



# Gender Mainstreaming Among Environment Ministries

Government Survey 2006

# Gender Mainstreaming Among Environment Ministries

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## Executive Summary and Recommendations

In 2006, based on the UNEP GC decision 23/11 (2005) on gender equality in the field of environment, UNEP developed a Survey on Gender Mainstreaming in Environmental Policies and Programs, targeted at ministries responsible for the environment worldwide. The objectives of the survey were to (a) examine and analyze the current status of governmental practices related to gender and environment, and (b) collect examples of government methods of work that are conducive to women's participation in environmental decision-making.

The survey focused on several areas: policy level, organizational issues, resource allocation, expertise and capacity, implementation and methodology, monitoring and evaluation, and enhancement of women's leadership in environment. As of the end of 2006, 27 environmental ministries, departments and agencies have replied to the survey. The format of their replies ranges from letters to extensive reporting and data. This document provides an analysis of the responses to the surveys, as well as conclusions and recommendations. The report relies solely on the information provided by governments through the surveys.

### Outcomes

Overall, there is a wide range of experiences on gender mainstreaming among environment ministries. Some countries are more advanced in certain areas and could serve as role models, while other countries are just beginning to tackle this topic and intend to build capacity and expertise.

### **Policy level**

A gender policy outlines the main policy lines on gender and strategic implications for the organization. It offers a framework for the enhancement of gender equality in the work of the organization. Of the 27 replying countries, ten have adopted a specific gender policy in the environmental sector. In a couple of cases, an overall diversity strategy serves as a broader guide. The vast majority of governments reported that governmental gender equality laws and policies are being applied in the environmental sector. Main obstacles to developing and adopting gender policies in the environmental sector include: unavailability of financial resources or higher budget priorities; lack of awareness on the topic of gender and environment; lack of understanding and clarity about the relevance of gender to environmental work; lack of institutional capacity and expertise on the topic of gender and environment; limited gender-related institutional structures; and limited women's participation.

- Governments should make their gender policies in the environmental sector more explicit.
- UNEP should support governments in developing and sharing gender policies in the environmental sector.

Also in the realm of policy, governments are implementing gender commitments from major multilateral environmental agreements in varied ways. Some countries focus in this respect on biodiversity, desertification, POPs and other chemicals, or climate change. In this respect the need for proper participation of civil society was underlined as well. There is a need for technical and financial support in these

specific MEA-related areas. Lessons learned from pilot projects could be helpful as well.

- Governments should implement the gender-specific commitments of MEAs.
- UNEP and MEA Secretariats should make the gender-related aspects of the conventions and agreements explicit, and should support exchange of expertise and experiences in these areas.

### **Organizational issues**

Internal gender policies in the environmental sector, which have been created in ten reporting countries, enhance gender equity and equality at organizational level. In some instances national gender equality legislation and action plans, including diversity policies and other alternative strategies, inspire measures in the environmental sector. Making these internal gender policies more explicit and well-known, can contribute to the enhancement of gender parity and strengthen favorable working-conditions and organizational culture in the institution.

- Environmental ministries, departments and agencies should make their internal gender policies more explicit and share this information with their own staff.

Responsibility for gender issues varies greatly, ranging from senior management to technical units and departments, to all civil servants. Commitment and accountability at highest level is a prerequisite, but also technical units and experts are needed to effectively mainstream gender in the department. Gender mainstreaming should become everybody's responsibility.

- Governments should make tasks and responsibilities for gender mainstreaming in the environmental sector explicit.
- Governments should ensure commitment at highest level.

Gender focal points are persons or units that act as catalyser for implementing an organization's gender policy and strategies. Although the responsibility for enhancing gender equality lays with every person in an organization (dual strategy), the gender focal point shares expertise and has a stimulating and monitoring role in that respect. Gender focal points can play an instrumental role in promoting gender equality. 14 replying countries have appointed gender focal points.

- Governments should appoint gender focal points in their environmental ministries and departments. These persons should be well resourced and positioned, with adequate support in the organization from management and staff.
- UNEP should support the capacity building of gender focal points in environmental ministries, particularly in developing countries and countries in transition, and promote exchange of experiences amongst them.

Although the statistics on gender balance in environmental ministries and departments vary greatly across countries, the numbers generally confirm a widespread trend of women being overrepresented at lower levels and under represented at higher levels. Of the total staff of 17 environmental ministries, on

average 41% are female. At management level in 16 ministries, excluding the ministers themselves, 27% are female.

- Governments should promote gender parity in their environmental departments at all levels. Particular emphasis is needed for engaging women in management functions.
- There is a need for gender disaggregated data, monitoring and reporting on the gender balance in the organization. In this context also other aspects of diversity, (including age, ethnicity) should be integrated.
- UNEP should conduct a study on the working conditions that promote or prevent women to gain senior (management) positions in the environmental sector.

Cooperation with counterpart ministries or departments charged with gender equality and women's affairs, can be helpful in enhancing gender equality in the environmental sector. 23 environmental ministries or departments in the survey engage with such counterparts.

- Governments should promote coherence between the social and environmental sector in their government, and promote cooperation between the gender equality unit and the environmental department, e.g. through mutual contacts and dialogues.
- UNEP should invite sister UN agencies, professionals and policy makers active in the field of gender equality for a discussion on gender and environment. In this context also cooperation with the CEDAW<sup>1</sup> Committee should be enhanced.

### **Resource Allocation**

The allocation of financial and other resources the goal of gender equality is an indicator of the commitment to that course. Only six countries report in the survey developments in securing a budget specifically on the topic of gender and environment, while 16 countries have not secured such resources.

- Governments should allocate adequate financial resources to enhance gender equality in their environmental work.

Gender (responsive) budgeting is a methodology that analyses the impact of actual government expenditure and revenue on women and girls as compared to men and boys. It helps governments decide how policies need to be adjusted, and where resources need to be reallocated to address poverty and gender inequalities. In the survey seven countries report that they have specific experiences related to gender budgeting, and 16 countries do not have such experience.

- UNEP should support capacity building on gender budgeting in environmental ministries and departments.

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<sup>1</sup> Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). UNEP has developed a project to enhance mutual cooperation, that should be funded.

## **Expertise and capacity**

A prerequisite for gender mainstreaming in environment is the existence of expertise and capacity in the field of gender and environment. In 14 reporting countries such expertise is present, with seven countries having gender expertise to offer in specific environmental sectors. In a few countries expertise is leveraged through cooperation with other governmental departments, and others cooperate with external experts or women's organizations. In 15 of the 27 reporting countries, environment ministries or departments have conducted trainings on gender and environment, and four of those have conducted sector-specific trainings. Four environment ministries or departments rely on other ministries, agencies or universities of gender expertise in environment. Lack of financial and substantive capacity is an obstacle for strengthening internal capacity. Research on gender and environment that strengthens the knowledge base in this area, has been conducted in seven countries.

- UNEP – in cooperation with IUCN - should develop a roster of training modules on gender in the environmental sector, and should support governments in building up governmental capacity in the area of gender and environment.
- UNEP – in cooperation with IUCN – should develop a roster of experts in the field of gender and environment, as well as a data base on research conducted in this area.
- The UNEP project 'Legacy of Knowledge: case studies on gender and environment', should be funded and implemented, as well as other research in this area.

## **Implementation and methodology**

Gender mainstreaming needs a process of implementation in which specific methodologies are applied that give visibility to and enhance gender equality. 18 reporting countries have taken steps to mainstream gender consistently in environmental processes and practices and one country mentions that it takes ad hoc steps as needed. 14 countries utilize gender analysis, a gender audit, or other gender assessment tools in environmental policies and programs, and seven countries do not use any specific tools. In order to measure performance in the area of gender equality, gender indicators in the environmental sector can be powerful tools. Only two countries are using gender indicators in the environmental sector, while seven countries are currently developing this capacity.

- Governments need to enhance gender equality through a coherent strategy of gender mainstreaming in environment. In this process the use of gender analysis, gender assessment tools and gender indicators should be promoted.
- UNEP should support the development and use of gender analysis, gender assessment tools and gender indicators amongst environment ministries and departments.

## **Monitoring and evaluation**

Monitoring and evaluation are powerful tools to assess gender equality in environmental work. Of the 27 countries participating in the survey, there are ten countries engaged in specific monitoring and evaluation of environmental policies and processes from a gender perspective, and 12 countries that do not conduct such evaluations. Gender-specific data are essential for giving visibility to the level and

content of gender equality. One country reports that it has developed an adequate system of sex-disaggregation of the national monitoring system, and six countries have information available on sex-disaggregated environmental data; 12 countries do not have such data available yet. Reporting on gender issues in the environmental sector happens on a regular or occasional basis in 11 countries, and will soon be initiated in three countries.

- Governments should promote monitoring and evaluation from a gender perspective in the environmental sector, the collection of sex-disaggregated data, and should report on a regular basis on their progress in gender mainstreaming in the environmental sector.
- UNEP should support the use of gender-specific data and monitoring, evaluation and reporting systems.

### **Women's leadership in environment**

The empowerment of women and the enhancement of women's leadership in the environmental sector are important objectives of the UNEP GC decision 23/11 (2005). Since 1995 women's leadership in the environmental sector has increased in seven of the reporting countries, remained the same in two countries, and followed mixed trends in four countries. Women are involved in a range of activities sponsored by civil society organizations and governments. Two countries have specific documentation on success stories of women's participation in environmental decision-making. In seven other countries success stories are collected through an award or competition or through other initiatives of women's organizations and the government. Five countries report women's active participation in environmental education and training, while they are absent in one country and equal to men's participation in another country. In 13 other countries, limited data or specifics were provided. In many countries women's organizations and environmental organizations play an important role in promoting women's participation in environment. The greatest obstacles to women's participation in environment include social restrictions, time availability, illiteracy and lack of awareness, as well as limited (access to) resources.

- Governments should ensure the participation of women at all levels in their environmental work and decision-making. Cooperation with and support of civil society groups (women's and environmental organizations) active in the field of gender and environment, promotes women's leadership in this area.
- UNEP should enhance women's leadership in environmental decision-making through cooperation with women's organizations, and the implementation of the UNEP project on mentoring young women leaders in environment.

### **Conclusions**

The successful mainstreaming of gender contributes to the efficiency and quality of environmental work and to gender equality in society. Gender mainstreaming requires institutional capacity in all of the areas detailed in this report. Institutions must have the knowledge base, staff expertise, political commitment, resources, capacity, institutional structure, monitoring system, and external partners to incorporate gender into all aspects of environmental work. A few countries question the relevance of the gender-specific approach in the environmental sector, while others excel in specific areas and can be considered as role models. Overall, the

areas in greatest need of attention, or the 'first tier' requiring action related to gender mainstreaming in environment ministries, include organizational commitment, resources, gender expertise and capacity, and women's equal participation. The second tier for action includes tools for gender mainstreaming, gender indicators and systems for monitoring, evaluation, and reporting. The third tier for action, where the majority of governments in this group have excelled at some level, involves gender policies, and organizational structures including gender focal points, and external contacts. UNEP should play a proactive role in supporting and stimulating these mainstreaming efforts at all levels.

## Introduction

In February 2005, the 23<sup>rd</sup> session of the UNEP Governing Council/Global Ministerial Environment Forum adopted decision 23/11 on gender equality in the field of the environment. The Governing Council agreed to enhance women's equal participation in environmental decision-making, encourage gender mainstreaming in environmental policies and programmes, assess the effects of environmental policies on women, and integrate further gender equality and environmental considerations into the work of environmental ministries, UNEP and other United Nations agencies. Based on this decision, in 2006 UNEP developed a Survey on Gender Mainstreaming in Environmental Policies and Programmes, targeted at ministries responsible for the environment worldwide.

The objectives of the survey were to: (a) Examine and analyse the current status of governmental practices related to gender and environment and (b) Collect examples of government methods of work that are conducive to women's participation in environmental decision-making.

The Survey focused on seven areas:

- I. Policy level
- II. Organizational issues
- III. Resource allocation
- IV. Expertise and capacity
- V. Implementation and methodology
- VI. Monitoring and evaluation
- VII. Enhancement of women's leadership in environment

As of December 31, 2006, 27 environmental ministries, departments or agencies have replied to the survey. The format of their replies ranges from letters to extensive reporting and data (see Annex 2 for the list of countries that replied).

The present document provides an analysis of the responses to each question, clustered into the seven thematic areas mentioned above, as well as general conclusions. In summary, three broad areas, or 'tiers for action' emerged from the results of the analysis, each with different levels of urgency. The areas in greatest need of attention, or the 'first tier' requiring action related to gender mainstreaming among environment ministries, includes resources, gender indicators, and women's equal participation. The second tier for action, where governments have performed moderately overall, includes expertise and capacity, tools for gender mainstreaming, and systems for monitoring, evaluation, and reporting. The third tier for action, where the majority of governments in this group have excelled at some level, include gender policies, organizational structures such as gender focal points, and mainstreaming initiatives.

Although the researchers and authors possess additional information about several of the countries, this report relies solely on the information made available by governments through the Surveys.

## I. Policy Level

### Gender policies and strategies in the environmental sector <sup>2</sup>

#### *Gender policies in the environmental sector*

A total of 10 countries, including the Philippines, Sweden, Czech Republic, Germany, Luxembourg, Ethiopia, El Salvador, Mexico, Guatemala and Nicaragua, have adopted a specific policy on gender equality in the environmental sector. The Philippines and Ethiopia identified gender as a cross-cutting issue in general environmental policies as well as specific environmental policies such as sustainable agriculture, forest and biodiversity management, pollution, solid wastes, and women's participation in technical commissions. Apart from an overall gender mainstreaming strategy that was applied in their environmental sectors, Sweden, the Czech Republic, Luxembourg, El Salvador, Nicaragua, and Mexico adopted specific action plans for gender mainstreaming in the environment or sustainable development ministries. The Ministry of Environment in Germany undertook a Gender Impact Assessment in order to identify the relevance of gender to its environmental policies. Luxembourg's 2006-2008 national action plan is based on the twelve themes of the Beijing Platform for Action and specific actions have been identified on gender and environment, including integrating the gender dimension in the national sustainability plan and analyses, reorientation of the investment policy of the Environmental Protection Fund, analysis of the potentials of the flexible mechanisms of the Kyoto Protocol to empower women in developing countries, analysis of public transport from a gender perspective, and reorganization of the Administration of Water and Forests. Mexico created the Program on Gender Equity, Environment and Sustainability 2001-2006, the objectives of which are to enable the ministry's staff to enhance gender equity, increase resources for women, promote methodologies that enhance women's equal access to its services, and support women's groups. El Salvador, as with other Central American countries and Mexico, stated that it recognizes that gender equality and equity are fundamental aspects of human rights and social justice and are a prerequisite for sustainable development and conservation of resources.

A few countries, such as Vietnam, report on the adoption of a pro-active strategy on gender that thereby enhances gender equality in the environmental area.

#### *Gender equality policies applied in the environmental sector*

Other countries, such as Thailand, Japan, Syria, the Kyrgyz Republic, Estonia, Belgium, Spain, and Cuba, report that the country's overall gender equality policies are explicitly applicable and applied in the environmental field (see question #3 below). These policies have been enhanced by gender-specific measures in the environmental field. The Thai constitution endorses equal rights for men and women, rights that are followed by the environmental ministry. Syria's Five Year Plans during 2001-2010 emphasize the importance of women's participation in environmental

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<sup>2</sup> Survey question #1; Total replies: 25; No reply: France, Slovak Republic

issues and protection. Spain recently approved a draft bill of the Fundamental Law on Gender Equality, which is expected to come into force in January 2007 and impact all governmental policies. In Mali, since participation of all stakeholders, including women's organizations, is supported, women have participated actively in environmental activities since 2003. Cuba's environmental law, which has been in effect since 1997, enhances the participation of all citizens in environmental actions, including women. Australia reports that because gender analysis and mainstreaming are embedded within its government policies, all departments are encouraged to ensure that gender issues are considered throughout the policy process.

#### *Other ways*

Several countries, including Congo-Brazzaville, Mali, and Canada, have not developed any gender-specific environmental policies. Although without a specific policy, the Ghana environment ministry has a strategy with a range of gender-specific activities.

The Netherlands Ministry of Environment focuses specifically on all forms of diversity - including social, cultural, educational, ethnical background, and gender diversity - and gender equality is considered as part of diversity policies that have been adopted at the intra-organizational, representative, and policy levels. Such an approach is also followed in Belgium.

#### *Development policies*

Canada, the Netherlands, Luxemburg and Spain report that gender equality is promoted through development cooperation, as part of environmental projects and programmes in several recipient countries. Gender is integrated into the priority development cooperation areas of water and sanitation in the Netherlands and Luxemburg. Spanish development cooperation contributes explicitly to gender equality, sustainable development, and peace through the Spanish International Cooperation Plan 2005-2008. The Canadian International Development Agency (CIDA) promotes development that allows for greater gender equality and women's equal participation as decision-makers in sustainable development. CIDA's Framework for the Assessment of Gender Equality Results outlines that multilateral partners are expected to report on how their work supports greater equality between women and men.

### **National gender laws and policies applied in the environmental sector <sup>3</sup>**

#### *National gender equality laws*

Most countries, 25 out of 27, report that governmental gender equality laws and policies, including the Constitution as indicated by Thailand, Syria, Mali, are being applied in the environmental sector. These are:

- Equal-opportunity legal framework in Australia;
- Anti-Sexual Harassment Act and Anti-Violence against Women and Children Act in the Philippines;
- Proposed Law on Gender Equality in Vietnam;

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<sup>3</sup> Survey question #3; Total replies: 26; No reply: Estonia

- Law on Gender Equality in Society in Japan;
- Basic State Guarantees for Gender Equality law in the Kyrgyz Republic;
- Equal Opportunities Act and the Ordinance on Official Statistics (which states that statistics related to individuals should be gender-disaggregated) in Sweden;
- Charter for Fundamental Rights and Freedoms and other social, labour and criminal laws and Government resolution on gender equality in the Czech Republic;
- National legislation on gender equality in Slovakia;
- Gender Equality Act and the Federal Act on Appointment to Bodies in Germany;
- Long-range Policy Plan on Emancipation and general policy to promote gender mainstreaming in all ministries in the Netherlands;
- National legislation to enhance women's participation and gender equality in Belgium;
- National action plan on the Beijing PfA themes 2006-2008 in Luxemburg;
- Policy for Gender Parity in France;
- Law on Gender Equality and Equal Opportunity Plan in Spain;
- National Policy of Women and the National Action Plan of the Ministry of Women's Affairs in Ethiopia;
- Gender Policy that is part of the Poverty Reduction Strategy II Document (GPRS II) in Ghana;
- Federal Plan for Gender Equality and the Women's Health Strategy in Canada;
- National Policy of Guatemalan Women and Gender Equity Plan in Guatemala
- National Women's Policy, the Federal Law for the Prevention and Elimination of Discrimination as well as the National Program of Equal Opportunities and non-Discrimination against Women in Mexico;
- National Gender Equity Program in Nicaragua;
- Social justice policy in Cuba; and
- Gender equality policies in the agricultural, energy, and mining sectors, which also apply to environmental areas, in Mali.

Congo-Brazzaville does not have legislation or national policies on gender equality that are applied in the environmental sector.

A gender policy outlines the main policy lines on gender and strategic implications for the organization. It offers a framework for the enhancement of gender equality in the work of the organization. Of the 27 replying countries, ten have adopted a specific gender policy in the environmental sector. In a couple of cases, an overall diversity strategy serves as a broader guide. The vast majority of governments reported that governmental gender equality laws and policies are being applied in the environmental sector. Main obstacles to developing and adopting gender policies in the environmental sector include: unavailability of financial resources or higher budget priorities; lack of awareness on the topic of gender and environment; lack of understanding and clarity about the relevance of gender to environmental work; lack of institutional capacity and expertise on the topic of gender and environment; limited gender-related institutional structures; and limited women's participation.

- Governments should make their gender policies in the environmental sector more explicit.
- UNEP should support governments in developing and sharing gender policies in the environmental sector.

## Implementation of gender commitments in major global environmental conventions <sup>4</sup>

### *Implementing gender commitments MEAs*

Some countries, such as Slovakia, the Czech Republic, Ghana and Mali, report that they recognize and are implementing gender commitments from various environmental conventions. Without providing specifics, Kyrgyz Republic reports that women play an active role in the implementation of the conventions, and Mali and Cuba acknowledged the importance of gender parity in the implementation of the Multilateral Environmental Agreements (MEAs). As gender issues are often not recognized as being relevant to implementing the conventions, Ethiopia needs technical and financial support to include gender in MEA implementation. In Spain, gender issues might be of lesser or greater relevance due to the technically oriented nature of the MEAs. Belgium reports that gender is a cross-cutting issue in environmental projects that are supported through development cooperation.

Congo-Brazzaville reports that there is no specific policy or means available for gender-specific implementation of the MEAs.

### *Convention on Biodiversity (CBD)*

Several countries, including Thailand, the Philippines, Vietnam and Cuba, are implementing projects that contribute to the implementation of the Convention on Biodiversity (CBD), in which specific attention is paid to gender roles. In Germany, the development and implementation of the National Strategy on Biodiversity included a gender perspective from an early stage, and the Ministry of Environment published *Women's Views 2004: a reading calendar on biological diversity*. Canada supports the involvement of indigenous women in efforts to meet commitments under the CBD and in the activities of circumpolar regions. Nicaragua's National Biodiversity Strategy aims to generate participatory processes that include gender equity and first draft of the Biosafety law contains gender and social equity principles.

### *Convention on Combating Desertification (UNCCD)*

Ethiopia developed *Strategies for Mainstreaming Gender into the National Action Plan in Combating Desertification* in order to catalyze the gender mainstreaming in national desertification efforts. In Ghana, women's groups were actively participating, although not leading, implementation projects under the Desertification convention. In Nicaragua, women's participation is highlighted in a project on *Sustainable Land Management in Degraded Areas Prone to Drought (2006-2010)*. The Mexican environment ministry worked with IUCN, UNCCD, UNDP and HIVOS to train national NGOs that work in arid zones to incorporate gender equity in natural resources

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<sup>4</sup> Survey Question #2; Total replies: 19; No reply: Australia, Japan, Syria, Estonia, Sweden, France, El Salvador, Mexico

management. In Cuba, women's participation makes up 56% of the National Group to Combat Desertification and Drought.

#### *Chemicals conventions*

Efforts to implement the Stockholm Convention on Persistent Organic Pollutants (POPs) have included a gender dimension. In the Philippines, seminars on POPs were primarily aimed at women given their vulnerability to these substances. Thailand's Pollution Control Department prioritised gender equality and the needs of women, children and other disadvantaged groups through programs, awareness-raising, workshops, and trainings. In Vietnam, a training course on toxic chemicals and contamination is conducted especially for women farmers. In Ghana, the POPs National Implementation Plan includes gender issues under the umbrella of awareness-raising. Canada's Women's Health Strategy will accelerate screening and assessment of new and existing substances, improve management and control of toxic substances, and track progress. In the Czech Republic and Luxemburg, gender commitments related to the MEAs are implemented through national health laws.

#### *Framework Convention Climate Change*

Under the Kyoto Protocol, Luxemburg developed an action plan to reduce CO<sub>2</sub> emissions that builds on the national action plan for gender equality, including flexible mechanisms, empowerment of women in developing countries related to energy access and preventing indoor air pollution, and prevention of natural disasters. Ghana developed the study *Women's Vulnerability to Climate Change* under the Climate Change convention (UNFCCC) and produced a separate study *Participatory Methodological Framework for Identifying Social, Economic and Policy Drivers of Land Use, Land Use Change and Adaptation to Climate Change*. Thailand's Strategic Plan to tackle Climate Change does not include specific gender policies because gender issues have not presented obstacles to participation and decision-making among the various stakeholders.

#### *Participation*

The Netherlands developed the 'Policy with Citizens' program to mobilize public participation, including that of women and women's organizations, and involve the public in national environmental policymaking on waste management, environmental quality issues, biodiversity, and overall environmental issues.

Also in the realm of policy, governments are implementing gender commitments from major multilateral environmental agreements in varied ways. Some countries focus in this respect on biodiversity, desertification, POPs and other chemicals, or climate change. In this respect the need for proper participation of civil society was underlined as well. There is a need for technical and financial support in these specific MEA-related areas. Lessons learned from pilot projects could be helpful as well.

- Governments should implement the gender-specific commitments of MEAs.
- UNEP and MEA Secretariats should make the gender-related aspects of the conventions and agreements explicit, and should support exchange of expertise and experiences in these areas.

## II. Organizational Issues

### Internal Gender Policy <sup>5</sup>

#### *Internal gender policies*

Ten countries have developed specific internal gender policies. Thailand's environment ministry established policies to encourage gender equality beginning in 2005 and the Pollution Control Department established a gender equality committee. In the Philippines, the environment ministry's Guidelines for the Implementation of Gender and Development Activities integrates gender concerns throughout the institution. Syria's environment ministry has an action plan on institutional capacity building for women and the Czech Republic has an action plan focusing on equality in decision-making. Sweden's environment ministry developed a plan for gender equality in line with national gender mainstreaming policies. Since 1991, Mali's internal gender policy has stimulated numerous measures on women's rights at the institutional level, in collaboration with the Ministry of the Promotion of Women, Children and Households and a strong women's civil society movement. Guatemala has the Gender Equity in Environmental Management Act and a related Action Plan for 2003-2006. El Salvador's environment ministry has a Gender and Environmental Management policy. In Mexico, the Social Participation and Transparency Coordination Unit created the Program on Gender Equity, Environment and Sustainability (2001-2006) that includes institutional objectives. Nicaragua has the Institutional Gender Policy (1999) and the related Gender Strategy and Plan of Action (2000).

#### *National legislation and action plans*

In five countries, internal gender policies are primarily guided by national legislation and action plans. This includes the National Action Plan on the Achievement of Gender Equality 2002-2006 in Kyrgyz Republic, national laws and regulation on gender parity in France, the Law on Gender Equality in Spain, the national Employment Equity Act (workplace policies) in Canada, and the National Plan of Action to implement the CEDAW (Convention on Elimination of All Forms of Discrimination Against Women) and the Beijing Platform for Action (enhancing women's participation) in Cuba.

#### *Other strategic steps*

Other strategic steps have been taken by four countries. In Vietnam, the environment ministry's Committee on the Advancement of Women advances the role of women in the ministry. In the Netherlands and Belgium, the internal policy to enhance diversity is relevant from a gender perspective. In Luxemburg, the ministry does not limit its gender equality efforts to specific measures in favour of women, but instead mobilizes actions and policies from a broader gender perspective.

Five countries, including Japan, Slovakia, Ghana, Congo-Brazzaville, and Ethiopia, do not have a specific internal gender policy.

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<sup>5</sup> Survey question #4; Total replies: 24; No reply: Australia, Estonia, Germany

Internal gender policies in the environmental sector, which have been created in ten reporting countries, enhance gender equity and equality at organizational level. In some instances national gender equality legislation and action plans, including diversity policies and other alternative strategies, inspire measures in the environmental sector. Making these internal gender policies more explicit and well-known, can contribute to the enhancement of gender parity and strengthen favorable working-conditions and organizational culture in the institution.

- Environmental ministries, departments and agencies should make their internal gender policies more explicit and share this information with their own staff.

### Responsibility for organizational performance on gender issues<sup>6</sup>

The placement of responsibility for organizational performance on gender issues ranges from the ministerial level to departments to specific individuals. In some cases, an organizational structure such an agency, ministry, or department is responsible. Departmental responsibility can rest with Employment and Human Resources, technical councils or units, or individual gender focal points. In other cases, the senior management of environment ministries, including the Minister or Directors, hold this responsibility. A few countries hold a single manager responsible overall, but also expect civil servants to play a part as well.

Country	Responsibility for organizational performance on gender issues
Thailand	Deputy Director General in department; Deputy Permanent Secretary nationally
Japan	Managing Director of Environmental Policy Bureau
Sweden	Minister of Environment; Middle management level staff person; All civil servants
Slovakia	Office of Personnel
Germany	Heads of Directorates; each organizational unit
Netherlands	Director-General for Environmental Protection
Belgium	Highest hierarchical level
Luxemburg	Environment Minister
Spain	General Sub-Direction of Human Resources in the environment ministry
Ethiopia	Environment Protection Authority
Ghana	Senior Manager
Cuba	Ministry of Science, Technology and Environment in cooperation with Federation of Cuban Women
Nicaragua	Senior Management of the Ministry (Minister, Vice-minister, Secretary General), and under that the Environmental Education and Gender Office of the Policy and Strategies Division.
Guatemala	Gender Unit, part of the Direction of Training, Coordination and Social Participation
Mexico	Unit responsible for the coordination of the Program on Gender Equity,

<sup>6</sup> Survey Question #5b; Total replies: 18; No reply: Australia, Vietnam, Syria, Estonia, Czech Republic, France, Congo-Brazzaville, Canada, El Salvador

	Environment and Sustainability 2001-2006
Philippines	Gender and Development Executive Committee in department; Gender and Development Focal Point nationally
Kyrgyz Republic	National Council on Questions of Women, Family and Gender Development, under the President
Mali	Technical Council in environment ministry

Responsibility for gender issues varies greatly, ranging from senior management to technical units and departments, to all civil servants. Commitment and accountability at highest level is a prerequisite, but also technical units and experts are needed to effectively mainstream gender in the department. Gender mainstreaming should become everybody's responsibility.

- Governments should make tasks and responsibilities for gender mainstreaming in the environmental sector explicit.
- Governments should ensure commitment at highest level.

## **Gender focal points, gender units and specialists<sup>7</sup>**

### *The position*

Overall, gender focal points or gender units consist of one or more persons with specific expertise in the area of gender mainstreaming in environment. Their main responsibilities include supporting the implementation of ministerial gender policies, enhancing women's participation, and promoting gender equality and parity in the environmental sector through the development of plans, projects, monitoring and evaluation, dissemination of information, and training.

### *Active in Environmental Ministries*

Gender focal points or similar structures are active in fourteen countries. Thailand's Office of the Permanent Secretary in the environment ministry established a gender coordinating unit in 2005. In the Philippines, a National Gender and Development Focal Point, headed by the executive assistant or the highest ranking female official, provides support to the National Gender and Development Executive Committee of the environment ministry. In Syria, a gender focal point operates between the General Commission for Environmental Affairs and the Women's Union. The Swedish ministry appointed gender equality coordinators that also take part in the inter-ministerial working group for gender mainstreaming. In the Czech Republic, the ministry appointed a gender focal point at expert level in 2001 to provide training to deputy ministers, directors and new employees. Luxemburg established an expert unit on gender in 2005 that works internally and cooperates with external gender units, and also established an Inter-Ministerial Committee on Gender as a platform of interaction between ministries and their gender units. In Spain, the new Law on Gender Equality will require the creation of Equality Units in all ministries. In Ethiopia, the Women Affairs Department was established under the Environmental Protection Authority in 1999. Ghana's Environment Agency has had a gender focal point since 1999. Mali appointed a Technical Committee on Gender Equality and

<sup>7</sup> Survey Question #5a; Total replies: 22; No reply: Australia, Japan, Kyrgyz Republic, France, El Salvador

Parity in its ministry and four gender focal points have been established in different directorates of the ministry since 2004. In Guatemala, the Gender and Youth Unit is responsible for gender mainstreaming in the environmental ministry. In Mexico's environment ministry, the Gender Equity Subdivision coordinates the Program on Gender Equity, Environment and Sustainability, gender associates were appointed for different environmental divisions and trained in gender and environment concepts and methodologies, and the Technical Committee of Gender Associates meets annually. In Nicaragua's environment ministry, a General Planning Division was established to coordinate environmental education and gender equity in the plans and actions of various sectors. In Belgium, the Federal Service for Public Health, Food Security and Environment appointed a functionary and assistant for 'diversity' issues, including gender.

*Gender Focal Points absent*

There are no gender focal points, internal units or specialists in the environment ministries in eight countries, including Vietnam, Estonia, Slovakia, Germany, the Netherlands, Congo Brazzaville, Canada and Cuba. Estonia reports that they do not have gender specialists because gender is not a major concern in the environmental field. German's environment ministry has not established a specialized gender mainstreaming work unit in order to prevent 'ghettoising' of gender mainstreaming, instead making it each unit's responsibility. Cuba's environment ministry works with external gender specialists and institutions.

Gender focal points are persons or units that act as catalyser for implementing an organization's gender policy and strategies. Although the responsibility for enhancing gender equality lays with every person in an organization (dual strategy), the gender focal point shares expertise and has a stimulating and monitoring role in that respect. Gender focal points can play an instrumental role in promoting gender equality. 14 replying countries have appointed gender focal points.

- Governments should appoint gender focal points in their environmental ministries and departments. These persons should be well resourced and positioned, with adequate support in the organization from management and staff.
- UNEP should support the capacity building of gender focal points in environmental ministries, particularly in developing countries and countries in transition, and promote exchange of experiences amongst them.

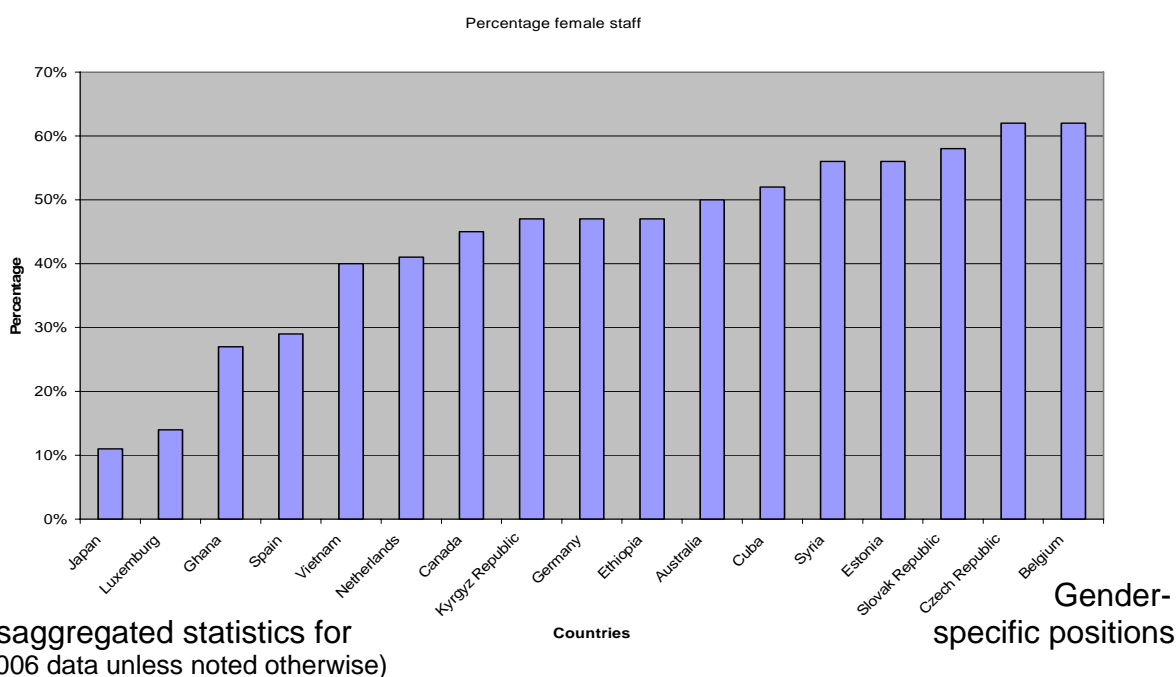
**Gender balance in environmental departments<sup>8</sup>**

Gender-disaggregated statistics for all staff (2006 data unless noted otherwise)

	Staff total	Female staff total	Percentage female staff
Australia <sup>9</sup>			~50%
Japan	1107	123	11%
Vietnam			~40%

<sup>8</sup> Survey Question #6; Total replies: 26; No reply: El Salvador  
<sup>9</sup> Australia: Women made up 54.2% in the Australia Public Service in June 2005.

Syria			56% <sup>10</sup>
Kyrgyz Republic			47%
Estonia <sup>11</sup>			56%
Czech Republic	379	299	62%
Slovak Republic <sup>12</sup>	374	215	58%
Germany <sup>13</sup>			47% (2003: 45.1%)
Netherlands			41%
Belgium <sup>14</sup>	1431	891	62%
Luxemburg			14% (1995: 20.83%)
Spain	9710	2784	29%
Ghana	303	83	27%
Ethiopia <sup>15</sup>	137	65	47%
Canada	6384	2893	45%
Cuba <sup>16</sup>			52%



	Position	Staff total	Female staff total	% female staff
Japan	Management level	205	5	2%
	Vice-Minister; Managing directors	17	1	6%
Philippines	Management level	218 (1987: 185)	35 (1987: 9)	11% (1987: 5%)
Estonia	Senior level			36%

<sup>10</sup> Syria: Some of these women occupy important positions, such as directors, heads, and deputy directors.

<sup>11</sup> Estonia: Reports that based on these data there is no need to establish a gender expert or structure.

<sup>12</sup> Slovak Republic: December 2005 data.

<sup>13</sup> Germany: 2005 data.

<sup>14</sup> Belgium: Dec.2004 data; Different levels A-D were not described.

<sup>15</sup> Ethiopia: There are 3 women in middle management and 6 senior expert women.

<sup>16</sup> Cuba: Women account for 2 environmental vice-ministers, 2 presidents of agencies, 21 women national directors of departments, 4 as provincial representatives and 24% of research centers have women directors.

Sweden <sup>17</sup>	Deputy heads			80%
	Heads divisions			33%
	Directors			38%
Czech Republic	Heads	86	36	42%
	Directors	40	12	30%
	Deputy ministers	4	1	25%
Slovak Republic <sup>18</sup>	Senior Managers	51	21	37%
Germany <sup>19</sup>	Lower service			10% (2003: 11%)
	Mid-level/senior			41% (2003: 40%)
	Senior service			33% (2003: 31%)
Netherlands	Low service			63%
	Medium level			34%
	High/management			23%
Belgium <sup>20</sup>	Management	8	0	0%
	Level A+B	733	377	51%
	Level C+D	690	514	76%
Luxemburg	Lower levels			11% (1995: 23%)
	Medium levels			32% (1995: 26%)
	High levels			19% (1995: 9%)
France <sup>21</sup>	Management/ directors level	153	42	28%
Spain	Middle managers	30	10	33%
	Management	10	2	20%
	Minister	1	1	100%
Congo-Brazzaville	Director general, directors, chefs	13	0	0
	Bureau chiefs	21	5	23%
Ghana	Senior	181	46	25%
	Management	8	0	0
	Board	9	2	22%
Ethiopia	Middle managers	?	3	
	Senior expert	?	6	
Canada	Senior executive <sup>22</sup>	129	43	33%
	Minister	1	1	100%
Nicaragua	Directors	54	22	41%

Thailand mentions that men dominate in the environment ministry, particularly at the executive level, but did not provide specific data. In Mali, data are not available because staff related information is not sex-disaggregated. Guatemala reports that women currently have access to higher levels. In line with its Programme of Institutionalizing Gender Equity in the environment ministry, Mexico is promoting equal opportunities and data will be available at the end of 2006.

### *Trends in participation of women at national level<sup>23</sup>*

The participation of women in environment at national and/or local levels since 1995 has generally **increased** in 7 countries: Japan, Syria, Estonia, Luxemburg, Germany, Australia, and Spain, and since 2002 in Mali when the Ministry was created there.

<sup>17</sup> Sweden: 37% of office directors are women; overall goal is 60-40% in either direction; October 2005 data.

<sup>18</sup> Slovak Republic: December 2005 data.

<sup>19</sup> Germany: 2005 data.

<sup>20</sup> Belgium: Dec.2004 data; Levels A-D were not described.

<sup>21</sup> France: For subdivisions, see Annex 3; Women occupy 14% of director positions in the French government and 27.5% in the environment ministry.

<sup>22</sup> Canada: Senior executives include directors, directors general, and assistant deputy ministers.

<sup>23</sup> The following section is mainly derived from replies to Survey Question 19

Four countries, Slovakia, Kyrgyz Republic, Germany, and Luxemburg, report ***mixed trends*** since 1995. In Slovakia, the percentage of women among ministry staff increased and then decreased during 2003-2005. In the Kyrgyz Republic, women's participation in the environmental arena remained the same at the national level. In Germany, women's overall participation decreased slightly, but increased slightly at management levels. In Luxemburg, women's overall participation increased slightly, but remained low in two departments. In the Czech Republic the participation of women in the environmental sector is growing, and is now more than half of the employees, but not so at the management level.

Sweden and Ethiopia report that women's participation in the environmental arena has ***remained the same***, being "high for a long period of time" in Sweden, and continuing to be negligible in Ethiopia. In the Philippines, a Career Path Study had been planned to determine the socio-economic and cultural profile of women in multiple offices of the Department of Environment and Natural Resources, in order to identify factors and obstacles related to women's ability to move to higher positions and gender-friendly policy reforms, but this study has not been implemented due to budget constraints.

While in-country quantitative data is generally sparse and varied, Sweden, Nicaragua, Czech Republic, Slovakia, Germany, Luxemburg, Vietnam, Australia, and Belgium confirmed actual numbers. Though there is no national survey of women's environmental participation in Sweden, 4 out of 6 ministers responsible for environment have been women, and 6 out of 17 members of the Committee on the Environment and Agriculture are women. The National Committee on Agenda 21 and Habitat and the Swedish Council for Sustainable Development have incorporated equality in 12% of the local Agenda 21 action programs and 58% of participants were women at the last major Agenda 21 conference in 2004. In Czech Republic, women make up 62% of environmental staff, but only 30% of Directors and 42% of Unit Heads. In Slovakia, women formed 33% of the staff of the ministry in 2003, changing to 23% in 2004 and 37% in 2005. At the senior management level in Slovakia, there are 30 men and 21 women. In Germany, women's participation as Directors of the Federal Ministry of Environment has been relatively constant, varying between 16.7% and 14.3%; however no women were represented at this level before 1995. In the management of Divisions, the women's participation increased from 12.9% in 2003 to 16.9% in 2005, and currently 20% of Division directors in the Ministry are women. Women are clearly underrepresented in the top payment categories, even though a slight increase can be observed from 6.7% in 1993 to 9.9% in 2005. In the payment category A16, women's representation grew from 5% to 13.3%, and in the category 15 (direction of division) from 20.9% in 2003 to 24.4% in 2005.

Although the statistics on gender balance in environmental ministries and departments vary greatly across countries, the numbers generally confirm a widespread trend of women being overrepresented at lower levels and underrepresented at higher levels. Of the total staff of 17 environmental ministries, on

average 41% are female. At management level in 16 ministries, excluding the ministers themselves, 27% are female<sup>24</sup>.

- Governments should promote gender parity in their environmental departments at all levels. Particular emphasis is needed for engaging women in management functions.
- There is a need for gender disaggregated data, monitoring and reporting on the gender balance in the organization. In this context also other aspects of diversity, (including age, ethnicity) should be integrated.
- UNEP should conduct a study on the working conditions that promote or prevent women to gain senior (management) positions in the environmental sector.

### Cooperation with the ministry responsible for gender and/or women<sup>25</sup>

The following 21 countries engage in cooperation and coordination with a ministry, national commission, council, institute, or inter-ministerial commission responsible for gender equality and/or women's affairs. In some cases the coordination was with a body that primarily focuses on social affairs. Cooperation and coordination ranges from information exchange to close cooperation and partnership.

Partnering or cooperating entities include:

Australia	Government Office for Women
Thailand	Ministry of Social Development and Human Security
Philippines	National Commission on the Role of Filipino Women National Economic Authority on gender and development Inter-Agency Committee on Gender Statistics
Japan	Council for Gender Equal Society Gender Equality Bureau of the Cabinet Office
Syria	Ministry of Social Affairs and Labour Women's Union
Kyrgyz Republic	National Council on Women, Families and Gender
Sweden	Minister for Gender Equality
Czech Republic	Ministry of Labour and Social Affairs Council for Equal Opportunities for Women and Men
Slovak Republic	Ministry of Labour, Social Affairs and Family
Germany	Ministry for Family Affairs, Senior Citizens, Women and Youth Inter-Ministerial Working Group on Gender Mainstreaming
Netherlands	Ministry of Social and Employment Affairs
Belgium	Institute for Equal Opportunities for Men and Women
Luxemburg	Inter-ministerial Committee on Gender Equality
Spain	Women's Institute and the Commission on Gender Equality
Ethiopia	Ministry of Women's Affairs
Ghana	Women's Affairs Ministry

<sup>24</sup> Countries use diverse definitions of management, including senior executives, management level, directors, deputy heads, etc. Percentage calculations did not include the cases of one female minister (100% female) as that would disturb the general average.

<sup>25</sup> Survey Question #7; Total replies: 24; No reply: Estonia, France, El Salvador

Mali	Ministry for the Promotion of Women Technical Gender Council
Cuba	Federation of Cuban Women Youth Organizations Ministry of Education and Public Health
Guatemala	Council of the Presidential Secretary for Women's Affairs
Mexico	National Women's Institute
Nicaragua	Inter-Institutional Commission on Women and Rural Dev't. Nicaraguan Women's Institute

Vietnam, Congo Brazzaville, and Canada report that they have not yet coordinated with the ministry responsible for gender and/or women.

Cooperation with counterpart ministries or departments charged with gender equality and women's affairs, can be helpful in enhancing gender equality in the environmental sector. 23 environmental ministries or departments in the survey engage with such counterparts.

- Governments should promote coherence between the social and environmental sector in their government, and promote cooperation between the gender equality unit and the environmental department, e.g. through mutual contacts and dialogues.
- UNEP should invite sister UN agencies, professionals and policy makers active in the field of gender equality for a discussion on gender and environment. In this context also cooperation with the CEDAW<sup>26</sup> Committee should be enhanced.

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<sup>26</sup> Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). UNEP has developed a project to enhance mutual cooperation, that should be funded.

### III. Resource Allocation

#### Financial resources allocated for gender-specific approaches in environmental policies<sup>27</sup>

##### *Budget allocation*

Only six countries report specific developments in allocating financial resources for gender-specific approaches. The environment department in the Philippines had allocated 5% of its budget to Gender and Development programs, projects and activities, but the department's overall budget decrease makes that level of funding uncertain. In Syria, the Office for Health and Environment has an allocated budget and is responsible for following environmental issues in the Women's Union. In Cuba, there are resources assigned to the development of research and specific actions to incorporate gender equity. Resources are presently scattered in Mexico, but the environment ministry's goal in 2007 is to dedicate a budgetary line that would consolidate resources to mainstream gender in the ministry and address the needs of the female population. Nicaragua has a budget allocation for gender in the Environment Ministry and the Women's Institute. Spain's environment ministry of provides financial support to women-environment projects in Central America.

##### *No budgets*

No specific budgets were allocated toward gender-specific approaches in the following 16 countries: Thailand, Vietnam, Japan, Kyrgyz Republic, Sweden, Czech Republic, Slovakia, Germany, Netherlands, Luxemburg, Congo, Ethiopia, Ghana, Mali, Canada, and Guatemala.

The allocation of financial and other resources the goal of gender equality is an indicator of the commitment to that course. Only six countries report in the survey developments in securing a budget specifically on the topic of gender and environment, while 16 countries have not secured such resources.

- Governments should allocate adequate financial resources to enhance gender equality in their environmental work.

#### Application of gender budgeting in environmental programmes and processes<sup>28</sup>

Gender budgeting is a relatively new methodology that is not yet widely recognized. Thus in their responses, a few countries do not refer to gender budgeting and others may have misinterpreted the question.

##### *Experiences with gender budgeting*

The following seven countries have specific experiences to report. Australia produces a Women's Budget Kit every year, which outlines initiatives in the annual national budget that significantly impact upon women. In the environment department in the Philippines, the gender and development budget is allocated, disbursed and utilized

<sup>27</sup> Survey Question #8; Total replies: 22; No reply: Australia, Estonia, Belgium, France, El Salvador

<sup>28</sup> Survey Question #9; Total replies: 23; No reply: Estonia, France, Cuba, El Salvador

in accordance with the gender and development work and Financial Plan. This is controlled by the Gender and Development Focal Point chair and regional field offices, and only gender and development related planned and programmes activities are funded out of this budget. In Sweden, the Ministry responsible for gender is applying gender budgeting to the overall government budget. In Germany, the budget does not contain any specific distribution of tasks and roles, but the policies themselves must take gender aspects of financial services into consideration. In Spain, current legislation on gender equality is applicable to the budget of the environment ministry, which provides periodic reports in that respect. In Mexico, resources invested toward women have increased alongside the extension of initiatives involving women, but there are no specific budget lines. In Nicaragua, gender budgeting is applied and subsequently financial resources for gender specific actions are assigned to the environment ministry through national and external budgets.

*No gender budgeting applied*

No gender budgeting has been applied in the following 16 countries: Thailand, Vietnam, Japan, Syria, Kyrgyz Republic, Slovakia, Czech Republic, Netherlands, Belgium<sup>29</sup>, Luxemburg, Congo, Ethiopia, Ghana, Mali, Canada, and Guatemala.

Gender (responsive) budgeting is a methodology that analyses the impact of actual government expenditure and revenue on women and girls as compared to men and boys. It helps governments decide how policies need to be adjusted, and where resources need to be reallocated to address poverty and gender inequalities. In the survey seven countries report that they have specific experiences related to gender budgeting, and 16 countries do not have such experience.

- UNEP should support capacity building on gender budgeting in environmental ministries and departments.

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<sup>29</sup> Under question #13, Belgium reports that under the modified Legal Plan (2006) of the Minister for Equal Opportunities, gender mainstreaming has to be applied by each department, and each departmental general budget plan has to be accompanied by a gender note.

## IV. Expertise and capacity

### Knowledge and expertise in the field of gender and environment <sup>30</sup>

#### *Knowledge base*

Eleven environment ministries report that their employees have a wide range of knowledge and expertise on gender, environment and development. In the Philippines, about 50% of staff have a deep knowledge and understanding of gender and environment, and the National Commission on the Role of Filipino Women cited the environment department as the most gender-sensitive in 1998. In Sweden, civil servants working on gender mainstreaming undergo continual training and thus have acquired general expertise in gender and environment. In Germany, the gender mainstreaming team's project members have developed broad knowledge on gender mainstreaming processes, which has been applied in consultations, communications, training and intranet. Similarly the gender expert units in Luxemburg possess broad knowledge on gender equality. In Spain's environment ministry, specific measures are taken to enhance the gender-specific knowledge, including through selection of personnel, training programs, seminars, a gender section on the ministry's website, and publications (e.g. *The Environment in Spain in 2005*). In Mali's environment ministry, gender expertise exists at the general level and in some specific ministerial structures. Cuba reports that there is a wide range of knowledge on gender and environment. The environment ministries in El Salvador, Guatemala, Mexico, and Nicaragua also report extensive knowledge in the field of gender and sustainable development, gender theory and gender mainstreaming methodologies.

#### *Sector-specific expertise*

Sector-specific expertise is available on the following topics in these countries:

Vietnam	gender and pollution control;
Kyrgyz Republic	gender equality aspects in natural resources management and environmental protection, Convention Biodiversity, and climate change;
Czech Republic	gender aspects of drinking water, natural resources management, biodiversity, sustainable transport, toxic substances, health, mapping and geochemistry;
Cuba	gender aspects of sanitation and water services, biodiversity conservation, the effects of drought, environmental education, and disaster mitigation;
El Salvador	gender considerations in environmental management initiatives;
Guatemala	gender aspects of protected areas, biodiversity, water management;
Nicaragua	gender aspects of protected areas management, coastal marine zones, watershed management, biodiversity conservation, environmental education.

Some ministries report that they gain gender-specific knowledge through close cooperation with external entities, such as in Syria through the Office of Health and

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<sup>30</sup> Survey Question #10; Total replies: 22; No reply: Australia, Belgium, Japan, Slovakia, France

Environment in the Women's Union. In Sweden, the Ministry of Industry and other relevant agencies are consulted for ad hoc advice.

#### *Absence of expertise*

No expertise or limited expertise is available in Estonia, the Netherlands (although knowledge on diversity is rapidly growing), Congo-Brazzaville, and Canada. Ethiopia reports that although there is a Women's Affairs Department in the Environmental Protection Agency, knowledge and expertise in the field of gender and environment is not adequate to mainstream gender in all plans and programs due to a lack of adequate training opportunities. Ghana reports that it has some knowledge and expertise on gender and environment. In Thailand, women participate more than men in the ministry's environment programs and projects, so this assumes some knowledge base. Estonia reports that gender issues do not receive specific attention in environmental policies, and expertise is not explicitly needed except in a few projects supported by foreign donors, so no gender mainstreaming takes place.

### **Gender-environment training<sup>31</sup>**

#### *Gender training*

Gender training, whether general or sector-specific, was reported by 15 countries. Thailand has developed and applied gender-environment training. In the Philippines, a general gender and development training module developed by the ministry of environment is applied in all trainings. In Sweden, all civil servants working on gender mainstreaming are continuously provided with gender training. In the Czech Republic, all deputy ministers, deputy directors, and new employees are frequently trained on gender, including on gender-based violence, reproductive and sexual rights, education, social security, and access to resources. In Germany, internal information campaigns on gender and environment have been conducted since 2002 for all employees, including a workshop on gender impact assessment in the environment ministry. In Mali, gender training has been provided to those responsible for projects and programs and to technical ministries. In Guatemala, workshops were organized to train technical staff on gender methodologies. In El Salvador, the training program *Unveiling Gender in Environmental Management in El Salvador* encourages the application of gender equality and equity perspectives in environmental plans, programs and projects. In Mexico, a total of 1,875 people were trained on gender issues in the period 2001-2005, including 813 men and 1062 women, personnel of the 31 federal delegations, technical staff of the 43 protected areas, and personnel of national commissions. This included topics such as gender and sustainable development, legal and administrative aspects, and methodologies for gender mainstreaming. In addition, the virtual course on *Gender and Environment* was organized for ministry personnel, as part of the trainings certified by the Professional Career Service. Similarly in Nicaragua, there has been widespread gender-environment training for staff at all levels on the incorporation of a gender equity approach for the protection and sustainable use of environmental resources. Some gender awareness training took place in Ethiopia, but not substantial enough to have an impact on the daily work of the environment agency.

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<sup>31</sup> Survey Question #11; Total replies: 24; No reply: Australia, France, Syria

Sector-specific training took place in the Czech Republic on sustainable transport, biodiversity protection, and sustainable energy; in Germany on gender mainstreaming in radiation protection; in Guatemala on gender in protected areas, gender in biodiversity conservation, and gender and water; and in Nicaragua on protected areas management, coastal-marine zones management, watershed management, biodiversity conservation, and environmental education.

#### *Cooperation*

Some ministries participate in the gender trainings of other ministries and agencies, such as the Ministry of Labour, Social Affairs and Family in Slovakia and the National Institute for Public Administration in Luxemburg. The Women's Institute in Spain has supported a range of gender-environment training projects of universities, including seminars on gender and environment and women and sustainable development in 2005.

#### *Absence of training*

No specific gender-environment training is provided in 8 countries, including Japan, Estonia, the Netherlands, Belgium, Luxemburg, Ghana, Congo-Brazzaville, and Canada. In the Kyrgyz Republic, gender training in the environment ministry is planned.

#### *Community-based training*

Community-based gender-environment training was reported by the Philippines on forest management, solid waste management, land rights and ecotourism; Vietnam on pollution control for women working in industrial parks; Mali on leadership training for female engineers; and Cuba on protected areas.

### **Research on gender and environment<sup>32</sup>**

#### *Research*

Seven countries report research efforts on gender and environment. Studies on gender-analysis, socio-economic aspects and gender mainstreaming were conducted in the Philippines, and there are proposals to research the impact of gender sensitive policies and the career path of women in the environment department. Vietnam implemented the ministerial project *Legal and political measures undertaken to promote gender equality in the field of science and technology*. Sweden's environment agency researched and developed a report on the connections between gender and sustainable consumption and production in Sweden and internationally, which was presented at the 14<sup>th</sup> session of the Commission on Sustainable Development in 2006. Spain executed several studies on women's roles and rural areas, including a permanent observatory to study this topic in the cities of Castilla and León. Ghana undertook a study on *Women's Vulnerability to Climate Change*. Cuba implemented several studies on the linkages between gender equity and environment, including best practices for bringing attention to women and environment. Cuba's 2001 study revealed that women spent more time on household chores than men and that access to natural resources like water represents a significant challenge for women. Mexico produced the reports *National and international data and case studies on women's and men's roles in the*

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<sup>32</sup> Survey Question #12; Total replies: 22; No reply: Australia, Estonia, Germany, France, El Salvador

*management and control of resources, including biodiversity, forests and water and the forthcoming Environmental Statistics with a gender equity perspective.* Mexico also developed a model for working with women groups in the sustainable management of resources and a vision on gender and water. Nicaragua conducted research to develop a Gender Strategy for the Mirañor Protected Area and undertook gender studies for the Biological Reserve BOSAWAS and the San Juan watershed.

#### *Research through women's organisations*

The Dutch Ministry of Environment subsidizes the women's organization VeM (Women and Environment) that is investigating gender mainstreaming in environment, and the National Programs on Environment and the 'Agenda for the Future of the Environment' have been analysed from a gender perspective. Although Luxemburg's ministry has not executed any official research in this area, the gender expert units have researched the gender aspects of the topics in their departments.

#### *Absence of research*

No specific research on gender and environment has been commissioned by 12 countries, including Thailand, Japan, Syria, Kyrgyz Republic, Czech Republic, Belgium, Luxemburg, Congo, Ethiopia, Mali, Canada and Guatemala.

A prerequisite for gender mainstreaming in environment is the existence of expertise and capacity in the field of gender and environment. In 14 reporting countries such expertise is present, with seven countries having gender expertise to offer in specific environmental sectors. In a few countries expertise is leveraged through cooperation with other governmental departments, and others cooperate with external experts or women's organizations. In 15 of the 27 reporting countries, environment ministries or departments have conducted trainings on gender and environment, and four of those have conducted sector-specific trainings. Four environment ministries or departments rely on other ministries, agencies or universities of gender expertise in environment. Lack of financial and substantive capacity is an obstacle for strengthening internal capacity. Research on gender and environment that strengthens the knowledge base in this area, has been conducted in seven countries.

- UNEP – in cooperation with IUCN - should develop a roster of training modules on gender in the environmental sector, and should support governments in building up governmental capacity in the area of gender and environment.
- UNEP – in cooperation with IUCN – should develop a roster of experts in the field of gender and environment, as well as a data base on research conducted in this area.
- The UNEP project 'Legacy of Knowledge: case studies on gender and environment', should be funded and implemented, as well as other research in this area.

## V. Implementation and methodology

### Gender mainstreaming in environmental processes and practices<sup>33</sup>

#### *Mainstreaming gender in environment*

Eighteen countries have taken steps to mainstream gender into their environmental work, including several specific strategic approaches. In the Philippines, intensive training and re-training was followed by gender responsive planning, and banner programs on community-based forest management and land administration management were developed to apply gender mainstreaming in the environment sector. The Swedish environment ministry follows the Long Term Plan on Gender Mainstreaming, beginning with a gender analysis of the environmental area and development of goals and indicators. Sweden has initiated gender mainstreaming in statistics in the budget bill and committee directives on gender were communicated. In Germany, a federal legal framework stipulates the principle of gender mainstreaming and a governmental gender mainstreaming strategy was developed. Joint Roles and Procedures require all departments to apply a gender-specific approach to all political, normative and administrative governmental measures. In Belgium, a 2006 legal measure modified a 1996 law that adopted the principle of gender mainstreaming and identified actions such as gender assessment and gender-specific statistics and reporting. The National Gender Equality Action Plan in Luxemburg calls for the environment ministry to mainstream gender in its work through situational analysis, the definition of objectives, specific measures and evaluation procedures. In El Salvador, Mexico, and Nicaragua and Guatemala, gender policies, actions plans, strategies, and programs were developed for the environmental sector. In addition, these countries provided technical advice, trained a team of gender experts, and allocated financial resources for specific activities. In the Czech Republic, socio-economic and environmental impact assessments have been applied to enhance gender mainstreaming.

#### *Participation*

In Syria, the Women's Union and NGOs, the majority of which are women's NGOs, are important players in gender mainstreaming. Thailand reports that the main objective of their gender mainstreaming is to promote participation and allow members of communities, particularly women, to play active roles in environmental issues.

#### *Gender policies and processes*

Gender analysis and gender mainstreaming is embedded within Australian policies and decision-making processes in general, which in turn impacts the environment department. Similarly, Cuba identified gender equity as a cross-cutting issue in its governmental programs, and therefore a gender equity approach is promoted by the environmental structures of the country, as well as through educational systems and the Federation of Cuban Women. Although Spain's environment ministry does not currently have a strategic approach to enhance gender mainstreaming, it is expected

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<sup>33</sup> Survey Question #13; Total replies: 21; No reply: Japan, Estonia, Slovakia, France, Congo-Brazzaville, Guatemala

that the new 2007 Gender Equality Law will create several gender-specific measures. Ethiopia is taking initial steps to integrate a gender approach into national documents by developing guidelines, awareness training, and technical support, although limited expertise and resources only allow for introductory activities. The Kyrgyz Republic tries to ensure equal rights in access to natural resources and a safe environment as part of gender mainstreaming efforts. Mali implements gender mainstreaming through gender training of women and men and women's associations related to tree nursing, waste management, and livelihood improvement. In Vietnam, gender issues are often more effectively integrated in donor-funded projects than in domestic projects.

No gender mainstreaming efforts in environmental processes and practices exist in the Netherlands, Ghana and Canada.

### **Use of gender analysis, gender audit and gender assessment in environmental policies and programmes<sup>34</sup>**

Fourteen countries apply some form of gender analysis, gender audit, or gender assessment in their environmental policies and programmes. Australia encourages all departments to apply gender analysis to their work. In the Philippines, a gender analysis was applied in two national programs on community forestry and land administration, and a gender audit was conducted on the work of gender and development focal points and related funds for the period 2001-2006. The Philippines environment department also conducted an evaluation related to the department's Gender Sensitive Policies 1995-2005. Sweden has started to apply a gender analysis to its environmental policies and to use gender-specific statistics in its budget bill. In the Czech Republic, all policy documents must be assessed from a gender perspective. In the Slovak Republic, the gender equality principle is fully applied and regularly evaluated in the environment ministry. The German Ministry of Environment uses a gender impact assessment in its environmental work, which helps to identify how gender is relevant to policies. The Netherlands reports that gender analysis is undertaken on an ad hoc basis as needed. A gender analysis was used to assess the gender aspects of major national programs on environment, such as the 'Agenda for the Future on the Environment'. In Belgium, gender assessments, gender budgeting, gender-specific statistics, and a gender specific reporting system are required under the newly adapted comprehensive legal framework on the follow-up of Beijing Platform for Action. In Spain, the gender impact of various projects is assessed against the *Guide to elaborate reports on gender impacts* of the Women's Institute. Mali's environment ministry is integrating a gender parity analysis into its policies and programs. Cuba applies a gender equity approach in evaluations of environmental policies and programs, and documents ethnic and gender balance in its various institutions. In El Salvador, the implementation of the Gender Strategy and Plan of Action is the guideline for incorporating a gender-specific approach in the ministry. In Mexico, a consultant is presently evaluating the Program on Gender Equity, Environment and Sustainability, in order to develop lessons learned and follow-up recommendations. Nicaragua conducted a gender appraisal to its agricultural and environmental sectors in 2002.

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<sup>34</sup> Survey Question #14; Total replies: 23; No reply: Syria, Estonia, France, and Guatemala

The Kyrgyz Republic is planning to use instruments of gender analysis, gender audit, and gender assessment in its environmental work.

The use of gender-specific instruments in environmental policies and programs is absent in 7 countries, including Vietnam, Japan, Luxemburg, Ghana, Congo, Ethiopia and Canada.

### **Use of gender-specific indicators in the environmental sector<sup>35</sup>**

#### *Gender-specific indicators*

Two countries report that they are currently using gender-specific indicators in the environmental sector. Mexico's environment ministry uses quantitative indicators, including the number of persons trained on gender and environment, the number of women who benefit from its programs, and the number of actions executed to implement the Program on Gender Equity, Environment and Sustainability. Cuba uses gender-specific indicators in the environment sector that are approved by the National Office of Statistics. In the First Compilation of Environmental Statistics of Cuba, sex-disaggregated data includes the impact of environmental degradation, access to and protection of natural resources, women's participation and inputs in relation to environmental solutions, and the relationship between gender and environmental indicators.

Efforts are underway in seven countries to develop gender-environment indicators. The Philippines environment department identified indicators for its gender-priority programs, but has not formally adopted them yet. The Swedish environment ministry is planning to develop these indicators as needed. Belgium promotes the use of gender specific statistics on differences related to salaries, housing and health. In Mali, collection of gender-differentiated information is underway at the level of the Direction of Administration and Finances in the Environment Ministry. Guatemala's environment ministry is working on the design of gender specific indicators. The special program on diversity mainstreaming in the Netherlands aims to develop standards and indicators for diversity, which will implicitly include gender and apply to the environmental sector. In Spain, sex disaggregated information is available on personnel but not for the data related to the environment ministry's technical activities.

#### *Absence of indicators*

Gender-specific indicators are not applied to the environmental sector in 14 countries, including Thailand, Vietnam, Japan, Syria, Kyrgyz Republic, Czech Republic, Slovakia, Germany, Luxemburg, Ghana, Congo, Ethiopia, Canada and Nicaragua. The environment ministry in the Czech Republic reports that it does not use specific indicators for women because there is a high level of equality in the country.

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<sup>35</sup> Survey Question #15; Total replies: 23; No reply: Australia, Estonia, France, El Salvador

Gender mainstreaming needs a process of implementation in which specific methodologies are applied that give visibility to and enhance gender equality. 18 reporting countries have taken steps to mainstream gender consistently in environmental processes and practices and one country mentions that it takes ad hoc steps as needed. 14 countries utilize gender analysis, a gender audit, or other gender assessment tools in environmental policies and programs, and seven countries do not use any specific tools. In order to measure performance in the area of gender equality, gender indicators in the environmental sector can be powerful tools. Only two countries are using gender indicators in the environmental sector, while seven countries are currently developing this capacity.

- Governments need to enhance gender equality through a coherent strategy of gender mainstreaming in environment. In this process the use of gender analysis, gender assessment tools and gender indicators should be promoted.
- UNEP should support the development and use of gender analysis, gender assessment tools and gender indicators amongst environment ministries and departments.

## VI. Monitoring and Evaluation

### **Monitoring and evaluation of environmental policies and processes from a gender perspective<sup>36</sup>**

#### *Monitoring and evaluation*

Ten countries report specific monitoring and evaluation efforts related to environment policies and processes from a gender perspective. In Sweden, the mainstreaming process is evaluated and followed up annually. According to a governmental resolution in the Czech Republic, all policy documents must be assessed to determine their impact on gender equality. The environment ministry in the Slovak Republic collects statistical data regularly and the Ministry of Labour, Social Affairs and Family, which is responsible for gender issues in all sectors, carries out monitoring and evaluation. Environmental policies and legislation in Germany are assessed by the environment ministry in the context of the 'Gender Mainstreaming Assessment' process. Gender-specific monitoring and evaluation is part of Belgium's comprehensive legal framework that promotes gender mainstreaming. In Luxemburg, an independent external organization was engaged to evaluate the National Action Plan on Gender Equality, which encompasses environmental measures. Some monitoring and evaluation takes place in Ethiopia, and there is potential for the environment authority to extend these efforts. In Cuba, gender monitoring and evaluation of all policies takes place on a regular basis in order to enhance equal opportunities for women and men. In Mali, no gender-specific evaluation takes place, but the overall evaluation of environmental programs examines issues such as gender balance, parity and women's participation. In the Kyrgyz Republic, gender-specific evaluation is in initial stages.

Gender monitoring and evaluation is absent in 12 countries, including Thailand, the Philippines, Vietnam, Japan, Syria, the Netherlands, Ghana, Congo Brazzaville, Canada, Guatemala, Mexico and Nicaragua. In some cases, gender evaluations are executed at a general policy level, but not specific to the environmental sector. Spain reports that although no such efforts are in place to date, gender specific monitoring and evaluation is expected to commence once the new Law on Gender Equality is effective.

### **Sex-disaggregation of national monitoring systems related to environment<sup>37</sup>**

It is unclear whether any country has an adequate system in place to ensure sex-disaggregation in the national monitoring system related to the environment. Cuba seems to be closest to achieving such a system. After a study revealed the importance of a gender equity approach in environmental statistics, the National System of Statistical Information in Cuba began to apply such a gender-specific approach. Six other countries provide information on the use of sex-disaggregated

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<sup>36</sup> Survey Question #16; Total replies: 23; No reply: Australia, Estonia, France, El Salvador

<sup>37</sup> Survey Question #17; Total replies: 20; No reply: Australia, Thailand, Estonia, Slovakia, Belgium, France, El Salvador

data specific to the environment. However, these efforts are largely on an ad hoc and piecemeal basis, in comparison to an overarching environmental monitoring system that disaggregates information by sex.

The Philippines environment department is required to maintain databases that include sex-disaggregated information through the existing Statistical Reporting System. Sweden has begun to mainstream different sex-disaggregated statistics in the budget bill. In the Czech Republic, several environment-related issues, such as the use of public transport and respiratory diseases, are monitored on a sex-disaggregated basis. In the Netherlands, the Emancipation Impact Assessment developed by the Ministry of Social Affairs was applied to the National Environmental Program in 2001. The Program on Gender Equity, Gender and Sustainability in Mexico collects gender disaggregated information on those who are benefiting from the programs and resources assigned to women and men.

#### *Absence of information*

Twelve countries do not include any sex-disaggregated information in national monitoring related to environment, including Vietnam, Japan, Syria, Kyrgyz Republic, Germany, Luxemburg, Ghana, Congo, Ethiopia, Mali, Canada, Guatemala, and Nicaragua. Spain expects to improve upon this as soon as the new Law on Gender Equality takes effect.

### **Reporting on gender issues in the environmental sector<sup>38</sup>**

#### *Reporting on gender*

Eleven countries report on gender issues in the environmental sector on a regular or occasional basis. The Philippines environment department submits a report on gender issues in the environment sector to the National Commission on the Role of Filipino Women on a semi-annual basis. Similarly, the Environment Ministry of Czech Republic reports annually to the Ministry of Labour and Social Affairs and the federal government. In Slovakia, statistical data are provided regularly by the environment ministry and monitoring and evaluation in all sectors is carried out by the ministry responsible for gender issues. In the Netherlands, a Commission on Emancipation was installed in 2004 to follow, assess and stimulate the process of gender mainstreaming in several departments. In Luxemburg, the ministry responsible for gender equality develops the national CEDAW report on implementation of the Beijing Platform for Action, including section K on environment. In Spain, the Women's Institute collaborates with the Ministry of Foreign Affairs every four years to elaborate a report on the implementation of CEDAW and the Beijing PfA, including an article on the environmental sector. The Centre for Gender and Environment in Ethiopia presented a report to the African Union on Beijing+10 on women and environment in 2003, and reporting to the UNCCD Secretariat on the involvement of women in efforts to combat desertification took place in 2004. In Mali, reports on gender-specific efforts are submitted to the Ministers of Environment and of the Promotion of Women. The Gender Unit of the Guatemalan environment ministry presents an annual report to the Senior Office. In Mexico, an annual progress report on implementation of the Program on Gender Equity, Environment and Sustainable

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<sup>38</sup> Survey Question #18; Total replies: 23; No reply: Thailand, Estonia, France, El Salvador

Development is submitted to the National Institute of Women. The environment ministry in Nicaragua presents an annual report to the Inter-Institutional Commission on Women and Rural Development. Cuba develops regular national reports on gender issues in the environmental sector, including statistical reports, alternative sources of energy, environmental management, and the environmental situation in the country.

Three countries intend to initiate such reporting. Sweden plans to develop an annual report on the gender mainstreaming process. Although no reporting on gender issues in the environmental sector takes place currently in Germany, there are initial signs of such reporting in the national strategy on sustainability, and for the first time the *Report on the Environment 2006* contains a passage on gender in environment. The Australian Government regularly produces the statistical publication *Women in Australia*, covering different spheres of women's lives.

#### *Absence of reporting*

No reporting on gender issues takes place in eight countries, including Vietnam, Japan, Syria, Kyrgyz Republic, Belgium, Ghana, Congo and Canada.

Monitoring and evaluation are powerful tools to assess gender equality in environmental work. Of the 27 countries participating in the survey, there are ten countries engaged in specific monitoring and evaluation of environmental policies and processes from a gender perspective, and 12 countries that do not conduct such evaluations. Gender-specific data are essential for giving visibility to the level and content of gender equality. One country reports that it has developed an adequate system of sex-disaggregation of the national monitoring system, and six countries have information available on sex-disaggregated environmental data; 12 countries do not have such data available yet. Reporting on gender issues in the environmental sector happens on a regular or occasional basis in 11 countries, and will soon be initiated in three countries.

- Governments should promote monitoring and evaluation from a gender perspective in the environmental sector, the collection of sex-disaggregated data, and should report on a regular basis on their progress in gender mainstreaming in the environmental sector.
- UNEP should support the use of gender-specific data and monitoring, evaluation and reporting systems.

## VII. Enhancement of women's leadership in environment

### Participation of women in environment<sup>39</sup>

The participation of women in environment at national and/or local levels since 1995 has generally **increased** in 7 countries: Japan, Syria, Estonia, Luxemburg, Germany, Australia, and Spain.

Four countries, Slovakia, Kyrgyz Republic, Germany, and Luxemburg, report **mixed trends** since 1995. In the Kyrgyz Republic, women's participation in the environmental arena remained the same at the national level and decreased at the local level. In Germany, women's overall participation decreased slightly, but increased slightly at management levels. In Luxemburg, women's overall participation increased slightly, but remained low in two departments.

Sweden and Ethiopia report that women's participation in the environmental arena has **remained the same**, being "high for a long period of time" in Sweden, and continuing to be negligible in Ethiopia. Cuba commented that given the slow advances in the change of power relations among women and men, women's traditional roles of educating children and domestic chores remain.

In Nicaragua, women's participation increased from 8% to 27% in technical assistance and from 31% to 40% in extensive rural trainings. In Belgium, participation in the public survey on the pre-project for the federal Sustainable Development Plan 2000-2004 included about 60% men and about 40% women, although there were wide differences in these figures by language group. Women's participation decreased to 27% in the public survey for the 2004-2008 plan. Participation in the Belgium public survey on climate change was split evenly between women and men, and participation in the public survey on biodiversity was about 66% men and about 34% women.

Netherlands reports that there is always equal representation of women and men in events organized by the ministry. Thailand's Community Empowerment Program has shown significant progress related to women's competence on environmental issues over the past two years.

Quantitative data on women's participation is nonexistent in Japan, Netherlands, and Mexico, and only partially available in Mali.

#### *Nature of women's participation*

The specific nature of women's participation in environment varies by country. In Vietnam, Japan, and Syria, women are involved in civil society activities. In Vietnam, women play a very important role in awareness campaigns for public participation in environmental protection. In Japan, women are playing active and leading roles in many local and international NGOs, as well as in community based activities. In

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<sup>39</sup> Survey Question #19; Total replies: 22; No reply: France, Congo, Guatemala, Canada, Ghana; Partly the replies to this question have been integrated in the section on gender balance in environmental departments; see page 20+21.

Syria, women participated actively in environmental awareness and cleanliness campaigns, in the national committee for environmental awareness, in the preparation of environmental brochures, leaflets and posters, in the preparation of the National Strategy for Environmental Awareness and information, and in the celebration of environmental days.

In Japan, Syria, and Estonia, women are also active in government-sponsored environmental efforts. In Japan, many women are appointed as members of governmental commissions. In Syria, the Women's Union has participated in all technical committees of environmental projects in the General Commission for Environmental Affairs. In Estonia, there has been a noticeable rise in the number of female employees in the public sector, and women are constantly more interested and involved in environmental issues, although the number in general is not significantly big.

In the Netherlands, environmental education seems to be more appealing to women, whereas nuclear energy production is more male dominated.

In Ethiopia, in general the issue of gender in the management of natural resources and conservation activities has been neglected. Women's participation is still not recognized at local level, and the number of female professionals in the area of environment is very limited or even absent.

#### *Opportunities*

Opportunities for women's participation in environment include participatory work plans in Syria between the Women's Union and the General Commission for Environmental Affairs of the Ministry of Local Administration and Environment; in Mali, the allocation of a budget for gender, and the increase of women's responsibilities; in Czech Republic, gender equality as a cross-cutting theme in all forthcoming work; in Mexico, academic studies of rural women, limiting birth rate, and increasing family income; in Nicaragua, the Law on Citizens Participation, Project Millennium Count favouring women's groups and organizations, and the National Program on Gender Equity in policies and public strategies of rural and environmental development initiatives through the Nicaraguan Women's Institute and Inter-Institutional Commission on Women and Rural Development. In Nicaragua, the political will of international cooperation institutions, including Denmark, Finland, Germany, and the Netherlands, among others, is an important opportunity. Cuba identified the creation of more child care centres and hospices for elders that reduce the burden of women.

#### *Obstacles*

Obstacles to women's participation in environment include lack of awareness and some social restrictions in Estonia and women's lack of access to land ownership, preventing them from accessing key resources in Mexico. Vietnam and the Czech Republic report that there are no obstacles for women to take part in environmental protection activities. In Sweden, environment is often seen as a female sector, so the challenge is involving more men in order to achieve gender balance. In Luxemburg, there are no studies available on the obstacles. Ethiopia commented that the Women's Affairs Department of the Environmental Protection Authority can not overcome the obstacles they face in increasing women's participation in

environmental decision making at local and national levels unless opportunities are obtained from other responsible environmental agencies. Netherlands commented that opportunities and obstacles are linked to women's particular backgrounds, and in order to engage non-western immigrant women, a different type of approach to recruitment is needed that looks at standard of living, education, and specific topics that impact women's participation. Cuba identified economic sanctions as an obstacle that affects the "feminine" sectors of the economy and services.

### **Success Stories on Women's Participation in Environmental Decision-making<sup>40</sup>**

Canada and Nicaragua confirmed both specific documentation and internet availability of success stories on women's participation in environmental decision-making. Canada listed the website of Status of Women Canada ([www.swc-cfc.gc.ca/](http://www.swc-cfc.gc.ca/)), and Nicaragua listed the Ministry of Environment and Natural Resources ([www.marena.gob.ni](http://www.marena.gob.ni)), the Ministry of Agriculture and Forests ([www.magfor.gob.ni](http://www.magfor.gob.ni)), the Humboldt Centre Nicaragua ([www.humboldt.org.ni](http://www.humboldt.org.ni)), Nicaraguan Institute of Agricultural Technology ([www.unim.gob.ni](http://www.unim.gob.ni)), Nicaraguan Women's Institute ([www.inim.gob.ni](http://www.inim.gob.ni)), the Institute for Rural Development ([www.idr.gob.ni](http://www.idr.gob.ni)), Land Property Authority ([www.hacienda.gob.ni](http://www.hacienda.gob.ni)), Secretary for Youth ([www.sejuve.gob.ni](http://www.sejuve.gob.ni)), and the Young Environmentalists Club ([cluja\\_ejecutiva@yahoo.com](mailto:cluja_ejecutiva@yahoo.com)).

In Philippines and Mexico, success stories on women's participation in environmental decision-making are identified through an award or competition. In the Philippines, the Department of Environment launched the DENR GAD Service Awards, which recognize and commend gender-sensitive managers and leaders in environmental management, both men and women. The 2006 GAD Service Awards have three categories: (a) most gender sensitive project, (b) most gender sensitive project implementer, and (c) most effective GAD Focal point. Mexico's Program on Indigenous Peoples in the Ministry of Environment organizes the National Contest of Successful Experiences in the area of Management and Conservation of the Natural Heritage and Indigenous Culture. In 2004 and 2005, four projects of indigenous women were awarded.

In Japan and Mali, success stories on women's participation are identified in the context of the work of women's organizations. In Japan, with the initiative of the Minister of Environment, female entrepreneurs, business executives, NGO founders and other women leaders in environment established the organization 'Environmental Business Women' in 2004. The group influences national policy through discussions with the minister, organizes symposiums and forums on environment and business, and disseminates their experiences with other business women, and identifies future leaders. In Mali, success stories are available on the Association 'LAMA Oulalakanda' in Sikasso, the Federation of rural women creating a communal forest of 10 ha in Kéléya, the coordination of women in Tombouctou and Goa in the combat of desertification and erosion, women's associations that work on the processing of fruits and plastic sacs, and in the area of environmental education.

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<sup>40</sup> Survey Question #20; Total replies: 19; No reply: Estonia, Sweden, Netherlands, France, Guatemala, El Salvador, Cuba, Belgium

In Ghana, Australia, and Thailand, success stories are identified through government initiatives. In Ghana, success stories were documented in a project sponsored by USAID, GTZ, and EPA, entitled “Progress against Desertification: Case Studies of Experience in Ghana.” Australia regularly produces a statistical publication called “Women in Australia” that measures the progress of women in various areas (environment not listed). Thailand reports on Queen Sirikit’s forest and wildlife project, which received an award from WWF in 1986, although no mention was made of a documentation system for other cases.

The Czech Republic and Luxemburg mentioned some successes. Although documentation was not mentioned, Czech Republic reports that the Green Party in the new parliament acknowledged gender mainstreaming as an underlying principle for all its activities, thus encouraging the entire country to promote gender mainstreaming in all political, legislative and administrative decision making. Another success was the fact that Czech Republic conducted a gender impact assessment in 2001 for all legislative measure and all governmental documents, including those on environment. Although the Luxemburg Ministry of Environment does not process such documentation, they report that a high-level female staff member of the Administration for Water and Forests has been successful in combining work and family life and that the president of one of the very active NGOs, Mouvement Ecologique, is a woman.

Syria, Kyrgyz Republic, and Slovakia report that success stories are documented, but provided no details. In Vietnam, Germany, Congo, Ethiopia, and Spain there is no documentation available of success stories on women’s participation in environmental decision-making.

### **Women’s Participation in Environmental Education and Training<sup>41</sup>**

Women are active in environmental education and training in the Philippines, Sweden, Czech Republic, Luxemburg, and Mali. In the Philippines, women work as curriculum developers, module writers, trainers, and community organizers. In the Environment Department, GAD Focal Point persons (gender not specified) organize gender-related training programs and planning, as well as activities specific to women, including women’s month celebration, livelihoods lecture, and a health and environment forum. Given that it is more common for women than for men to work in the environmental area, the Swedish ministry does not experience any problems involving them in education and training and instead finds that there are too few men. In the Czech Republic, women are very much involved in NGOs working on environmental education and with children, nature, and animal protection. In Luxemburg, environmental education and training is an integrated part of primary, secondary, and professional schools, as well as part of the curricula of natural and environmental sciences. Women make up 70% of environmental education teachers in primary schools and 57% of biology and geography teachers in post-primary education. In Mali, there are about 40 associations, including women’s associations,

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<sup>41</sup> Survey Question #21; Total replies: 21; No reply: France, El Salvador, Guatemala, Australia, Netherlands, Belgium

which participate in environmental education, either as an independent organization or in cooperation with schools.

Germany, Japan, Canada, and Mexico report that little quantitative data is available on this topic. In Germany, it is assumed that there are many more women than men participating particularly in environmental education, while the percentages could be different or even opposite in the scientific sector. Japan reports that women do play a leading role in environmental education in communities, primary and secondary schools. Activities and projects of Canadian NGOs, including women's organizations working in the field of environment, include training and education programs. In Mexico, it is assumed that women are participating in greater numbers in training initiatives on environmental themes.

The information provided by Estonia, Syria, Nicaragua, Congo, Kyrgyz Republic, Slovak Republic, Ghana, Cuba and Spain was unspecific. Estonia reports that although their number is not significantly large, women's participation in environment at local and national level has increased over the past ten years, but there was no indication if this participation has been specifically linked to education and training. In Syria, women form the majority of those participating in environmental training and education, through their ministries, NGOs, and the Women's Union. In Nicaragua, women have been included in training and environmental awareness processes at the national and local levels. Congo reports that women's participation in environmental education is related to their work in households and in educating little children. Kyrgyz Republic reports that women participate in environmental trainings and education. Ghana indicated that women participate at the grassroots level. Cuba reports that women's actions in their families and communities are positive contributions to environmental education. Spain detailed several initiatives to increase women's participation in decision-making in cooperatives, unions, and related to communal land in rural areas. The Slovak Republic reports that women participate to the same extent as men in environmental education and training. Vietnam reports that there is no difference in the participation of women and men in any environmental training course.

In Ethiopia, the participation of women in environmental training is almost absent, as there are very few training opportunities, and women do not have enough skills to participate in the training.

### *Opportunities*

Mali, Nicaragua, and Luxemburg identified specific opportunities for women's participation in environmental education and training. In Mali, opportunities for women include the presence of a civil society active in the area of environmental protection and a Diagnostic Study report on Environmental Education activities in Mali-Bamako undertaken in September 2005 by the Ministry of Environment and Sanitation with support of FAO. In Nicaragua, the level of organization of women at the community level is considered as an opportunity, since this allows a greater participation of women in all governmental initiatives. For that reason, one of the actions of the Ministry of Environment (MARENA) is the creation and strengthening of women's organizations on local level. In Luxemburg, numerous internships and

recreational activities are accessible to both girls and boys, in collaboration with NGOs active in the area of environmental education.

### *Obstacles*

The Philippines and Nicaragua identified specific gender-based obstacles to women's participation in environmental education and training. Women's participation in training programs in the environment department in the Philippines can still be attributed to attachment to reproductive tasks, which limits their development in the environment and natural resources sector. In Nicaragua, an obstacle may be that a prerequisite of many projects is that the participant is the owner of the area in question, and women in Nicaragua form a minority and are disadvantaged in that respect. Other obstacles include the level of illiteracy, women's time availability to participate in training, as well as little knowledge about civil duties and rights.

Germany, Mali, and Thailand identified more situational obstacles. Impediments in environmental education in Germany are not or only very indirectly caused by gender aspects, as environmental education is seen as a 'typical women's job'. The obstacles lie in the fact that environmental education lacks financial and human resources, similar to university education. In Mali, the main obstacles are insufficient coordination of activities of different actors and the lack of continuity; lack of means for continuation; lack of finances; lack of appropriate didactic means; insufficient training; and lack of periodical evaluation. While Thailand's environment ministry provides equal opportunity for women and men to participate in environmental education and trainings, women's obligations related to caring for families and children limit the time they have available to participate.

Luxemburg and the Slovak Republic were similar in reporting no obstacles to women's participation in environmental education and training. Luxemburg specifically noted that this was due to the fact that education is similar for boys and girls.

## **Women's organizations working on environment, environmental groups addressing gender issues and civil society involvement<sup>42</sup>**

### *Women's organizations*

Women's organizations are working on environment in Japan, Estonia, the Netherlands, Luxemburg, Congo, Mali, Canada, Nicaragua, and Ghana. In Saitama City, Japan, a women's NGO provides handicraft lessons in order to build skills and disseminate the concept of 'Mottainai' (it's a shame for something to go waste without having made use of its full potential) among women in local communities. In Estonia, it was noted that women have demonstrated an ability to better protect and manage environmental resources. A women's civil society initiative, in which the Estonia environmental ministry is a member, organized an international conference on regional Baltic security challenges and strengthening the women's network. The Dutch Ministry of Environment account-manager for women's organizations has a relationship with 5 international, national, and local women's organizations. In Luxembourg, a women's association works to improve the conditions around child birth, by protecting breast-feeding according to WHO and UNICEF guidelines,

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<sup>42</sup> Survey Question #22; Total replies: 22; No reply: Sweden, France, Guatemala, El Salvador, Australia

participating in the fourth WHO study on POPs in breast milk, informing and supporting future parents, and making recommendations to decision-makers and authorities. Two women's organizations were identified in Congo, including a network of African women working on sustainable development and a women's association working on environmental protection. Mali reports that there are many women's organizations working on the environment at the city, community, or political level, including a women's organization in Lama. Women's organizations working on the environment in Canada largely focus on women's environmental health, including four networks with various strategies from education to community-based research to policy development, as well as a symposium with training sessions on water, pesticides, and GMOs funded by Environment Canada and Health Canada. In Nicaragua, there are at least 8 women's organizations working on projects in a variety of environmental protection sectors. In the northern part of Ghana, a gender specific NGO is engaged in research and advocacy around women's right to natural resource management.

### *Environmental groups*

Environmental groups are addressing gender issues in Syria, Germany, Ethiopia, Mali, Czech Republic, and Ghana. Of the 23 environmental NGOs in Syria, women are part of some of the steering committees or serve as the president of some of these NGOs, and the Ministry of Social Affairs and Labour promotes gender balance in NGOs. According to the respondent, Syrian environmental NGOs have initiated many initiatives and organized activities to raise awareness on gender issues in relation to environment, and raising women's awareness about the importance of their participation in environmental protection. In Germany, numerous associations for environmental protection have considered gender in their projects. An environmental youth organization, financed by the Ministry of Environment and the Federal Environment Agency, worked intensively to promote the participation of young women and men at conferences and to call for gender equality in various environmental professions and combat stereotypes. They succeeded in reaching gender balance at the 2004 'Youth Energy Summit', despite the fact that the energy sector is generally male dominated. In Ethiopia, there are at least 6 environmental NGOs and civil society groups that address gender, through awareness-raising, alternative technology, and income generation activities. In Mali, environmental organizations have adopted gender parity in activities related to pavement, sanitation, reforestation, and as part of an environment symposium. The Czech Republic reports that many hundreds of environmental organizations have included gender mainstreaming, but no details were specified. In Ghana, ISODEC and Third World Network are working in the mining and water sectors and focus indirectly on women.

The Netherlands Ministry of Housing, Planning and the Environment and the Luxemburg environment ministry report that they are not aware of environmental organizations addressing gender issues. Belgium reports that no information is available.

Germany, Mexico, and Czech Republic report that civil society organizations are working on the intersection of gender and environment, but did not specify what kind of organization (women's, environmental, or other). Germany indicates that there are four organizations focusing on the interface between gender and environmental

sustainability, including one women’s organization that was mentioned by other countries, as well as two youth organizations taking up the issue. In Mexico, there are two networks, one national and the other from Jalisco, that coordinate civil society, academics, and public administration to promote a gender perspective in environmental themes. The Czech Republic reports that there are many civil society organizations active in the area of gender and environment, listing several websites.

*Civil society involvement*

The Slovak Republic, Philippines, Vietnam, Cuba, Spain, and Thailand report civil society involvement, but did not provide specifics. In the Slovak Republic, there are 33 NGOs and various professional and other associations active on gender issues, 16 in the capital, and some are interested in environmental issues. The Philippines Department of Environment and Natural Resources coordinates with 92 NGOs on a variety of topics from clean air, to poverty alleviation, to women’s empowerment. In Vietnam some NGOs are working on women, but it was not specified whether these were environmental NGOs. Cuba indicated that a women’s federation was created in the first years of the Cuban Revolution, but no mention was made of any environment-related activities. Spain reports that the national Oxfam chapter participates in the OPTIMA Equality Program of the Women’s Institute geared toward enhancing women’s involvement in business, but no mention was made of an environmental element in this program. In Thailand, there are many NGOs working on environment and gender issues.

Kyrgyz Republic reports that there are no civil society organizations working at the intersection of environment and gender issues.

The following are civil society organizations and their specific topics in the area of gender-environment by country:

<b>Country</b>	<b>Organization</b>	<b>Topics</b>
Japan	Saitama City Recycling Women’s Council	Reduce/Reuse/Recycle campaign; Craftwork training from used materials with women in local communities
Syria	Society of Environmental Friends	Environmental awareness and education campaigns targeting women
	Syrian Society for Environment	Awareness raising activities about environmental issues for women in poor areas
Estonia	Women in the International Society	Strengthening influence of women in foreign and defence affairs by raising the number and visibility of women; regional Baltic security challenges
	Countrywomen Cooperation	This is a women’s union in the Viljandi region
Germany	Life e.V.; AG Frauen im Forum Umwelt & Entwicklung; Deutscher Naturschutzring; Women in Europe for a Common Future	Women’s organizations working on gender and environment/sustainability
	BUNDJugend	Youth organization working on gender and environment/sustainability; equal participation

		of young women and men at conferences; gender equality in environmental professions and activities
	Naturfreundejugend; NAJU	Youth organizations working on gender and environment/sustainability
Netherlands	Women in Europe for a Common Future; Tiye International; The National Women's Council; Centre for Women and Environment; Business and Professional Women	Women's organizations working on gender and environment
	Women Today; She-Active; Passage	Organizations at the local level on gender-environment
Luxemburg	Association Initiativ Liewensufank	child birth and breast-feeding; POPs in mother's milk
Congo	RFAD - Network of African women for sustainable development; AFEZUPE - Zonage Unies women's association for environmental protection	Not specified
Ethiopia	Environment and Development Action (ENDA); Lem - Society on Environment and Development; Environment and Development Organizations (ENGO); Centre for the Human Environment (CHE); Wildlife and Natural History Society (WNHS); Forum for Environment	Environmental NGOs and civil society groups that address gender issues, mostly through awareness raising, alternative technology and income generation activities.
Mali	Eco-Vie	Gender parity in symposium on environment
	Not specified	Gender parity in pavement and sanitation projects, "Bamako Clean City" sanitation campaign, and reforestation campaign in communities in Bamako and across the country
	Lama women's organization	Biodiversity project "Diaban Oulakana"
Canada	Canadian Women's Health Network	social and economic conditions, such as education, housing, environment and gender
	National Network on Environments and Women's Health	women's health through support for and cooperation with community-based research, policy development, education, dialogue and action around cultural, economic and environmental determinants of health outcomes
	Women's Healthy Environments Networks	inform and educate communities about the environmental links to health
	RQFE – Quebec women's on environment	Not specified
Mexico	Gender and Environment Network (REGEMA)	Organizational strategies and analysis on sustainability and gender; coordinates NGOs and academic organizations to participate in research, education, promotion and organization of women's groups and mixed

		groups from rural and urban areas
	Network on Gender, Environment and Sustainable Development (from Jalisco)	Promote gender perspective in environmental themes, with representatives, both women and men, from the academic sector, public administration and civil society
Nicaragua	Federation of Women Producers (FEMUPROCAM); Members of the Inter-Institutional Commission on Women and Rural Development (CMyDR); Nicaraguan Women's Association Luisamanda Espinoza (AMNLAE); Women's Association NOCHARI; Assoc. of Indigenous Women from the Caribbean Coast (AMICA); Boards of Gender and Economy and Gender and Governance; Women's Association Maria Elena Cuadra; City of Managua Women's office.	Work is executed on projects for environmental protection with barriers, wind-breaks, infiltration furrows, vegetal coverage, communal nurseries, water fountains, river basins and slopes, all these with financial support from the Ministry of Environment through the fund for small projects (FPP/DANIDA).
Ghana	ISODEC and Third World Network	Mining and water
	Abantu for Development	Women's right to natural resources
Cuba	Federation of Cuban Women	Environmental activities not specified

The empowerment of women and the enhancement of women's leadership in the environmental sector are important objectives of the UNEP GC decision 23/11 (2005). Since 1995 women's leadership in the environmental sector has increased in seven of the reporting countries, remained the same in two countries, and followed mixed trends in four countries. Women are involved in a range of activities sponsored by civil society organizations and governments. Two countries have specific documentation on success stories of women's participation in environmental decision-making. In seven other countries success stories are collected through an award or competition or through other initiatives of women's organizations and the government. Five countries report women's active participation in environmental education and training, while they are absent in one country and equal to men's participation in another country. In 13 other countries, limited data or specifics were provided. In many countries women's organizations and environmental organizations play an important role in promoting women's participation in environment. The greatest obstacles to women's participation in environment include social restrictions, time availability, illiteracy and lack of awareness, as well as limited (access to) resources.

- Governments should ensure the participation of women at all levels in their environmental work and decision-making. Cooperation with and support of civil society groups (women's and environmental organizations) active in the field of gender and environment, promotes women's leadership in this area.
- UNEP should enhance women's leadership in environmental decision-making through cooperation with women's organizations, and the implementation of the UNEP project on mentoring young women leaders in environment.

## VIII. Conclusions

Overall, there is a wide range of experiences on gender mainstreaming among environment ministries. Some countries are more advanced in certain areas and could serve as role models, while other countries are just beginning to tackle this topic and need to build capacity and expertise.

The successful mainstreaming of gender contributes to the efficiency and quality of environmental work and to gender equality in society. Gender mainstreaming requires institutional capacity in all of the areas detailed in this report. Institutions must have the knowledge base, staff expertise, political commitment, resources, capacity, institutional structure, monitoring system, and external partners to incorporate gender into all aspects of environmental work. A few countries question the relevance of the gender-specific approach in the environmental sector, while others excel in specific areas and can be considered as role models. Overall, the areas in greatest need of attention, or the 'first tier' requiring action related to gender mainstreaming in environment ministries, include organizational commitment, resources, gender expertise and capacity, and women's equal participation. The second tier for action includes tools for gender mainstreaming, gender indicators and systems for monitoring, evaluation, and reporting. The third tier for action, where the majority of governments in this group have excelled at some level, involves gender policies, and organizational structures including gender focal points, and external contacts. UNEP should play a proactive role in supporting and stimulating these mainstreaming efforts at all levels.

## **Annex 1: Text of the Survey**

### **SURVEY on Gender Mainstreaming in Environmental Ministries**

Addressed to Environmental Ministries and UNEP Committee of Permanent Representatives.

Country: .....

Department/Agency responsible for filling in the Survey: .....

Name respondent: .....

Contact Address: .....

Email: .....

#### **I. Policy level**

1. Has your country developed and adopted gender policies and/or strategies for its environmental policies and legislation? For which environmental sectors? Please describe, including its successes and obstacles in implementation.
2. How are you implementing gender commitments made in the Convention on Biological Diversity, the United Nations Framework Convention for Climate Change, the United Nations Convention to Combat Desertification and the POPs Convention? Any other conventions?
3. Are there any other national laws and/or policies on gender equality that are not specifically related to environment that may be applicable or are applied in the environmental field?

#### **II. Organisational structure**

4. Is there an internal gender policy in existence for your ministry? Since when? Please describe.
5. (a) Have any gender focal points, gender units or specialists been appointed in the ministry/department responsible for environment? Please describe, including mandate, since when, at what level? (b) Who is responsible for the organisational performance on gender issues? At what level?
6. What is the gender balance in your organisation, noting different levels, but particularly at senior levels?
7. Is there any cooperation with and coordination between the environment ministry and ministries/departments charged with gender equality and/or women's affairs?

### III. Resource allocation

8. Are specific financial resources allocated for gender-specific approaches and participation of stakeholders in environmental policies?

9. Do you apply gender budgeting in your environmental programmes and processes? What is your experience in applying this approach?

### IV. Expertise and capacity

10. Please describe the institutional knowledge and expertise in the field of gender and environment?

11. Have you implemented any gender training for your staff? Or have you held any other specific sessions, meetings on gender-environment? Please describe.

12. Are you undertaking/commissioning any research on gender and environment? If yes, please describe the main subjects.

### V. Implementation and methods used

13. How, if at all, is gender mainstreaming implemented in your environmental processes and practices?

14. Are you applying any gender analysis / gender audit / gender impact assessment to your environmental policies and/or programs? Please explain.

15. Do you use any gender-specific indicators in the environmental sector? Please describe.

### VI. Monitoring and evaluation

16. Are environmental policies and processes monitored and evaluated from a gender perspective? If yes, how and give some examples?

17. Are there any national monitoring systems related to the environment that are disaggregated by sex?

18. Does any reporting on gender issues in environment take place? If yes, when and by whom?

### VII. Enhancement of women's leadership in environment

19. How has the participation of women in environment at the national and local levels increased or decreased since 1995? Please quantify, and give qualitative information on the levels of participation. What are main opportunities and obstacles?

20. Are success stories on women's participation in decision-making on natural resources and the environment available and documented?

21. To what extent do women participate in environmental education and training? What are the main opportunities and obstacles for their participation?

22. Are there any specific women's organizations working on environment in your country? Other relevant civil society initiatives? Please give a few examples.

#### VIII. Position of local women

23. How are local women's interests represented in the environmental sector at national and global levels? Does any assessment of the needs, experiences and knowledge of (local) women in environment take place? Please explain.

24. Have any specific efforts been made in the environmental sector to enhance women's rights and meeting their needs? Please explain.

25. Is local women's access to environmental information ensured and promoted? How?

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Please return to: UNEP, Nairobi

## **Annex 2: Countries that contributed to the Survey.<sup>43</sup>**

### **Asia and the Pacific**

1. Australia
2. Thailand
3. Philippines
4. Vietnam
5. Japan
6. Syria
7. Kyrgyz Republic

### **Western and Eastern Europe**

8. Estonia
9. Sweden
10. Czech Republic
11. Slovak Republic
12. Germany
13. Netherlands
14. Belgium
15. Luxemburg
16. France
17. Spain

### **Africa**

18. Ethiopia
19. Congo-Brazzaville
20. Ghana
21. Mali

### **North America**

22. Canada

### **Latin America and the Caribbean**

23. Cuba
24. El Salvador
25. Guatemala
26. Mexico
27. Nicaragua

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<sup>43</sup> In this list only the replies of the Ministries or Departments of Environment are included. This means that the Survey which was supplied by the Colombian's Presidential Council for Women's Equity that reflected the general gender policies in that country is not included in the analysis.