

Promoting Gender Equality and Women's Empowerment in Climate Change

PACC+ Gender Training
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Sex

- Biological characteristics of males and females determined at birth (natural) and universal and unchanging
- Every person in the world is either a man or a woman
- Does not usually change over time
- In all but exceptional cases, women have a pair of XX sex chromosomes and men a pair of XY sex chromosomes



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Gender cont'd

- Rules of society about how men and women should act, dress, think and pressure to conform to these norms
- Not fixed - changes over time in response to economic, social and political factors
- Shaped by place, time, culture, religion, social class, ethnic group, etc.



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Gender

- Gender identity is part of who we all are along with other identities such as those based on ethnic grouping, religion, economic status, nationality, age, physical ability...
- Gender differences basis for discrimination, disadvantage and denial of rights
- In many places women and girls accorded low status and have fewer opportunities than men.



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Gender Roles

- Learned behaviours, activities, tasks, roles and responsibilities assigned through birth and continuing throughout our lives
- Vary depending on where a person is born, grows up and lives now.
- Both men and women can lead governments, drive a truck, bathe a child, etc.
- Obstacles neither physical nor biological; but product of society.



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Types of Work

Productive work

- Producing goods and providing services for consumption or sale.
- Usually refers to activities that bring an income and is counted in national censuses and statistics.

Reproductive work

- Includes care and maintenance of the household and its members, includes care of children, food preparation, collecting water, doing domestic chores and caring for the health of family members.
- Often not considered 'work in society and no monetary value is placed on it.



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Types of Work

Community work

- Includes collective organization of social and service events.
- Generally not considered in economic analyses, even when it involves many hours of voluntary work and makes important social and economic contributions

Gender Relations

- The social, economic and political relationships between women and men that exist in any family, community, workplace or society.
- Men and women don't live in isolation, but are linked to each other in different ways, have different identities as brother, sister, mother, father, auntie, neighbour, friend, etc.
- When we consider gender we should not just focus on women or girls in isolation. The lives of men and women, boys and girls, are woven together.



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Resources

- Goods and means, including time (may be one of women's scarcest resources)
- Economic or productive (e.g., land, equipment, tools, work, credit)
- Political (e.g., leadership, information and capacity to organize).
- Benefits of using resources - economic, social, political and psychological, including the satisfaction of meeting basic and strategic needs, such as food, housing, education, training, political power, and status.



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Access and Control

Access - ability to participate, use and benefit from resources

Control - authority, property and power to make decisions

In some circumstances, women may use/have access to a resource – land, for example – but have limited control over it



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Basic gender theories as a starting point

- Societies based on gender-based power structures that divide the population into men and women and value their contributions differently.
- Gender is culturally and socially constructed gender roles and relations can and do change over time.
- Gendered divisions of work – unpaid and paid work – women's work and men's work. Men and women work in different spaces, their needs, priorities, experiences and perspectives are influenced by their experiences.



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More basic gender theories

- Control over resources unevenly distributed between women and men in almost all societies
- In most countries women's lower status defines the type of access to resources and limits control over resources and opportunities
- Resources include time, knowledge and information. Multiple roles of women mean many are 'time-poor'
- Effective participation refers to opportunities to speak, be listened to and viewpoints valued - more than simply numerical participation in consultations (percentages-quantity).



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Gender Equality

- Does not mean women and men are 'the same'
- Many social, cultural, economic and other barriers prevent women, and men also, from being able to fully enjoy their legal rights, or have equal choices and opportunities
- The contribution of women and men to the family, society and community should be valued equally even if contributions are different - paid and unpaid work, time, care, skills, knowledge.
- Aim is to shift attitudes and actions to ensure equal access to and control over resources and benefits of development.



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More about gender equality

- Women and men should not face barriers to learn, work, or participate in decision-making, simply because of their sex.
- Women and men should have same opportunities to access employment, resources, knowledge, and information and services.
- Women and men should be in a position to make choices about their work and welfare, have equal opportunities to make and influence decisions about themselves, their families and communities.



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Empowerment

- Gradual process of acquiring individual and collective capacities (self-determination, ability to make choices and informed decisions).
- Capacities allow people to enter the socio-political arena and to access and control resources and power.
- Empowerment opens up the possibility of taking decisions.



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Empowerment: Reallocating Resources and Sharing Resources

- Empowerment, both individual and collective, generates resistance.
- Results in a reallocation and sharing of resources and decisions
- Shakes up power relations among individuals and among groups and some may fear a loss of their own authority or control.



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Gender and Culture

- Culture is not fixed, something that stays the same year after year, for decades on end. It is continually changing in response to internal and external factors.
- All cultural changes do not come from outside. Some changes are due to internal factors within the country or community and some are due to external influences.
- As culture changes so do gender relations.



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Resistance to change

- Sometimes there are very different views about what elements of culture need to change and why.
- Some people promote changes in culture while others resist.
- Why do some people resist changes towards greater gender equality?



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Gender and Climate Change

- Women and men do not experience climate change in the same way.
- Livelihoods of both women and men may be particularly dependent on climate-sensitive sectors, such as subsistence agriculture, water collection or coastal resources.
- Gender inequalities in the distribution of assets and opportunities mean women may be particularly constrained in the face of climate change.
- Women and girls often responsible for most of the unpaid care tasks around the household - their lives are directly affected by the changes brought about by climate change.



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Examples of potential impacts of climate change on women and men

- Women may have to walk further, work harder to find increasingly scarce food, fuel and water
- Women may need to spend more time caring for family members who fall ill as a result of health risks linked to climate change
- Men may experience anxiety and stress when their livelihoods are affected as a result of climate change and they are no longer able to fulfill their roles as providers



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