mainstreaming.

Gender is currently integrated in land use statistics where Statistics Sweden have accounted for a clear differentiation in ownership based on gender. Sweden also collects gender-disaggregated data for environmental economic accounts on the environmental goods and services sector and on bio-economy.

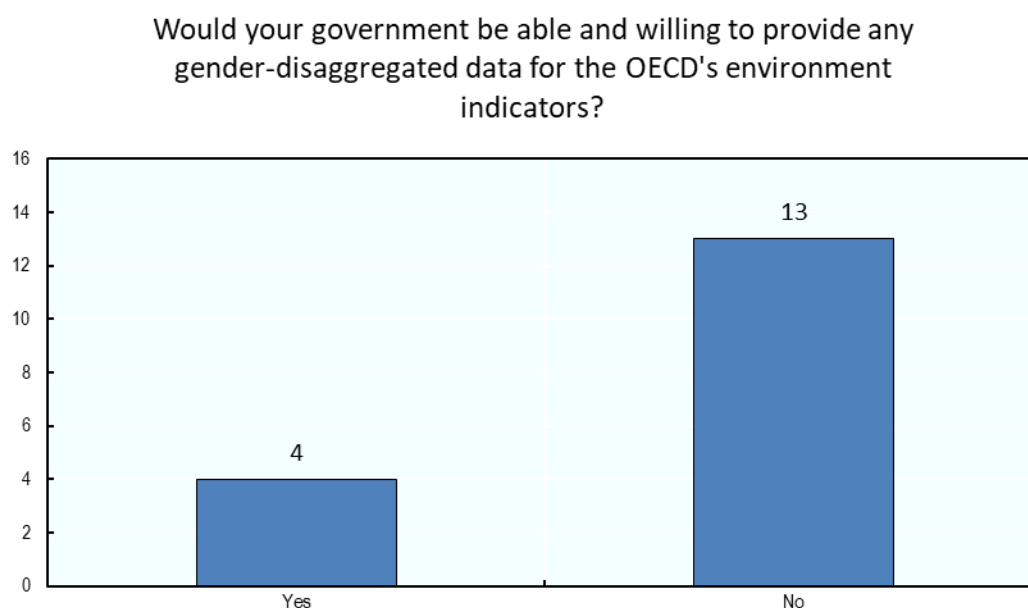
Regarding public health, Sweden has developed gender-disaggregated indicators for allergies, noise exposure, time spent in green spaces, odour exposure, annoyance in different environments, perceived air quality outdoors and indoors, annoyance from indoor temperature, sun habits. This helps integrating health and gender issues in policy-making.

Another example applies to the consumer sector where the Swedish Consumer Agency collects information on consumer perceptions and consumer attitudes. Statistics Sweden acknowledges that men and women's ecological footprints and emissions differ, due to gender differences in income. Even though men and women have similar consumption patterns in energy, they have major differences in transport, food and used goods.

Lastly, Sweden collects gender-disaggregated data on agricultural chemicals, impact assessment of regulated substances in consumer goods, risks linked to consumer goods and exposure to contaminants in foods or biomonitoring.

Source: Sweden's response to EPOC Survey on integrating gender in environmental policies; Makt, mål och myndighet – feministisk politik för en jämställd framtid; Regeringens skrivelse 2016/17:10

**Figure 12. Governments' ability to provide gender-disaggregated data**



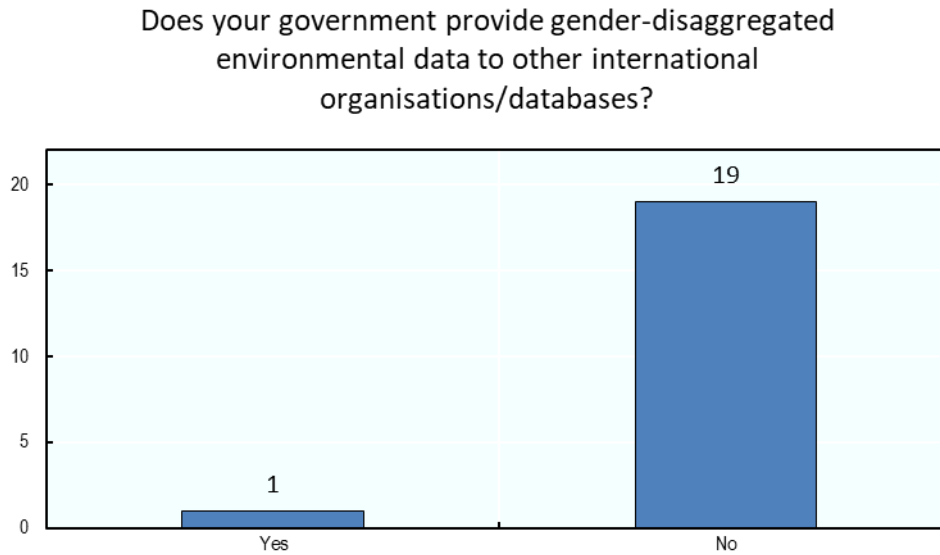
Note: Information is not available on nineteen OECD countries  
 Source: Survey on integrating gender in environmental policies

26. Iceland, Israel, Latvia and Mexico responded positively to the question whether they are willing to provide any gender-disaggregated data for the OECD's environment indicators (Figure 12). It is worth noting that not all these countries currently collect such data. Austria, Belgium, Canada, Denmark, Estonia, Ireland, Japan, Lithuania, the Netherlands, Norway, Poland, Slovenia and the United States replied negatively to the same question.

27. Although Canada, Norway and Sweden, have gender-related indicator frameworks in place, they either responded negatively (Canada and Norway) or not at all (Finland), when asked about providing environment-related gender-disaggregated data to the OECD. Canada had indicated a difficulty in collecting such data for environment-related sectors. Norway, as mentioned above, does not recognise the collection of environment-related gender-disaggregated data.

28. The work already elaborated by the Environmental Information and Indicators Division in the Environment Directorate on available gender-disaggregated data, may help countries define what further information or data may be useful to collect in order to build an aligned and coherent gender-environment indicators framework in the future.

Figure 13. Gender-disaggregated environmental data to other international organisations/database



Note: Information is not available on sixteen OECD countries  
 Source: Survey on integrating gender in environmental policies

29. Figure 13 depicts responses to the question: *Does your government provide gender-disaggregated environmental data to other international organisations/databases?* Only Ireland indicated that it provides gender-disaggregated environmental data to other International Organisations. Austria, Belgium, Canada, Denmark, Estonia, Greece, Iceland, Israel, Japan, Latvia, Lithuania, Luxembourg, Mexico, the Netherlands, Norway, Poland, Slovenia, Sweden and the United States replied negatively to the question. However, when analysing the policy areas at the international level for which member countries are examining a gender aspect, several of these countries seem to be considering such data and information for formulating their positions. This is the case for positions on climate change adaptation, environmental information, and environmental and climate justice, where international agreements and commitments exist.



### Box 3. France's work on gender and mobility in the context of data collection

France has taken on the challenge of pursuing research and evaluations of gender challenges. Reinforcing internal co-operation was crucial in achieving a cohesive approach to national communications and reports. Further, this facilitated experiences' exchange of the different programmes evaluations and ensured that all the work aligns with UNFCCC guidelines.

The main objectives guiding French action are to integrate women in the strategies developed by COP20 and COP21 and engage in equality in all its aspects. Some of these involve improving women's participation in the process of decision-making. As a result, France developed a review and evaluation mechanism of the gender strategies already in place and planned within the national gender plans.

France has developed reports based on gender-disaggregated data on transport and mobility, which include socioeconomic indicators in the context of transport. France does not have a specific national evaluation plan that accounts for gender inequality in mobility.

The main report produced by the Senate, titled "Women and mobility: An issue of fighting precariousness, professional orientation and deconstruction of stereotypes", sets a series of recommendations that encourage and facilitate mobility for women in an effort to tackle poverty and ensure their equal participation in the transport sector (e.g. Tackling stereotypes of female drivers).

The number of research projects in this field in France is on the rise as multiple reports are developed by different institutes on the topic of transport, security and gender. At a regional level, some transport authorities developed studies of the impact of mobility policies targeted at gender equality (e.g. Etude du STIF - 2013 précitée et étude de l'Observatoire régional des transports des Pays de la Loire en 2018).

Although gender equality is not necessarily taken into account when developing budgets in the context of transport policies, policies with the objective of ensuring security for women in transport are in place (transport cameras in place, communication network between all operators in order to tackle sexual violence in different transport modes, and studies on new mobility networks that are gender-disaggregated).

In terms of gender-disaggregated data, France collects such data for road accidents, mobility, and employment in the transport sector. Analysis of such data show that women and men have different mobility patterns and preferences in transport mode, where men mainly use individual motored transport while women partake in collective transport or walking.

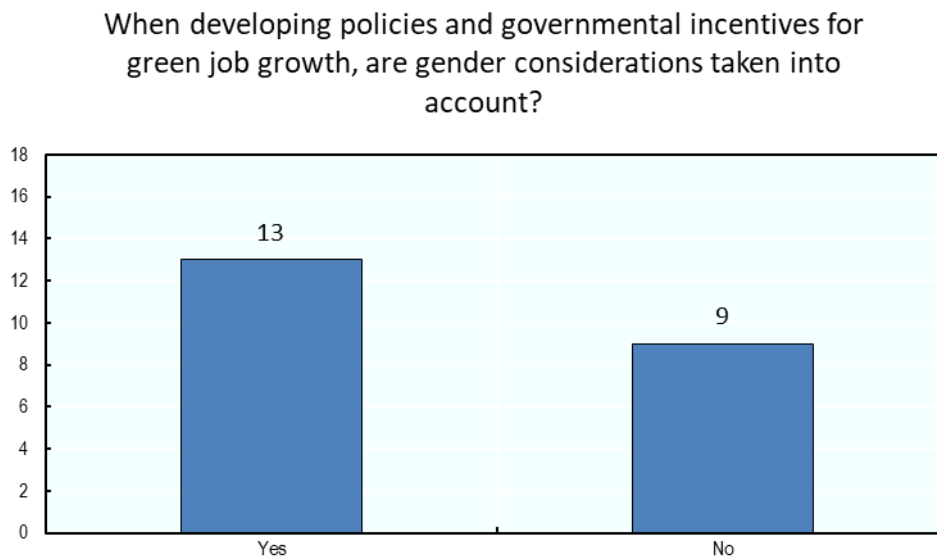
France indicated that a lack of female participation on Boards of climate mechanisms (i.e. Green Climate Fund [GCF], Global Environment Facility [GEF], Climate Investment Funds [CIF], Clean Development Mechanism [CDM], and the Adaptation Fund), where less than 15% of board members are women, may affect negatively gender equality considerations by these bodies.

Source: France's response to EPOC Survey on integrating gender in environmental policies

# 3 Gender and sectoral policies relating to environment

## 3.1. Gender and green job growth

Figure 14. Gender considerations when developing policies and governmental incentives for green job growth



Note: Information is not available on eight OECD countries  
 Source: Survey on integrating gender in environmental policies

30. Figure 14 depicts responses to the question: *When developing policies and governmental incentives for green job growth are gender considerations taken into account?* Thirteen countries responded affirmatively: Austria, Belgium, Estonia, Finland, Iceland, Ireland, Latvia, Lithuania, Luxembourg, Slovenia, Spain, Sweden and the United States; while Denmark, Greece, Israel, Japan, Netherlands, Norway, Poland and Portugal gave a negative response. Countries integrate gender considerations in various ways, when developing green job growth incentives and policies, with education and the promotion of women in male-dominated industries being the ones most frequently used (Table 2). The United States apply anti-discrimination and equal employment opportunity policies, which are also followed by the Environmental Protection Agency. In many cases, countries follow tailored programming in enhancing women's empowerment and labour access to environment-related sectors, such as in the case of Chile (Box 4).

#### Box 4. Chile's focus on mainstreaming gender in the agriculture and energy sectors

In an effort to improve women's access to the labour market, the Chilean government developed programmes focused on facilitating women's entrepreneurship, mostly in environmentally friendly trades. This is part of the process of developing policies and governmental incentives for green job growth, which includes gender considerations (e.g. funding for small businesses, skills development, education, social measures to offset job displacement, the promotion of women in male-dominated industries etc.)

One of these programmes titled "Más Capaz Mujer Emprendedora" involves the National Training and Employment Service (SENCE). The programme covers a range of activities such as the artisanal fishing sector (National Fisheries and Aquaculture Service [SERNAPESCA]), the "Tourist Businesswoman Contest" focusing on sustainability and socio-cultural authenticity (with SERNAM, SERNATUR and Banco Estado); and microfinance projects with the competitive fund Capital Abeja (Technical Cooperation Service [SERCOTEC]).

Another project of relevance carried out by Chile relates to the "Application of Environmental Education with a Gender Focus on Robinson Crusoe Island", involving children and adolescents in a path towards gender and sustainability mainstreaming.

The energy sector has presented a Gender and Energy Agenda in 2017, which attempted to incorporate a gender approach into public energy policies with a view to expanding the roles women should have in the sector. These range from their integration in the participatory processes of energy generation projects, to their equitable incorporation in the workforce, to eliminating stereotypes and cultural factors that generally distance women from sectors associated with science. In addition, the "Energy + Women" programme sets as an objective the inclusion in a transversal way of a gender approach in energy policies, plans, programmes, projects and initiatives, promoting the insertion of women in this sector.

Source: Chile's response to EPOC Survey on integrating gender in environmental policies

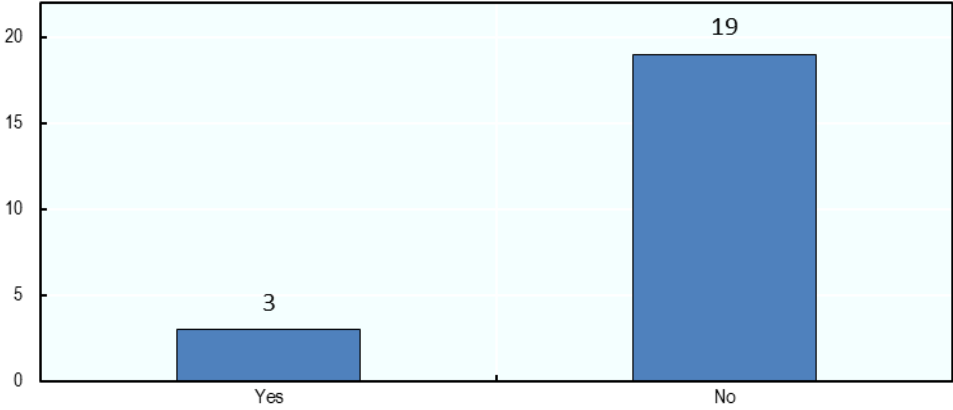
**Table 2. Gender considerations taken into account when developing green job growth incentives and policies**

	funding for small business	skills development/ capacity building	education	social measures to offset job displacement	promotion of women in male-dominated industries	Other
Austria		•	•		•	
Belgium	•	•	•	•	•	
Estonia		•	•	•	•	
Iceland					•	•
Ireland	•	•	•	•	•	
Latvia	•	•	•			•
Lithuania			•		•	
Luxembourg			•		•	
Slovenia	•					
Spain	•	•	•	•	•	
Sweden	•	•	•		•	•

Source: Survey on integrating gender in environmental policies

Figure 15. Gender impacts of environmental subsidies

Are the gender impacts of environmental subsidies awarded to sectors such as energy, transport, mining, agriculture, fisheries, etc., measured in some way?



Note: Information is not available on fourteen OECD countries  
Source: Survey on integrating gender in environmental policies

31. Figure 15 depicts the responses to the question: *Are the gender impacts of environmental subsidies awarded to sectors such as energy, transport, mining, agriculture, fisheries, etc?* Three countries, namely Finland, Spain and Sweden, responded affirmatively; while Austria, Belgium, Denmark, Estonia, France, Greece, Iceland, Ireland, Israel, Japan, Latvia, Lithuania, Luxembourg, Mexico, the Netherlands, Norway, Poland, Portugal and Slovenia responded negatively.

32. Finland conducts ex-ante gender impact evaluation in connection with agricultural subsidies linked to the country’s Rural Development Programme. Spain applies gender analysis (ex-ante and ex-post) to all subsidies, including those in environment-related areas; however, in most cases there were no reported impacts on gender equality.

### Box 5. Integration of gender and climate change action: Iceland and Mexico

**Iceland** introduced anti-discriminatory legislation, by creating an equal-pay standard that establishes that women and men working for the same employer should enjoy the same terms of employment and salaries for equal jobs. One of the tools to achieve this is an obligatory equal pay accreditation that companies and institutions must acquire.<sup>7</sup> The Icelandic Environmental Agency has a gender equality plan that received the equal pay certification.

Prior to introducing the equal pay standard, two surveys were carried out on chemical hazard labelling and food waste together with an evaluation of the action plan against climate change. Findings of the surveys helped raise awareness of gender issues in climate action, and ensure they are considered by the Climate Fund (cf. Act no. 70/2012). For example, the surveys found that subsidies for projects in agriculture used to be allocated to male dominated fields and created more jobs for men in agriculture and technology. In response, gender budgeting plans were developed along with the introduction of a trading system of emission allowances and allocation of the Climate funding for projects related to reforestation (Art. Act no. 95/2006), land reclamation and recovery of wetlands.

The report outlined two policies of the Ministry of Environment: "National Plan on waste management 2013-2014" and "Eco procurement policy". For future work, Iceland plans that general procedure of the Ministry will be implemented after the policies, plans and bills undergo gender evaluations. For example, introducing a gender lens in policy analysis in the forestry sector was crucial in identifying legal barriers that may bring about different employment opportunities for men and women.

Iceland has also developed a project 'Gender Equality Objectives Climate Action' which contributes to climate change mitigation while ensuring gender equality by involving both genders in climate-related decision- and policy- making, integrating these concepts in the green sectors and developing equal opportunities to protect women and men's health.

**Mexico** has several initiatives to integrate climate change and gender considerations in their policies. The Special Climate Change Programme (PECC) includes eight items related to gender equality and covers sectorial issues such as health, forests, energy, disaster risk reduction and biodiversity, among others. Other noteworthy initiatives include:

- i. training programmes on climate change and forests in local communities that promote equal participation of men and women;
- ii. educational communication strategies at a municipal level on the effects of climate change on health with a gender focus;
- iii. the substitution of traditional open stoves for wood-saving stoves in the households in marginalised and poor territories;
- iv. a national risk map, which integrates gender indicators; and
- v. instruments for the sustainable management of biodiversity in priority territories of the Mesoamerican Biological Corridor, which incorporate the promotion of equal opportunities for men and women.

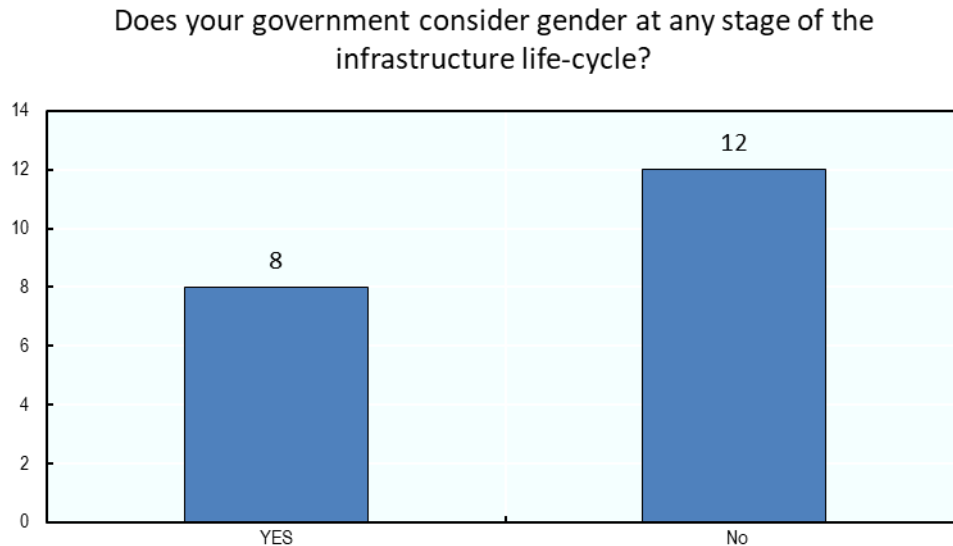
Mexico's "Feminist Foreign Policy" (to be developed in 2020-2024) aims to address structural gender inequalities through effective foreign policy strategies. Mexico is already prioritising gender in its foreign policy, as illustrated by the country's role at COP25 negotiations during the revision of the Lima Work Programme on Gender and Climate Change, and the adoption of the new Gender Action Plan.

Source: Countries' responses to EPOC Survey on integrating gender in environmental policies

<sup>7</sup> <https://www.government.is/topics/human-rights-and-equality/equal-pay-certification/>

### 3.2. Gender and infrastructure

Figure 16. Gender and infrastructure



Note: Information is not available on sixteen OECD countries  
 Source: Survey on integrating gender in environmental policies

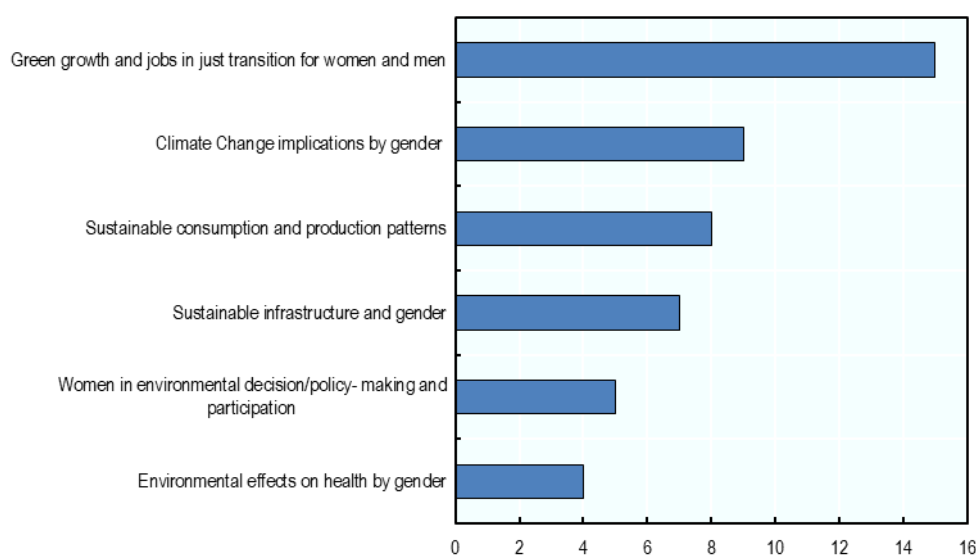
33. Figure 16 depicts responses to the question: *Does your government consider gender at any stage of the infrastructure life cycle?* The question particularly aimed to explore links to sustainable and climate-resilient infrastructure, considering women’s and men’s different needs and user patterns of infrastructure, as well as gender considerations in adapting infrastructure resilience to climate-related changes. Belgium, Canada, Iceland, Latvia, Lithuania, Luxembourg, Spain and Sweden responded affirmatively; while Denmark, Finland, France, Greece, Ireland, Israel, Japan, Mexico, Poland, Portugal, Slovenia and the United States responded negatively. Among examples of countries that consider gender at some stage of the infrastructure life cycle are: Canada’s “Investing in Canada Infrastructure Program” and Belgium’s “Federal plan 2015-2019” that includes gender dimensions in the public transport framework. Although Finland responded negatively, it carries out research on the gender dimensions of climate-resilient infrastructure that consider women and men’s differentiated needs and use of infrastructure. It is worth noting that only Canada and Spain acknowledged considering gender in adapting or safeguarding infrastructure against natural hazards.

34. Countries that responded affirmatively to the question in Figure 16 provided different information on how gender considerations are integrated in the infrastructure life cycle. Belgium considers gender during the project planning, design, finance, construction, and operation and maintenance stages. Iceland, Lithuania and Luxembourg also consider gender during the planning phase. Iceland and Latvia consider it also during the financing phase.

# 4 Countries' interests with regards to the OECD's possible work on the gender-environment nexus

35. OECD members were asked to indicate their areas of interest related to gender-environment nexus, in which the OECD could conduct further work on. Eighteen OECD countries provided input to this question, namely Belgium, Canada, Chile, Estonia, France, Iceland, Latvia, Lithuania, Luxembourg, Mexico, the Netherlands, Poland, Portugal, Slovak Republic, Slovenia, Spain, Sweden and the United States. Some of these countries indicated multiple areas for potential future work (Figure 17).

Figure 17. OECD members' indication of interest for future work on the gender-environment nexus



Note: Ranking according to the number of OECD countries that indicated an interest in each topic.

Source: Survey on integrating gender in environmental policies

36. Considering that OECD members had the flexibility to provide their own answers, some of the responses covered similar, but not necessarily identical, themes under different areas of work. To simplify and allow for further analysis on the responses, the answers have been grouped into six categories, explained below. It should be clarified that a higher preference in one category, does not imply less support for another, as countries were not asked to prioritise or rank a selection of options. Additionally there was no ceiling on the possible listing of interest.

37. The six categories identified are the following:

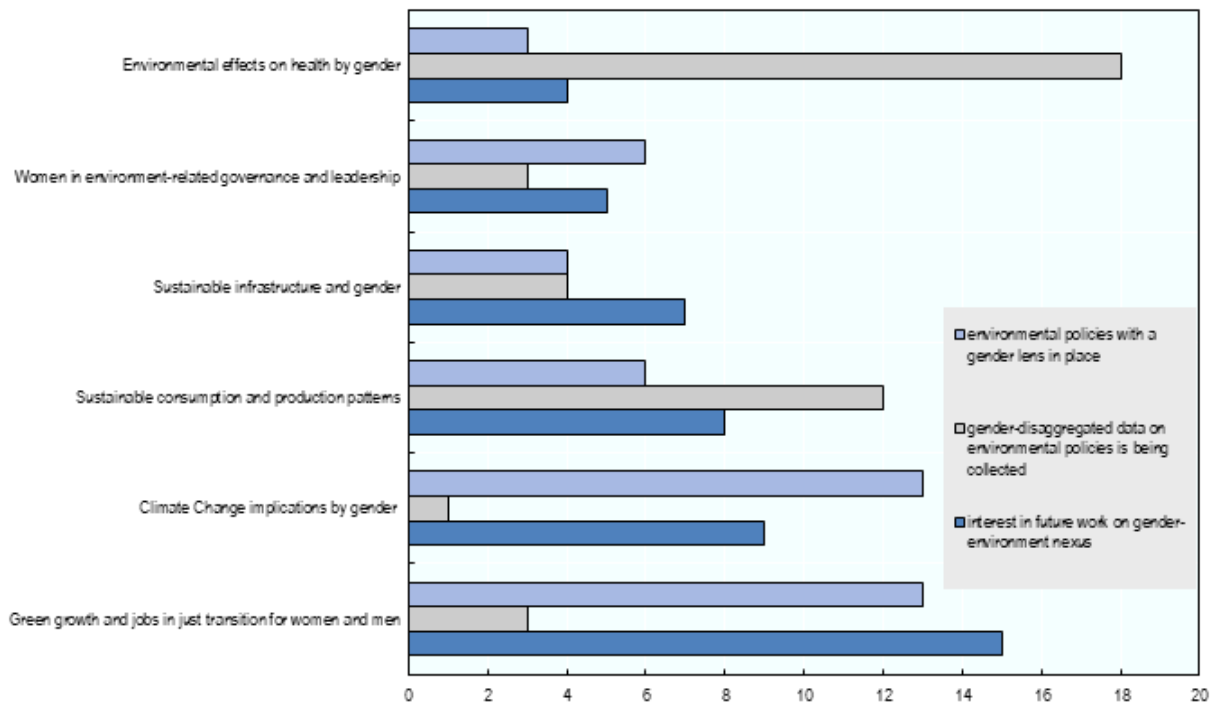
- **Green growth and jobs in just transition for women and men:** The transition to a low carbon and circular economy is expected to have gendered effects in environment-related sectors. Women and men's roles differ within the supply chain of such sectors, and any shift could lead to primary and secondary gendered effects. OECD members have indicated their interest in green economic transition for women and men, the future of work and business, green entrepreneurship for women, and the employment opportunities and job distributions this transition may entail, economic incentives to promote gender equality and sustainability, and specific sectorial work on clean energy and gender.
- **Climate change implications by gender:** There is a significant amount of literature showing that women and men experience climate change differently. The differentiated impact is higher to population groups that are more reliant on natural resources, or are less able to respond to natural hazards. Women tend to be among those affected the most. OECD members indicated interest in integrating a gender aspect in future climate change work, especially linked to access to natural resources and their use by gender.
- **Sustainable consumption and production patterns:** Consumption and production patterns at the level of the end-user seem to have a strong gender dimension. Initial findings indicate differential behaviours and attitudes between male and female consumers, often depending on additional factors such as education, income, age etc. Members indicated their interest in women's role in the move towards a circular economy, including plastics use and waste management.
- **Sustainable infrastructure and gender:** Infrastructure development has economic, environmental and social effects. Recent analysis shows that infrastructure is not gender-neutral, and international organisations (including multilateral development banks), countries and local authorities have been integrating gender considerations in the different phases of infrastructure projects. Special interest indicated by OECD members covers transport infrastructure and mobility.
- **Women in environment-related governance and leadership positions:** Including women in the decision-making and leadership positions of environmental or environment-related policy-making is a fundamental step for gender mainstreaming. OECD members indicated an interest in future work on leadership, on innovation and environmental education and skills development (STEM).
- **Environmental effects on health by gender:** Many OECD countries are already collecting gender-disaggregated data on exposure to chemicals. There seems to be an interest in further examining gendered exposure to industrial and air pollution, as well as other health impacts of environmental degradation.

38. Further to the thematic categorisation above, some countries indicated also an interest for further work on gender-disaggregated data collection, and more specifically on geospatial analysis with a gender perspective; as well as on better integrating gender and environmental impact assessments, as this could support gender mainstreaming in policies, programmes and projects towards more inclusive and green growth.

39. It is worth noting that only on two out of the six broad areas under the gender-environmental sustainability nexus, namely sustainable production and consumption patterns, and environmental health effects, there is a relatively high degree of gender-disaggregated data collection across countries in relation to countries' indicated areas of interest. In other areas such as jobs in just transition, climate change, and sustainable infrastructure, which were mentioned most often by countries as areas of interest for potential work, there is a clear need for more systematic data collection to advance such research.



**Figure 18. Number of responding countries that have policies in place, collect data, and have interest in future work in selected areas under the gender-environment nexus**



Note: Analysis of information provided by OECD countries under different questions of the Survey. Multiple responses with no ceiling were possible.

Source: Source: Survey on integrating gender in environmental policies

## References

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- UNEP Convention on Biological Diversity (2014), *DECISION ADOPTED BY THE CONFERENCE OF THE PARTIES TO THE CONVENTION ON BIOLOGICAL DIVERSITY XII/7. Mainstreaming gender considerations*, <https://www.cbd.int/doc/decisions/cop-12/cop-12-dec-07-en.pdf>. [5]

# Annex A. Survey on integrating gender in environmental policies

## Contact details of survey coordinator

1. **Country:**
2. **Name:**
3. **Title and institution:**
4. **Email address:**
5. **Ministries and/or Institutions that have participated in the completion of the survey:**

## I. General questions on gender and environmental policy

1.
  - a. **Does your country have a national gender strategy?**  
Yes  No
  - b. **If yes, please provide the title and, if possible, a URL link:**  
Title:  
Link:
  
2.
  - a. **If you do have a national gender strategy, does the Ministry of Environment / Environmental Agency contribute to the national gender strategy implementation? Yes  No**
  - b. **If yes, how so?**
  
  - c. **Please provide further details and/or a link to any relevant websites or documents (e.g. action plan, laws, mission statement, etc.):**

**3. Actions undertaken to mainstream or incorporate gender considerations into environmental policymaking:**

	Always	Often	Sometimes	Never	Comments <i>(please indicate here if particular actions are mandatory or under consideration, and, if possible, cite any relevant laws, documents or websites)</i>
<b>a. Does your country consider gender aspects in environmental policy-making?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>b. Are gender impact assessments <u>or</u> risk assessments that incorporate gender considerations used in environmental policymaking?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>i. Ex ante?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>ii. Ex post?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>c. Are gender considerations taken into account when creating budgets related to environmental policy? (e.g. gender responsive budgeting initiatives)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>d. Does your government take measures to ensure, or track, gender-balanced decision-making related to environmental policy?</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>i. in key environmental leadership positions? (i.e. at the executive level)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>ii. in senior management at the Ministry of Environment / Environmental Agency</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<b>iii. in delegations to national or international</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

environment-related events					
iv. in the management or boards of public entities tasked with overseeing work/policy relevant to the environment (e.g. water supply, energy, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
v. in public consultations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
vi. other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

4. Please cite some examples of any of the above actions undertaken and/or country experiences, outcomes etc., including relevant URLs or attachments:

5. Are there specific gender-environment issues your government focuses on? What are they?

6. What environment-gender related topics would you see value in the OECD's Environment Directorate conducting work on? (*Examples: the green economic transition for men and women; gender and infrastructure; sustainable consumption patterns by gender; and environmental effects on health by gender.*)

## II. Collecting gender-disaggregated environmental data and indicators

Collecting data and setting indicators to track the implications of environmental effects and policies, disaggregated by gender, where possible, is a precondition for the smart design of policies to achieve economic and environmental goals. In relation to Agenda 2030, the UN notes that “Sustainable Development Goal indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics, in accordance with the Fundamental Principles of Official Statistics”. In doing so, gender gaps can be identified, investigated and addressed – even across these intersectionalities.

As part of Agenda 2030, the UN has identified some gender-environment indicators, but important topics, such as the gendered impacts of environmental degradation, are not fully addressed. Other international organisations have also developed SDG-linked gender-environment indicators, though they are mainly aimed at developing countries<sup>8</sup>. While linkages between the environment and gender equality can be more straightforward to spot in a developing country context, it can be more nuanced in the OECD country context. The OECD’s own environment-related indicators include limited gender data, even though it may exist at the national level. As such, there’s a need to review existing indicators and consider which ones can incorporate gender-disaggregation and in what ways they can be improved to capture potential gender gaps. The questions below are a part of a stock-taking exercise to get a better idea of what data is available before introducing new or complementary indicators, bearing in mind that duplication of work already conducted elsewhere should be avoided.

7.

- a. **Does your country collect gender-disaggregated data related to the environment and/or environmental policies?**

Yes  No

- b. **If no,**

- i. **are there plans or upcoming initiatives to collect such information?**

Yes  No

- ii. **further comments:**

- c. **If yes:**

<p>i. <b>What institution(s) is responsible for data collection, and broadly, with what frequency is data collected?</b></p>	<p>Institution(s):</p> <p><input type="checkbox"/> Annually</p> <p><input type="checkbox"/> Ad-hoc</p> <p><input type="checkbox"/> Other (<i>please specify</i>):</p>
<p>ii. <b>What economic sectors are covered by the data collection? (<i>Please refer</i></b></p>	

<sup>8</sup> See

[https://wedocs.unep.org/bitstream/handle/20.500.11822/27615/Gender\\_Environment\\_Statistics.pdf?sequence=1&isAllowed=y](https://wedocs.unep.org/bitstream/handle/20.500.11822/27615/Gender_Environment_Statistics.pdf?sequence=1&isAllowed=y).

<i>to the sectors defined by the NACE code<sup>9</sup>.)</i>	
<b>iii. Please check all that apply:</b>	<input type="checkbox"/> The government has established its own set of gender-disaggregated environmental indicators. <input type="checkbox"/> The government uses indicators set by international organisations (please specify which ones):
<b>iv. Please cite any national legislative, regulatory or other initiatives concerning the collection of gender-disaggregated data, especially with regards to environment-related data.</b>	
<b>v. If possible, please provide sources or examples of gender-disaggregated data collection related to the environment, including links to relevant websites, databases or reports (e.g. statistical yearbooks).</b>	

- 8.
- a. Would your government be able and willing to provide any gender-disaggregated data for the OECD's environment indicators<sup>10</sup>?  
Yes  No
  - b. If yes, could you mention some of the indicators for which you could provide data?
- 9.
- a. Does your government provide gender-disaggregated environmental data to other international organisations/databases?  
Yes  No
  - b. If yes, which organisations?

<sup>9</sup> For the NACE code, see [http://ec.europa.eu/competition/mergers/cases/index/nace\\_all.html](http://ec.europa.eu/competition/mergers/cases/index/nace_all.html).

<sup>10</sup> See [https://stats.oecd.org/Index.aspx?DataSetCode=AIR\\_GHG](https://stats.oecd.org/Index.aspx?DataSetCode=AIR_GHG) for an overview of the indicators.

### III. Thematic questions

#### a) *Labour implications of greener economies for men and women*

A successful transition towards a greener economy will create new employment opportunities, but also challenges. Industries that are GHG-intensive and/or connected to fossil fuel extraction will have to undergo far-reaching transformations<sup>11</sup>, while climate change affects the availability of natural resources. Given gender segregation in some traditional occupations (e.g. energy, transport, mining, agriculture, forestry and fisheries), the transition to low-carbon economies has the potential to close gender gaps by equally integrating women and men into the training and skills development for new green jobs. For example, women account for 35% of the workforce in the renewable energy sector compared to 20-25% in the traditional, fossil fuels-based energy sector.<sup>12</sup> Natural conservation efforts, including those targeted at biodiversity, may also affect women and men differently. Women, on the whole, are underrepresented in the scientific community, including biodiversity conservation and ecosystems management, which may affect environmental policy priorities. Improving gender balance among STEM (Science, Technology, Engineering and Mathematics) students and in decision-making positions will be an important factor in achieving inclusive policies and fairer social outcomes during the transition.<sup>13</sup>

10.

a. **When developing policies and governmental incentives for green job<sup>14</sup> growth, are gender considerations taken into account?**

Yes  No

b. **If yes, please check all that apply:**

- funding for small businesses
- skills development / capacity building
- education
- social measures to offset job displacement
- promotion of women in male-dominated industries
- Other (please specify):

c. **Could you cite examples from your country of any of the above?**

<sup>11</sup> OECD (2017), *Investing in Climate, Investing in Growth*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264273528-en>.

<sup>12</sup> IRENA (2016), *Renewable Energy and Jobs - Annual Review 2016*, Abu Dhabi, <https://www.irena.org/publications/2016/May/Renewable-Energy-and-Jobs--Annual-Review-2016>.

<sup>13</sup> UNESCO (2017), *Cracking the code: Girls' and women's education in STEM*, <https://unesdoc.unesco.org/ark:/48223/pf0000253479>.

<sup>14</sup> While the OECD has not endorsed a specific definition of green jobs (see OECD [2012], "The jobs potential of a shift towards a low-carbon economy", OECD Green Growth Papers, No. 2012-01, OECD Publishing, Paris. doi: 10.1787/5k9h3630320v-en), the ILO provides the following definition: "Green jobs are decent jobs that contribute to preserve or restore the environment, be they in traditional sectors such as manufacturing and construction, or in new, emerging green sectors such as renewable energy and energy efficiency. Green jobs help improve energy and raw materials efficiency, limit greenhouse gas emissions; minimize waste and pollution, protect and restore ecosystems, and support adaptation to the effects of climate change" (see ILO [2016], "What is a green job?", [https://www.ilo.org/global/topics/green-jobs/news/WCMS\\_220248/lang--en/index.htm](https://www.ilo.org/global/topics/green-jobs/news/WCMS_220248/lang--en/index.htm)). 2016 explanation and a link to it, found here: [https://www.ilo.org/global/topics/green-jobs/news/WCMS\\_220248/lang--en/index.htm](https://www.ilo.org/global/topics/green-jobs/news/WCMS_220248/lang--en/index.htm).



11.

a. Are the gender impacts of environmental subsidies awarded to sectors such as energy, transport, mining, agriculture, fisheries, etc., measured in some way?

Yes  No

b. If yes,

i. How?	
ii. At what stage?	Ex-post <input type="checkbox"/> Ex-ante <input type="checkbox"/>
iii. Do you take the outcome of such assessments into account when designing subsidies?	Yes <input type="checkbox"/> No <input type="checkbox"/>
iv. Do you take the outcome of such assessments into account when designing policies to remove environmentally harmful subsidies?	Yes <input type="checkbox"/> No <input type="checkbox"/>

c. Please cite any examples you would like to share:

## **b) Gender and infrastructure**

Existing infrastructure development and use accounts for around 60% of greenhouse gas (GHG) emissions.<sup>15</sup> Evidence shows that women and men may have different needs and user patterns with respect to infrastructure, and in some cases, access to it. For example, women generally use public transport more than men do, partially due to their economic status, but also due to their preferences.<sup>16</sup> Women usually travel more frequently, shorter distances and at different times than men too, inter alia, because of responsibilities related to shopping, childcare and elderly care. Studies also show that in an urban environment, women and men may have different needs and experiences in terms of safety, including in green, recreational spaces such as parks.<sup>17</sup> Women's access to transport also affects their economic participation, as in some cases they are more likely than men to leave their jobs when their commuting time increases.<sup>18</sup> There is also a need to include gender considerations in adapting infrastructure resilience to climate-related changes such as rising temperatures and increased likelihood of natural hazards (hurricanes, floods, landslides etc.). For example, a 2019 study from Spain showed differences between men and women in mortality from cardiovascular disease due to temperature fluctuations.<sup>19</sup> In the aftermath of Hurricane Katrina in 2005, 83% of low-income single-mothers displaced were unable to return to their homes.<sup>20</sup> The 2003 heatwave in France, resulted in the deaths of 15,000 people, 70% of which were women.<sup>21</sup> Prioritising sustainable and resilient infrastructure, which integrates environmental, social and governance (ESG) aspects in all life-cycle phases, would help explore the gender dimensions of such infrastructure – including low-carbon and climate-resilient infrastructure<sup>22</sup> – by providing valuable insights, as women and men may be affected differently by disruption of it.

<sup>15</sup> OECD (2017), *Investing in Climate, Investing in Growth*, OECD Publishing, Paris, <http://dx.doi.org/10.1787/9789264273528-en>.

<sup>16</sup> Ng, W. and A. Acker (2018), "Understanding Urban Travel Behaviour by Gender for Efficient and Equitable Transport Policies", *International Transport Forum Discussion Papers*, No. 2018-01, OECD Publishing, Paris, <https://doi.org/10.1787/eaf64f94-en>.

<sup>17</sup> OECD (2019), "Sustainable connectivity: Closing the gender gap in infrastructure", OECD Environment Policy Papers, No. 15, OECD Publishing, Paris, <https://doi.org/10.1787/6350ba66-en>.

<sup>18</sup> Black, D., N. Kolesnikova and T. Lowell J. (2012), "Why Do So Few Women Work in New York (And So Many in Minneapolis)? Labor Supply of Married Women across U.S. Cities", FRB of St. Louis Working Paper No. 2007-043H, <http://dx.doi.org/10.2139/ssrn.1129982>.

<sup>19</sup> Achebak, H., D. Devolder and J. Ballester (2019), "Trends in temperature-related age-specific and sex-specific mortality from cardiovascular diseases in Spain: a national time-series analysis", *Lancet Planet Health*, Vol. 3, pp. 297–306, [https://doi.org/10.1016/S2542-5196\(19\)30090-7](https://doi.org/10.1016/S2542-5196(19)30090-7).

<sup>20</sup> Williams, E. et al. (2006), "The Women of New Orleans and the Gulf Coast: Multiple Disadvantages and Key Assets for Recovery Part II. Gender, Race, and Class in the Labor Market", Briefing Paper, IWPR No. D465, Institute for Women's Policy Research, <https://iwpr.org/publications/the-women-of-new-orleans-and-the-gulf-coast-multiple-disadvantages-and-key-assets-for-recovery-part-ii-gender-race-and-class-in-the-labor-market>.

<sup>21</sup> Fouillet et al. (2006), *Excess mortality related to the August 2003 heat wave in France*, <https://doi.org/10.1007/s00420-006-0089-4>.

<sup>22</sup> Climate-resilient infrastructure is infrastructure that it is planned, designed, built and operated in a way that anticipates, prepares for, and adapts to changing climate conditions. It can also withstand, respond to, and recover rapidly from disruptions caused by these climate conditions (OECD, 2018, "Climate-resilient Infrastructure", *Policy perspectives, OECD Environment Policy Paper No. 14*, <https://doi.org/10.1787/4fdf9eaf-en>).

12.

- a. Does your government consider gender at any stage of the infrastructure life-cycle?  
Yes  No
- b. Does your government consider gender in adapting or safeguarding infrastructure against natural hazards?  
Yes  No
- c. If **yes** to either of the above questions, at what phase(s) of the life-cycle (check all that apply)?
- Planning
  - Design
  - Finance
  - Construction
  - Operation and maintenance
  - Disposal
- d. And at what level?
- National
  - Local
  - Municipal
- e. Could you explain what kind of gender considerations are made and cite available examples?

13.

- a. Does your government take measures to ensure and/or track gender-balanced participation in decision-making related to infrastructure – including for sustainable and/or climate-resilient infrastructure?  
Yes  No
- b. If **yes**, through which of the following mechanisms/stages is gender-balanced participation tracked/ensured (check all that apply)?
- Public consultations
  - Feasibility studies
  - Perception/user surveys
  - Project planning
  - Project implementation
  - Management
- c. Has this made an impact in terms of the success of sustainable and/or climate-resilient infrastructure projects?  
Yes  No
- d. If **yes**, in what ways? Can specific examples be cited?

### c) Sustainable consumption patterns by gender

There is a need to explore a correlation between different attitudes, perceptions and behaviour of men and women related to environmental issues, such as consumption patterns. The OECD household behaviour survey shows that in some countries women are likely to see environmental issues as more pressing than men, whereas in other countries men are more likely to be concerned about the environment.<sup>23</sup> Further, the survey shows that men are more likely to take special measures to buy renewable energy from their electricity provider, while women – depending on the country and the distribution of household tasks – are more likely to engage in energy saving activities. It also demonstrates that men are more often familiar with energy-efficient labels, whereas women have an overall better knowledge of eco labels. There is value in exploring whether gender-based differences in consumption of products from highly polluting industries, such as textiles, food or consumer chemicals (e.g. cosmetics and cleaning products), also impact behaviour and attitudes related to environmental concerns.

14.

- a. Do you collect gender-disaggregated information on attitudes, perceptions and behaviour related to environmental issues, e.g. on energy or material saving behaviours?  
Yes  No
- b. If yes, what kind of information is collected?
- c. Is this information taken into account when developing policies related to sustainable consumption and production?  
Yes  No
- d. If yes, could you provide examples (e.g. reports, links or data) of how this information is used?

### d) Environmental effects on health by gender

Exposure to hazardous chemicals by women and men often varies due to different behaviour and consumption, as well as social norms and socio-economic status. Due to social norms, women may have increased exposure to toxins from use of personal hygiene products and cosmetics. For example, women disproportionately expose themselves to skin-lightening creams that contain mercury.<sup>24</sup> Occupational differences between men and women may also affect their level of exposure to chemicals, with men more likely to undertake employment in hazardous industries like mining or construction, while women are more likely to come in contact with hazardous materials in the textile industry, household cleaning products and indoor air pollution from cooking fuels. Furthermore – due to physiological differences in body mass and height, anatomy, and endocrine systems – hazardous substances may affect men and women differently. In urban settings, women may spend more time walking in their neighbourhood, and also have different travel patterns such as making many shorter trips in addition to commuting (shopping, taking children to school, etc.), which exposes them to urban air pollution differently. This is especially so for pregnant or lactating women – with air pollution linked

<sup>23</sup> OECD (2011), *Greening Household Behaviour: The Role of Public Policy*, OECD Publishing, Paris, <https://www.oecd.org/env/consumption-innovation/greening-household-behaviour-2011.htm>.

<sup>24</sup> Heise, L. et. al. (2019), “Gender inequality and restrictive gender norms: framing the challenges to health,” *Gender Equality, Norms and Health Series*, The Lancet, Vol. 393, pp. 2440–54, <http://dx.doi.org/10.1016/>.

to premature births, low birth rate and other birth defects.<sup>25</sup> The exposures of women and men to various environmental risks, such as chemical accidents and environmental damage, is worth investigating to see what insights could be gained.

15.

a. Do you collect gender-disaggregated data on exposure to chemicals?

Yes  No

b. If yes, for what types of exposure?

- Industrial pollution
- Air pollution
- Agricultural chemicals
- Consumer goods
- Other (please specify):

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<sup>25</sup> Neergaard, L. (2019), "Study finds air pollution reaches placenta during pregnancy" *The Associated Press*, <https://www.apnews.com/41bb3181463e4841b1464d5a459f756f>.