



The Gender Assessment and Monitoring of Adaptation and Mitigation (GAMMA) methodology: a practical handbook on gender and urban climate policy



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This booklet as well as further resources on GAMMA:
www.gendercc.net/resources/gamma.html

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Introduction

The connection between gender and climate change is widely acknowledged at national and UNFCCC levels, as well as the important role of cities for climate action. Yet, there is very little guidance for cities on how to develop and implement gender-responsive policies for mitigating climate change and adapting to its impacts. Moreover, gender approaches are often focussing on vulnerability and adaptation and do not cover mitigation. This guide aims to help urban practitioners and policy makers move beyond such a narrow view, and understand the many ways in which gender and climate change intersect at a more granular level. It is also meant for civil society such as women's, environmental and community based organisations to assist them in understanding options for gender-responsive urban climate action and prepare policy recommendations for their city, based on a gender assessment.

The guide will provide a methodology for assessing the gendered impacts of policies and solutions for adaptation and mitigation, instances in which policy fails to consider gender, and how to advocate for gender-responsive policy-making to prevent the entrenchment of inequalities in the context of increased climate change and rather maximise social and gender benefits. The process, which involves several steps, can be used to identify gaps and highlight how existing and future policies can be made more effective and equitable by fully integrating gender dimensions into the planning, implementation and evaluation processes.

This booklet is a pragmatic resource. It provides an overview of the 'Gender Assessment and Monitoring of Mitigation and Adaptation' (GAMMA) methodology and a guide to its implementation. It includes case studies on each stage of GAMMA, practical tips on completion, and recommendations on how to use the findings to drive advocacy strategy for gender-responsive climate action. The booklet is structured so that you can use the guiding questions to complete your own gender assessment.

About the Gender into Urban Climate Change Initiative

This methodology was first developed and deployed in the context of the Gender into Urban Climate Change Initiative (GUCCI), an international project initiated by GenderCC–Women for Climate Justice and implemented by women's organizations in India (All India Women's Conference), Indonesia (Aksi! For gender, social and ecological justice and Solidaritas Perempuan), Mexico (Equidad de género, ciudadanía, trabajo y familia) and South Africa (GenderCC Southern Africa).

This project is part of the International Climate Initiative (IKI). The German Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB) supports this initiative on the basis of a decision adopted by the German Bundestag.

This guide also includes the experience of involved organisations showing how the methodology was put into practice in the project's pilot cities, challenges they faced, tips to overcome them, and potential outcomes. Although this methodology is designed to be used anywhere, we recognise that different contexts may require adjustments to how it is approached and carried out. To this end, we have included guidelines and questions that can help you adapt the methodology to your situation as best as possible.

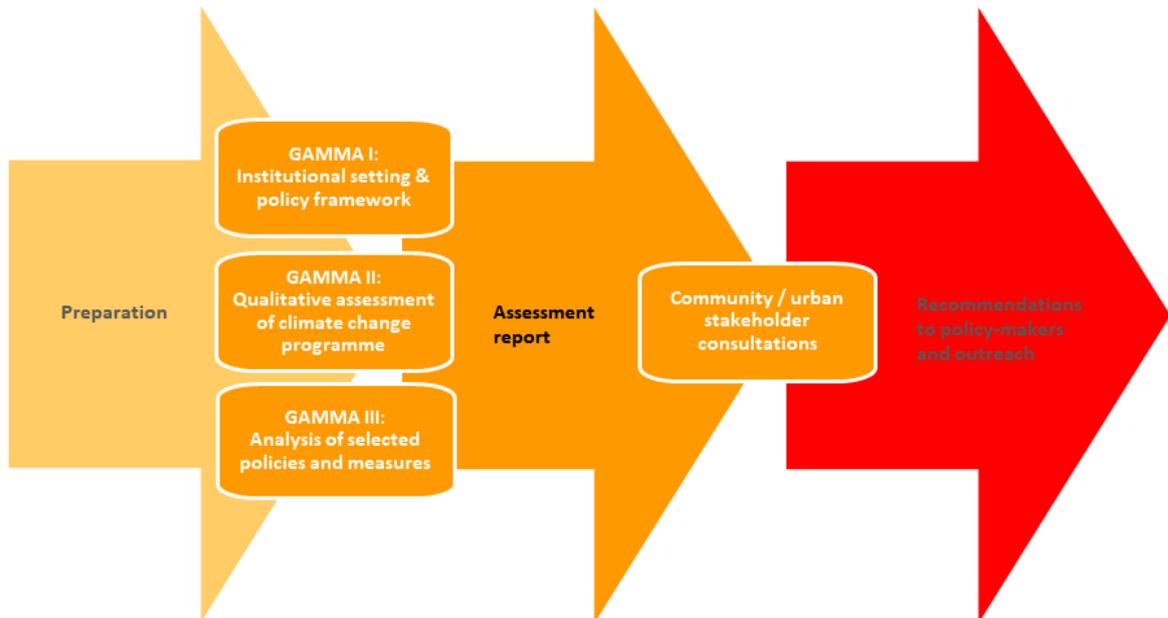
What is the GAMMA methodology?

The 'Gender Assessment and Monitoring of Mitigation and Adaptation' (GAMMA) methodology examines adaptation and mitigation policies for their gender responsiveness. Initially designed for the city level, it seeks to identify possible gender entry points and develop recommendations for interventions needed to address gender gaps in climate governance, planning, priorities, policies and measures. The assessment involves several steps, and covers institutional setting and procedures, the complete range of a city's climate policies, and an in-depth analysis of the gender impacts of relevant city measures on climate change.

After a preparatory phase including knowing the status of your city/region in terms of climate policy and the responsible institutions for it, we start GAMMA by using scorecards and conducting interviews with policy-makers. The first step is meant to evaluate the institutional settings and policy frameworks, in order to establish which bodies, procedures, and policy areas currently address climate change, and whether they are aware of and address gender and other social aspects. Secondly, a more thorough assessment of the city's portfolio of adaptation and mitigation policies is conducted, examining the course of action taken by the city and its priority sectors with a focus on potential social and gender equality benefits of relevant policies across a broad range of sectors. The final step involves an in-depth gender analysis of any relevant policies and measures according to several gender relevant dimensions following the Gender Impact Assessment method applied in several countries.

This three-step process ideally results in a number of recommendations for interventions to address gender gaps in planning, institutions, policies and measures, as well as to make them more inclusive, just and climate resilient. While we recommend that you conduct a step-by-step, coherent application of GAMMA, the three steps could also work if conducted simultaneously or in a different order, or you may choose to

complete some rather than all of them. We hope to inspire you to make this methodology work for your needs and context as most appropriate as possible.



1. Preparation: Gain an overview of city climate action and institutional setting
2. GAMMA I: institutional capacities and policy frameworks (key stakeholder interviews and scorecards)
3. GAMMA II: qualitative assessment of city climate action portfolio for gaps from a gender perspective
4. GAMMA III: gender analysis of key policies and measures, using an in depth questionnaire about relevant policies
5. Summarize gaps and findings and prepare an assessment report
6. Translate the findings into policy recommendations, e.g. in the form of a policy brief, consult the draft with urban or community stakeholders
7. Develop and implement an outreach strategy to get the message through to civil society and urban policy-makers
8. Monitoring change: Have policy recommendations contributed to or promoted transformations?

Why is it used?

The GAMMA methodology allows for an examination of local adaptation and mitigation policies for their gender responsiveness, seeking to identify gender entry-points and develop recommendations for interventions needed to address gender gaps in planning procedures, priorities, policies and measures. The outcome of this assessment thus goes far beyond just counting whether the term “gender” occurs in the description of programmes and policies, and provides a clearer picture of the degree to which climate policies consider and respond to gender issues. It is an important tool with

which to influence policy-making to ensure such policies make our societies more equal, climate-resilient and just.

'Gender-sensitive policies' are those that take gender-specific differences, needs, and interests into account, but do not address or seek to change structural conditions and underlying norms relating to gender. Yet, policies need to go beyond gender-sensitivity. 'Gender-responsiveness' refers to policies that take into account gender specific differences, needs and interests and aim to transform existing gender norms, roles and relations with the ultimate goal of achieving gender equity.

Who can use it?

The assessment can be completed by any stakeholders engaged in climate policy, including civil society organisations, community-based organisations, urban government officials, and researchers. The results of the assessment can be used to work with citizens and decision-makers and encourage efforts to achieve a transformation towards a low-carbon, low-risk, climate-resilient, equitable, gender-just and inclusive city.

Originally, the methodology was developed by GenderCC as part of a capacity-building and advocacy project implemented by partner organisations towards gender-responsive climate action in different cities of the world. Even though the design of the methodology was intended for civil society groups to use it, GAMMA can be effortlessly adapted to the needs of other sectors as well.

Guiding questions:

- How can I/my organization/city use GAMMA?
- What are my goals in conducting an assessment?
- What is my timeframe for this assessment and what resources do I have available?
- What are the desired outcomes? Which policies do I/we want to influence?

Preparing for GAMMA: An overview of your city and identifying local climate actions

There is a good chance your city is already taking some kind of action on climate change. The impacts of climate change, such as more frequent severe weather events, are increasingly felt in urban areas throughout the world. In order to avoid widespread damage to local infrastructure, industry and settlements, many cities have started to conduct climate vulnerability assessments and develop strategies to adapt and build the resilience of urban communities.

At the same time, despite occupying just two percent of land, cities are estimated to be responsible for more than 60% of all greenhouse gas (GHG) emissions, according to UN Habitat. In the past decades, many cities have started calculating their GHG emissions data. GHG inventories represent an important step in tracking emissions and developing effective mitigation strategies in order to limit or reduce emissions. Moreover, in particular in high-income countries, cities have developed and are implementing programmes to cut GHG emissions. In middle- and low income countries, especially larger cities have developed action programmes to combat air pollution which can also contribute to climate change mitigation.

Before beginning a gender assessment, it is important to identify the key climate challenges facing your city. Most cities will have made at least some of this information available online. Please see resources and databases in the annex.

Be sure to check if your city has published a Climate Action Plan or a similar comprehensive plan or strategy dealing with sustainability. Sometimes, climate action is part of a broader master plan. For GHG reduction, energy and transport policies are particularly relevant, and some cities have separate plans for these sectors. Key questions to consider are: what time frame does it cover? Which climate challenges does it address? Are reports available documenting implementation? Are mechanisms for the advancement of women or gender equality in your city influencing the climate change agenda? This initial research will serve as the basis for more detailed analysis to follow by mapping out various policy documents and the current state of climate action in your city. To be familiar with the city's plans and programmes will strengthen your position vis-a-vis policy-makers.

Moreover, make yourself familiar with the institutional structure in your city: Which department is in charge of climate change adaptation, and of mitigation? An organigram would be useful to identify the key policy-makers and experts. Later on, for GAMMA I, you will need this information to find the right people to conduct interviews.

What cities can do to mitigate climate change and adapt to its impacts

Land use and urban form, buildings and infrastructures, service provision and management of energy, transport and waste, all these are decisive factors for greenhouse gases emitted in a city and offer options for adaptation to climate change. In principle, local governments can influence all these factors in many ways. Yet, their policy options are shaped by the power of local government in a certain country and the legal and policy framework at national levels.

Urban and transport planning is one of the unique options cities have for mitigation and adaptation. For example, cities can avoid developing flood prone areas; foster climate-proofing of settlements, in particular of the poor; and secure and restore ecosystems, such as public green spaces. They can seek to reduce car traffic and offer better options for climate-friendly transport modes such as cycling, walking and public transport, as well as develop longer-term strategies towards a dense city avoiding urban sprawl, in order to reduce transport distances.

Further urban mitigation options include promoting energy efficiency in the public and private sector, for example energy-saving street lighting or electric devices, investing in renewables, and reduction, recycling and proper management of waste.

Moreover, to contribute to adaptation, cities can improve water management, expand water supply networks and drainage, develop disaster risk reduction plans and ensure that all citizens receive early warning information.

Guiding questions

Before you begin to look at the broader picture of climate action in your city, be sure to check whether they have disclosed environmental data, for example, through the platforms given above. This can provide a useful inventory of city climate action and help to answer the following questions:

- Has my city conducted a climate risk and vulnerability assessment?
- Has my city conducted a GHG inventory, or does it have an understanding of the major drivers of emissions?
- Does my city have a climate action plan or published strategy?
- Which city departments or individuals are in charge of responding to climate change? Who are the relevant officials? Is there any institution linking climate change policies to gender issues, such as a cross-departmental coordination body?

The information learned in this preparatory stage should help to guide your interviews in the first stage of the GAMMA assessment. You will also return to it in GAMMA II and possibly GAMMA III.

GAMMA step by step

GAMMA

- Purpose:** To assess the degree to which institutions and procedures are capable of addressing gender and climate change in an integrated way. Beyond that, this step should serve you to start a conversation with key policy-makers in your city, as a basis for further collaboration and advocacy.
- Key question:** Are urban institutions, arrangements and procedures able to address climate change and integrate the gender dimension? Is there awareness of gender and climate issues; are approaches available to address them? Are processes inclusive?
- Method:** Interviews with key persons in the city, based on eight indicators and scorecards with questions. The answers – yes, no or partly – are converted into scores, in order to get a quantitative score for each indicator and a global score at the end.

The first step of the GAMMA assessment involves a series of **interviews** with policymakers in your city, based on a questionnaire developed by GenderCC that addresses several indicators. The aim is to see which institutional arrangements and procedures are in place and whether the relevant decision-makers in the city are aware of gender and climate issues, before looking at the specific policies and measures in more detail in GAMMA II and III.

GenderCC has developed a set of **scorecards**, so the information from these qualitative interviews can be translated into a grading system indicating the current level of engagement in climate policy, as well as integration of gender issues in climate policy institutions and processes in the city. These can be used to assess the institutional setting and procedures of the city. Each scorecard features an indicator targeting different cycles of the policy process, from planning to budgeting and the collection of data.

You can use these scorecards to evaluate local policy institutions and procedures. The scorecards are included in the annex of this booklet. We suggest you familiarise yourself with the scorecards before conducting interviews. The scorecards and questionnaire can be adapted based on local needs and languages.

In order to complete the scorecards, you will need to conduct interviews with relevant decision-makers in the city. It might be challenging to identify potential interview partners with adequate knowledge of the city's climate policies who are also willing to

talk about gender! We suggest you identify the responsible head persons on climate policies and try to interview them. It is important to spend time establishing strong contacts and providing information on the context and purpose of the gender assessment. For a sound assessment, we recommend that at least three interviews are conducted with different decision-makers to ensure representative answers. We recommend you record the interviews, with prior and informed consent given by the interview partners.

The GAMMA methodology comprises a list of indicators relating to gender and urban climate policy. Each scorecard has a list of questions broadly related to the given indicator. The information provided by the various interview partners should be compiled and evaluated, giving, for most questions, a single response of either “yes”, “no” or “partly”. Your own judgement will play a role – particularly when it comes to deciding whether the city fulfils the requirements with a clear “yes” or just “partly”.

It is thus possible to generate a score for each indicator, which can be used to monitor and evaluate progress over a longer period of time, when you run this step of the methodology again in the future. When using “quantitative” scoring, it is important to keep in mind that the results are first and foremost a qualitative assessment tool, to be used to improve understanding and promote gender awareness and gender-responsive policies in an encouraging way.

GAMMA I Indicators (full questionnaire can be found in the annex):

Indicator 1: Climate change integration into planning, and consideration of gender issues

Indicator 2: Mainstreaming of climate change and gender into policy and institutions

Indicator 3: Budgeting and finance for gender-responsive climate policies and measures

Indicator 4: Institutional knowledge and capacity on climate change and gender dimensions

Indicator 5: Collection and use of data and climate information

Indicator 6: Integration of socio-economic aspects into climate policy

Indicator 7: Participation

Indicator 8: Awareness among stakeholders

The scorecards can be downloaded on GenderCC’s website, as well as a spreadsheet to enter responses and calculate scores.

Guidelines and questions:

Step 1: Based on the knowledge you have gained in the pre-assessment overview of your city's climate action programs, identify three potential interview partners. Who will you interview?

Step 2: Conduct interviews based on the questionnaire. Identify what data protection measures are necessary, and how you will keep interview data secure. You may need to prepare an informed consent sheet. You may face challenges, such as availability, scheduling, and willingness to talk. How do you plan to overcome these?

Step 3: Using the information gleaned from interviews, fill in the scorecards, giving each indicator an answer and scoring it.

Step 4: Summarize your findings and finalize the scorecards. The qualitative and quantitative results can be used to measure improvements over time.

Experiences from the Gender into Urban Climate Change Initiative in South Africa

The civil society organisation GenderCC – Women for Climate Justice Southern Africa found that preparation, steadily learning from experience, and developing and nurturing relationships helped influence policy-making:



“In South Africa, we struggled in the beginning to present the linkages between gender and climate change in order to convince policy-makers about the importance of that agenda, and thus what we were aiming to do with the interviews. Initially, when we called for a meeting with government officials to schedule the GAMMA I questions, they would often direct us to the human resources departments or the Gender Desk/Unit if it exists. As we wanted to talk with the actual climate policy-makers, we think that a clear map of the situation of each city on climate and gender before requesting the interviews with governments can help highlight the importance of such an agenda with the intended people.

Another overall challenge we had in the beginning of the project was that, in general, the local governments we wanted to talk to did not take us - civil society - so seriously. They used to see civil society as opponents rather than partners in our country. It is noteworthy to say that back then, in 2015, climate change was mostly regarded as just an environmental issue in South Africa, especially at the city level. It was even more new to approach climate change in relation to social or gender aspects. There were just a few people or departments who worked with climate change in those first years of the project. Therefore it was very difficult in the beginning to get through to them and introduce our project. It was only in 2020, when everybody was talking about mainstreaming gender into climate change, that the governments seemed to be talking the language of gender, even then, at local policy level not much has been done. So this relationship has improved over the course of the project. However, in the first interviews, we were not properly prepared as we did not record the interview but relied on writing down all that was

said. Because the most interesting responses we got were actually not the ones which would fill in the boxes of yes or no, but rather more qualitative responses, or comments after we posed probing questions to their first responses. It is impossible to consider everything they tell you in the interview if you are not recording. Therefore, in the following interviews, we learned and went there prepared, to not risk missing any important information. Of course you should follow procedures to get their consent to record beforehand. So everything became much more professional with experience.

Overall, one of the achievements of this project is how the willingness of the governments to talk to us became better with the trust we built throughout time. In the very beginning, we used to send them our reports and policy recommendations and rarely got a response. Now, some of the cities we are working with, like eThekweni, are so interested in our work to support their policies. So it took some time until we had this good relationship with the local government, not only because of more contextual aspects, such as governments realising more and more that they need to work with civil society to counter climate change, but also because of our keeping in close contact with them along the years, and our wish to build a trustful, strong relationship for the purposes of this project and beyond. Thus, we see the attitudes of governments as more open to us, civil society, and our solutions.”

GAMMA II

- Purpose:** To identify gaps in cities’ existing climate-related policies, prioritise the actions from a gender perspective, and set the base for policy recommendations.
- Key Question:** What policies and measures is the city planning or implementing? Are there gaps from a gender perspective, e.g. are important sectors not covered at all; and are policy measures absent that have a high priority from a gender perspective? Which adaptation and mitigation policies are prioritised in your city? And which should be, from a gender equal perspective?
- Method:** Comparison of your city’s policies with our list of priority actions. Alternatively, you can define your own priorities in the broad portfolio of policies we are providing.

In this second step, you will collect available information on climate-related adaptation and mitigation policies your city is planning or already implementing, based on the information you got during preparatory steps and the interviews. Be as concrete as possible in the listing and screening of the policies. You can structure them according to the portfolios of possible urban mitigation and adaptation actions which are provided in the annex. We recommend you list the title of each policy, one or two sentences to describe it, its implementation status and timeframe, and the source or link to the policy, if information is accessible. Questions you could ask regarding your city’s climate action programme are:

- Are meaningful descriptions provided or just the headings of the policies?
- Which sectors are addressed (e.g. energy, transport, health), and what are the target groups of the policies?
- Are clear targets and timeframes defined for the programme as a whole, and for individual policies and measures?
- Are there any policies that explicitly address women or gender issues (search for keywords 'women' or 'gender')? Are other social dimensions mentioned in the description of policies?
- Yet, 'gender' does not necessarily need to be mentioned explicitly in the city's description of a measure, but nevertheless, according to our understanding, it can be a priority measure that has a potential to contribute to gender equality beyond its mitigation and adaptation effects. So please note that even if these terms do not appear in the description of a policy, it might nevertheless be part of the priority actions from a gender perspective. Often policy-makers are not aware that a policy has the potential to contribute to gender equality.
- Do you have any information about the implementation status?
- Are there monitoring and evaluation mechanisms in place?

The next step is to look for gaps in your city's action programme. For this, GenderCC has prepared a list of urban adaptation and mitigation policies that we recommend to prioritise from a gender perspective, based on our experience. You can compare your city's policies with this list of priority actions in order to see, which of these actions are not addressed and would be important to include.

An alternative way to carry out GAMMA II is to identify priority policies and actions on your own, for example in a workshop with your team. For this, you can use the portfolio of urban mitigation and adaptation policies provided in the annex. For each of the policies, you can give a score, taking into account if it has a potential to improve the situation of women, in particular marginalised women, and contribute to gender equality. You can use the gender dimensions provided in the annex to assist you in exploring gender aspects. You can also take into account whether a policy has more general social and environmental benefits (beyond climate related benefits), or if it might have adverse effects on gender and social justice. Once you found out which action you would prioritise, you can compare your city's programme if it covers these actions, or if there are gaps.

Observing gaps can help you further elaborate policy recommendations for the city, e.g. whether to modify priorities, which sectors and strategic approaches should be included or strengthened, or which additional policies would be important to see included from a gender equal and climate just perspective.

The annex to this guide contains a template which will assist you to collect your city's policies and measures. These provide an overview of the options beyond those your city already has, but it does not mean each city needs to have all included in the portfolio. Knowing different possibilities is a key step in advocating for gender-responsive climate action.

You can download a template with an overview of the full portfolio of mitigation and adaptation actions and the list of priority actions from our website that can help you for this process.

Guidelines and questions:

Step 1: Review the list of priority actions from a gender perspective.

Step 2: Collect all available information on adaptation and mitigation policies your city is planning or already implementing. You can systematise this information in your own way. We recommend you to structure the policies by sector.

Step 3: Compare your city's policies with our list of priority actions to identify gaps and strengths.

Alternative: Using the portfolio of urban mitigation and adaptation policies, identify your own priorities from a gender perspective, and then compare the city's policies with your list of priority actions to identify gaps and strengths

Experiences from the Gender into Urban Climate Change Initiative in Mexico

In Mexico City, Equidad de Género, Ciudadanía, Trabajo y Familia found that most policies addressing gender fell under adaptation and were concerned with women's immediate needs without questioning the gendered social order, or even reproducing discriminatory patterns. By identifying gaps related to gender equality in mitigation policies, they were able to help policy-makers see the human impact of climate action responses beyond the establishment of quantitative targets only.



“Mexico City is in a vanguard position in the country in terms of advancing and guaranteeing human rights in public policy overall. There are several progressive legal frameworks in the city and for that reason there is a concentration of attention and action in terms of policies in the city in relation to the whole country. For example, there is the Climate Change Action Plan for Mexico City specifically, which is overall not the case for other cities in the country. There have been policy efforts during the last few years to mainstream gender into environmental agendas in the city, even though it is not always a very coherent process.

For us, the importance of GAMMA II is the clear differentiation between mitigation and adaptation in regards to climate action. The method helped us unpack and accommodate the information on policies and

measures existent in Mexican cities under those two categories. Because of this clear differentiation, we realised that the majority of the climate action that already contain some social and gender considerations in the cities and the country as a whole refer to adaptation measures. This is also the case for data and literature available on the social and gender aspects of climate change in the country. One explanation is that, given the sexual division of labour in Mexico, women have been traditionally performing - and are expected to perform - unpaid care work, which mostly fits into adaptation when we see it in terms of climate action. So, for us, it was crucial to treat that disproportional amount of information and action on gender and climate adaptation with unpaid domestic and care work, not to reproduce gender stereotypes when carrying out the assessments and subsequently producing the recommendations. On the other hand, information and action on mitigation which is concerned with social and gender aspects is scarce, as is access to authorities working on that. In one case, when we approached a governmental official working on mitigation policies, their reply was that “they did not work with *people*, rather energy and transport”. In those cases, the GAMMA method and materials provided by the project helped us dialogue with the government and help them see our central view that all climate action impacts people, in different ways. During the assessment of GAMMA II, we reflected a lot about the status of the policies and measures we found and listed in that stage. Through the method, we made sure to include what we identified as a lack of policies addressing areas which are fundamental to the advancement of gender equality into policy recommendations in the later stages of the assessment.”

GAMMA III

- Purpose:** To show how policies have differential impacts by conducting a focused analysis of relevant climate action policies or programmes, and to later provide impactful policy recommendations.
- Key question:** Which undesired impacts might a policy measure have on gender relations? How can it be improved in order to address climate issues and at the same time contribute to gender equality?
- Method:** Quick and deep gender impact assessment of relevant policy interventions that are either planned or already under implementation.

Based on your assessment in GAMMA II, you should be able to select relevant and specific actions in your city and analyse them in more detail. Make sure these are actions that affect persons; otherwise it would be much more difficult to identify gender impacts. Are they already ‘gender-sensitive’ (taking gender differences into account) or even ‘gender-responsive’ (contributing to a transformation towards gender justice)? It may be useful to refer to examples of best practices here. How would they need to be modified and improved in order to be gender-responsive – from the planning stage through to implementation and monitoring?

A gender impact assessment can be carried out in the planning stage of a policy or measure, as well as during or after implementation. Its purpose is to challenge the

assumption of policy-makers that policies affect everyone in the same way, estimating the effects of the implementation of the policy on gender equality and gender relations. In the end, the assessment should lead to recommendations on how to improve the policy and its outcomes.

Guidelines and questions:

Step 1: Select a relevant policy for the analysis, i.e. a policy that concerns one or more target groups and will it affect their daily life, for example, policies on urban planning, in the sectors of public transport and household energy, on resilience building or disaster risk reduction and management in communities.

Step 2: Acknowledge the policy's aims, and intended impacts.

Step 3: What qualitative and quantitative data are available for the sector, for example gendered mobility behaviour, gender roles influencing the use of household energy, gendered vulnerabilities to disaster? Often, there is a lack of data at local levels, so you may need to refer to national or even international data.

If you apply GAMMA III to a policy or measure that is already under implementation, you can rely on observations, e.g. by the community who is affected by the policy. In some cases, e.g. for transport policy, you can do an exploratory walk (see glossary in the annex) with a group of stakeholders and work with their findings.

Step 4: To assess unintended impacts, ask the right questions! A set of criteria you could apply are provided in the annex so you can analyse the policies. After these questions have been answered, you will have an idea of whether the policy needs improvement.

Experiences from the Gender into Urban Climate Change Initiative in India



The All India Women's Conference (AIWC) found that identifying the level of policy implementation was a difficult task due to local governance structures, and that GAMMA III helped to elucidate previously hidden issues. "In India, it is no simple task to find out the right governmental departments at the city level, and additionally see what their mandate is clearly. It is complex to differentiate what the task of the national government is and what the task of local governments is regarding climate action. In many cases, as a complex and multilevel issue in itself, climate change policies are managed by several departments in a city in a multi-level effort, e.g. policies are jointly implemented by national, state and city decision-makers. So, this also makes it complex for us to pose one questionnaire on one climate

policy action which has multiple responsible organs and approaches diverse sectors. GAMMA III has proven to be a useful tool to analyse complex policies, revealing aspects which had been taken for granted just because they were not mentioned or diffuse."

Post-Assessment

Great! You have completed your gender assessment using the GAMMA methodology. What next?

Assessment report and policy recommendations

Using the findings from your gender assessment, put together a brief assessment report summarising the status of gender in climate action and policy based on GAMMA I to III.

Based on the analysis, develop policy recommendations for a more gender-responsive policy. As a first step, you can look at all the gaps and weaknesses you found. It is quite straightforward to transform these gaps and weaknesses into recommendations for your cities policies, for example

- GAMMA I: lack of coordination mechanisms, lack of knowledge on gender -> establish a coordination mechanism involving departments in charge of key fields of climate action and gender departments, provide training on the gender aspects of climate change and policy responses
- GAMMA II: absence of policies to improve public transport, lack of investments in sanitation infrastructure in informal settlements -> introduce policies to enhance public transport, e.g. rapid bus transit lines, set up a programme to upgrade sanitation infrastructure in informal settlements
- GAMMA III: public transport is not accessible and affordable for women in the communities, green public spaces are not safe -> improve public transport infrastructure, including lines, stations, connections, and tariff systems; introduce safety programmes for parks and other green spaces, including women-only green spaces.

In some cases, you may come up with new measures, in other cases, you may recommend modifications of existing policies, or suggest accompanying measures.

At this stage, we strongly recommend consulting with various stakeholders in your city who are likely to be most affected by the policies in question. Share the assessment and draft policy recommendations with them and ask for any input. Are there specific needs these communities have? Are they keen on seeing certain policies or actions put into place in their areas? Which policies and measures would they consider to be the most important and urgent?

You can now develop your final policy recommendations. If the list of recommendations is very long, it might be useful to prioritise certain policies and measures you find particularly important. You will then put together a concise summary of the ways in which climate action in your city needs to integrate gender as well as the ways to deal with this, with recommendations on the next steps to take.

Guidelines and Questions:

Step 1: Prepare an assessment report summarising your findings from GAMMA I to III, and develop draft policy recommendations.

Step 2: Identify communities that need to be prioritised, if not already done. Who is likely to be most affected by the measures and policies you have examined using the GAMMA methodology?

Step 3: Consult these communities, e.g. in an online or in-person workshop or focus group, presenting your draft recommendations and asking for feed-back. Make note of priority areas that need to be addressed through policy.

Step 4: Complete a final draft of the gender assessment report taking this input into account, and share this draft with those you have consulted with. Then finalise the recommendations.

Advocacy strategy

Define your target group and develop a strategy on how to reach your audience, either directly, e.g. through meetings with city officials, or through media and other indirect means.

Write a 'policy brief' with decision-makers in mind, as well as those interested in influencing policy. Policy briefs can take many formats, and we recommend a concise version of one or two pages. The brief should be visually well-designed and may contain images to better get the attention of the targeted policy-makers. More detailed explanations or further policies that have a lower priority can go into an annex.

Guidelines and Questions:

Step 1: Identify your audience. Who are the right stakeholders to engage to ensure your recommendations can influence action? Identify what your desired outcomes are. For this, you can use the stakeholder mapping approach (see glossary in the annex).

Step 2: Write a concise policy brief. This brief should address policy-making stakeholders and be clearly formulated with a compelling argument and design. The brief should address priority issues confirmed through your consultation and should contain a summary of:

- Gender gaps in climate policy and action in your city
- An overview of the policy options to address these gaps
- Recommendations on what actions policy makers should take to ensure gender-responsive climate action

Step 3: Disseminate the policy brief, making sure it reaches your audience.

Step 4: Follow up. Did your policy recommendations make it into broader climate discussions? What, if anything, would you need to change in order to deliver your message more effectively?

Experiences from the Gender into Urban Climate Change Initiative in Indonesia

Aksi! and Solidaritas Perempuan in Indonesia found that following the GAMMA process sequentially helped to identify gaps in policies and more effectively advocate for gender responsive measures from the very inception of a specific climate policy.



“In Indonesia, we learned how the three steps of GAMMA interconnect and, by shedding light on the gaps in priority processes assessed, led to the ultimate policy recommendations. From our point of view, GAMMA suits better when applied as a consecutive process. This leads to a clearer visualisation of policy gaps in terms of gender and informs recommendations for gender-responsive climate action more strategically. Through the process, we saw many gaps in the cities’ policies, so we then proposed changes through workshops with decision-makers, media, consultations with civil society, and finally submitted them to the institutions. Our assessment of the Makassar City Climate Change Mitigation and Adaptation Working Group suggested what changes and strategies the initiative should undertake in order to be successfully and fairly

implemented. After analysing it, we recommended that the city government develop a Mayor’s Regulation on a gender responsive Working Group Team on Climate Change Mitigation and Adaptation, ensure gender mainstreaming in the drafting process of the Mayor’s Regulation, the policy content, and the institutional structure of the Working Group so that the Mayor’s Regulation guarantees the full involvement and participation of civil society organisations, including women and gender organisations, in its discussion and design.”

Finally, the GAMMA process is intended to strengthen civil society’s appropriation and involvement in policy processes concerning local climate action so that these are gender-just, inclusive and resilient. Those who apply it will be able to get valuable insights into already existing or new advocacy strategies. The methodology encourages the creation of innovation and solutions for climate justice based on informed and multi-sectorial action.

In Indonesia, for example, a strategy to implement the policy actions was included in the final step (policy recommendations) of the GAMMA cycle. With a strategy, you should be able to internally organise the advocacy process better, defining priorities, target groups (e.g. which departments to suggest the policy recommendations to), stakeholders responsible for implementing the strategy, and a work plan.

After some time, we suggest that the GAMMA steps are run again in the same city in order to monitor whether your strategic advocacy and recommendations were integrated through gender-responsive transformations in the same or similar institutions (GAMMA I), and more specifically, in the city’s climate policies (GAMMA II and III).

Annex

References

The score cards for GAMMA I are based on the Tracking Adaptation and Monitoring Development (TAMD) framework developed by IIED with substantial modifications to integrate gender.

<https://www.iied.org/tracking-adaptation-measuring-development-tamd-framework>

The gender dimensions used in GAMMA III are an adapted version of the gender dimensions developed in the study 'Interdependente Genderaspekte der Klimapolitik' by Meike Spitzner, Diana Hummel, Immanuel Stiess, Gotelind Alber, and Ulrike Röhr. Berlin, Umweltbundesamt, 2020. <https://www.umweltbundesamt.de/publikationen/interdependente-genderaspekte-der-klimapolitik>

Useful resources

'Gender and urban climate policy'. UN-Habitat, GIZ, GenderCC (ed.), 2015

https://www.gendercc.net/fileadmin/inhalte/dokumente/8_Resources/Publications/Guidebook_Gender_and_Urban_Climate_Policy_June_2015.pdf

Approaches for Gender Responsive Urban Mobility. GIZ (ed.), 2018

https://womenmobilize.org/wp-content/uploads/2020/02/A_Sourcebook_Social-Issues-in-TransportGIZ_SUTP_SB7a_Gender_Responsive_Urban_Mobility_Nov18-min.pdf

UN-Habitat publications on urban climate policy:

<https://unhabitat.org/topic/climate-change>

Transnational networks of cities and local governments provide a number of valuable resources and databases:

ICLEI's carbonn® Center: <https://carbonn.org/>

C40 Cities: <https://www.c40.org/>

Covenant of Mayors: <https://www.covenantofmayors.eu>

Gender data can be found at:

UN Women <https://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018#view>

SDG country profiles: <https://dashboards.sdgindex.org/profiles>

UNDP Human Development Reports, Country profiles: <http://hdr.undp.org/en/countries>

UNESCO World Inequality Database on Education <https://www.education-inequalities.org>

Glossary terms

Adaptation

Anticipating the adverse effects of climate change and taking strategic action to prevent or minimise them.

Cisgender (Cis)

A term to describe people whose gender identity or expression matches the sex they were assigned at birth (as defined by Astraea Lesbian Foundation for Justice and Mama Cash, see above).

Exploratory walk

A method that can be used to facilitate participation of citizens in urban and transport planning. A group explores the public space of a neighbourhood and collects information, e.g. on the quality of walking infrastructure such as sidewalks, accessibility of public transport, safety issues etc. See, for example <https://participatoryplanning.ca/tools/exploratory-walk>.

Gender

Refers to roles, behaviours, attributes and opportunities that society considers appropriate for women and men. Genders are socially constructed, learned through socialization processes and vary across culture/societies and change over time.

Gender equality

Refers to equal access to social goods, services and resources and equal opportunities in all spheres of life for all genders.

Gender equity

Refers to the fair allocation of resources, responsibilities and power without discrimination on the basis of gender.

Gender justice

Generally understood to be more than gender equality and equity. Gender justice requires fair distribution and recognition, along with an end to hierarchical gender relations and the transformation of societal and economic systems and structures.

Gender norms

Ideas about how different genders should be and act that are passed from generation to generation through the process of socialisation. Gender norms vary across cultures and societies and change over time. Someone whose gender expression does not match their society's prescribed gender norms is referred to as gender nonconforming.

Gender-responsive climate policy

Climate policies that take into account gender specific differences, needs and interests and aim to transform existing gender norms, roles and relations with the ultimate goal of achieving gender equality.

Gender-sensitive climate policy

Climate policies that take gender specific differences, needs and interests into account, but do not necessarily seek to transform the underlying gender norms, roles and relations.

Gender Impact Assessment (GIA)

An assessment of the differential impacts of a policy on all genders, sometimes called gender analysis. The goal is to prevent unintended negative consequences and to enhance intended positive gender equality outcomes. A gender impact assessment (GIA) is ideally carried out before a policy is adopted, but it can also serve as an evaluation tool.

Mitigation

Strategic actions taken in order to reduce the drivers of climate change, i.e. cutting greenhouse gas emissions with the final goal of limiting global warming.

Non-binary

A gender identity that cannot be defined within the gender binary (the categories of woman and man). Non-binary people understand their gender as either in-between or beyond the binary, or they reject the concept of having a gender entirely (as defined by Astraea Lesbian Foundation for Justice and Mama Cash, see 'Vibrant yet under-resourced, 2020, https://fundlbq.org/wp-content/uploads/2020/06/Astraea_MamaCash_LBQ_Report_VDEF-v2-SPREADS.pdf).

Resilience

The ability of a social or ecological system to absorb disturbances while retaining the same basic structure and ways of functioning, the capacity for self-organisation and the capacity to adapt naturally to stress and change (as defined by the IPCC).

Stakeholder Mapping

A simple way of mapping your stakeholders is to use two axes, one describing their power and influence over decisions, the other their interest and support for your ideas. So you get four quadrants, one for stakeholders with both high influence and support, another with supporters with low influence, a third with opponents with high influence, and the fourth with opponents who have little influence. Further information, for example <https://knowhow.ncvo.org.uk/organisation/strategy/directionsetting/stakeholder>.

Transgender (Trans)

People whose gender identity or expression differs from the sex assigned to them at birth. Some transgender people identify and present themselves as either a man or a woman; others identify with a gender nonconforming or non-binary gender category. Transgender people identify themselves by many different terms, some of which are specific to local cultures (as defined by Astraea Lesbian Foundation for Justice and Mama Cash, see above).

Vulnerability

The propensity or predisposition to be adversely affected. Vulnerability encompasses a variety of concepts and elements including sensitivity or susceptibility to harm and lack of capacity to cope and adapt (as defined by the IPCC).

GAMMA Materials

Please find this booklet as well as supporting materials to the GAMMA I questionnaire, and detailed versions of the GAMMA II lists of priority urban mitigation and adaptation actions at www.gendercc.net/resources/gamma.html

GAMMA I questionnaire

Indicator 1: Climate change integration into planning, and consideration of gender issues

1. Is there a climate change plan or strategy set out in a dedicated document on climate change and/or embedded in the principal planning documents at the city level?
(Yes / partly / no)
2. Have specific actions to address climate change (adaptation to the impacts of climate change and mitigation of climate change / low carbon development) in core sectors such as energy, transport, water supply and disaster risk reduction been identified, implemented and evaluated? (Yes / partly / no)
3. Is the city incorporating gender into policy making and decision making (gender mainstreaming) in general? (Yes / partly / no)
4. Are climate-relevant initiatives routinely screened for potential effects on women and men and on gender relations, and modified, if necessary? (Yes / partly / no)
5. Are specific actions in place to address gender inequalities related to climate change, or to address the specific vulnerabilities, needs and capacities of women? If yes or partly, please specify. (Yes / partly / no)

Indicator 2: Mainstreaming of climate change and gender into policies and institutions

1. Is there a leading body within the city in charge of coordinating climate change planning and actions within city departments and with relevant agencies? (Yes / partly / no)
2. Has a dedicated institutional body or mechanism been defined for coordination and implementation of climate change policies and actions across sectors such as a cross-departmental working group? (Yes / partly / no)
3. If yes, are institutions and policy-makers responsible for gender equality and/or gender mainstreaming part of this body or mechanism? (Yes / partly / no)
4. Is there regular interaction between the city's authority or body in charge of climate change with relevant ministries and agencies at regional and national levels? (Yes / partly / no)
5. If yes, do these overarching institutional processes and interactions address gender aspects? (Yes / partly / no)

Indicator 3: Budgeting and finance for gender-responsive climate policies and actions

1. Is funding available to implement actions that address climate change (e.g. adaptation, risk management, mitigation, low-carbon development)?
(Yes, for larger programmes / only for few or small actions / no)
2. Is funding available for community-owned or community-driven climate initiatives?
(Yes / very limited / no)
3. Is funding available to cover the costs of the gender screening of climate policies and actions, e.g. to involve gender expertise? *(Yes / no)*
4. Is funding available for specific actions addressing gender inequalities related to climate change, or the specific vulnerabilities, needs and capacities of women? *(Yes / no)*
5. Does the city government undertake gender-responsive budgeting? *(Yes (including for sectors relevant for climate policy) / partly (e.g. in other policy areas) / no)*

Indicator 4: Institutional knowledge and capacity on climate change & gender dimensions

1. Does urban planning involve individuals with awareness of climate change? *(Yes / partly / no)*
2. Are experts on climate policy involved in urban planning? *(Yes / partly / no)*
3. Do capacities exist for assessing the costs associated with actions to address climate change? *(Yes / partly / no)*
4. Does urban planning involve individuals with awareness of gender issues? *(Yes / partly / no)*
5. Are gender experts involved in urban planning, in particular in the development and implementation of climate policies and actions? *(Yes / partly / no)*

Indicator 5: Collection and use of data and climate information

1. Does urban planning take account of climate observations and projections of climate trends and variability for the city? *(Yes / partly / no)*
2. Are data on greenhouse gas emissions at the city level collected and compiled on a regular basis for inventorisation and monitoring? *(Yes / partly / no)*
3. Is there sufficient access to data and information relevant for adaptation and mitigation available from external sources (e.g. research bodies, academic institutions, energy and transport companies, other government levels)? *(Yes / partly / no)*
4. Are socio-economic and demographic data (related to sex/gender, income, education level, household data, etc.) available and used in planning for climate action? *(Yes / partly / no)*
5. Are gender-disaggregated data related to climate change collected through the city government's statistics system and additional data collection, e.g. on access of citizens to energy and mobility services, water supply and sanitation? *(Yes / partly / no)*

Indicator 6: Integration of socio-economic aspects into climate policy

1. Does climate-related planning, and development of policies and actions incorporate socio-economic aspects, e.g. through the use of impact assessments? *(Yes / partly / no)*
2. Do adaptation strategies include resilience building and community-based adaptation approaches? *(Yes / partly / no)*
3. Have potential social co-benefits of climate policies been identified? *(Yes / partly / no)*
4. Is climate-related analysis and planning guided by frameworks and methodologies that address social and gender aspects, e. g. gender-disaggregated assessments of exposure to climate risks and vulnerabilities? *(Yes / partly / no)*
5. Are changes in resilience and wellbeing tracked across all social groups, including women and girls? *(Yes / partly / no)*

Indicator 7: Awareness among key actors

1. Are key actors, such as energy, transport, and water providers, and civil society (NGOs, community-based organisations, public at large) aware of climate change, its potential impacts, and the ongoing plans and responses of the city government? *(Yes / partly / no)*
2. Are there local-level policies which actively communicate climate change, its potential impacts and planned and ongoing responses to stakeholders, civil society, and women and gender groups? *(Yes / partly / no)*
3. Are women and gender groups and marginalised women aware of climate change and its potential impacts, as well as planned and ongoing responses? *(Yes / partly / no)*
4. Are stakeholders, civil society, women and gender groups etc. aware of the gender aspects of climate change? *(Yes / partly / no)*
5. Is the city government's communication to the broader public gender-sensitive in terms of contents, form and information channels? *(Yes / partly / no)*

Indicator 8: Participation

1. Is there an inclusive process to involve civil society, environmental groups, community-based organisations etc. in climate-related planning? *(Yes / partly / no)*
2. Are the poorest and most marginalised members of society, including those who might be adversely affected by, or likely to benefit from climate change initiatives, represented in climate-related planning and decision-making? *(Yes / partly / no)*
3. Are there provisions to achieve a gender balance and to ensure that women's voices are heard in climate-related planning and decision-making among those stakeholder groups? *(Yes / partly / no)*
4. Is the meaningful participation of women and gender groups ensured throughout planning, implementation and evaluation of climate policies? *(Yes / partly / no)*
5. Are mechanisms for community complaint and response integrated into local climate policies and actions? *(Yes / partly / no)*

List of priority urban **mitigation** actions from a gender perspective

Sector: Buildings, settlements and urban planning: Reducing transport needs
Is there a policy in place to work towards a dense city, i.e. limiting urban sprawl?
Is there a policy in place to promote a polycentric city, rather than zoning with segregate use?
Is there a policy in place for a transit-oriented development, e.g. along major public transport routes?
Is the urban government planning for eco-districts?
Sector: Buildings, settlements and urban planning: Reducing energy need of buildings
Is there a policy aiming at energetic upgrading of dwellings?
Are there measures in place to promote better energy performance of new dwellings?
Sector: Mobility, transport and transport infrastructure: Improve public transport
Is there a policy in place to promote better services, incl. accessibility, affordability, safety?
Is there a policy in place for expansion and better interlinkages of public transport network?
Sector: Mobility, transport and transport infrastructure: Promote non-motorised transport
Is there a policy for redistribution of urban space towards pedestrian areas and bike lanes in place?
Is the city investing in better and safer walkways and bikeways?
Sector: Mobility, transport and transport infrastructure: Reduce GHG emissions from cars
Is there a policy aiming at reducing car use in place, such as travel demand management?
Sector: Energy supply and demand: Low-carbon energy in public facilities
Is there a policy to introduce energy efficient street lighting?
Sector: Energy supply and demand: Promotion of energy efficiency and saving
Is there a policy in place to promote energy saving behaviour?
Does the city provide advice or incentives for purchase of more energy efficient household appliances?
Sector: Energy supply and demand: Low carbon energy supply
Is the usage of small scale renewables in commercial and residential areas promoted?
Sector: Climate-friendly consumption and waste management
Does the city promote sustainable consumption, e.g. use of recycled paper, long-lasting products, organic food?
Does the city promote waste minimisation through avoiding waste, re-use and recycling?

List of priority urban **adaptation** actions from a gender perspective

Sector: Buildings, settlements and urban planning
Is there a policy for enhancing infrastructure in informal settlements to ensure access to water, sanitation and electricity and for emergency vehicles?
Is there a policy targeting at upgrading of houses (climate proofing), in particular in informal settlements?
Is there a policy that plans for green and open spaces within the cities for natural cooling?
Is there a policy/law that avoids urban development in environmentally sensitive and risk-prone areas?
Sector: (Urban) agriculture / fishery / food security
Is there a policy to reduce food insecurity e.g. by supporting urban agriculture?
Is there a policy measure that enables access to (informal) markets for urban gardening products?
Is there a policy targeting the reduction of overfishing and excess capacity?
Sector: Biological Diversity
Is there an ecosystem-based adaptation approach involving local communities?
Is there any provision of funding or learning opportunities for green initiatives in the city?
Sector: Disaster Risk Reduction
Is there any policy that establishes counselling and training in communities to reduce the impacts of disasters?
Do early disaster warning systems exist (or are in planning) that effectively reach vulnerable groups?
Are there strategies to prevent sexual violence in post disasters situations?
Sector: Economic and business activities
Is there a policy to increase labour force in formal economic activities and to support converting informal to formal jobs?
Sector: Energy supply and demand
Is there a support scheme for low-income households to prevent energy poverty?
Do measures exist to protect energy infrastructure from climate change effects?
Sector: Human health
Do prevention measures for climate change induced health risks especially for vulnerable population groups exist?
Is there a policy for adapting health and social systems to changing requirements caused by climate change, e.g. regarding more frequent pandemics?

Sector: Transport and transport infrastructure
Is there a policy for building alternative transport infrastructure to replace/complement existing transport infrastructure at risk of climate hazards?
Sector: Water (water regime, water management)
Is there a policy to develop affordable drinking water and safe sanitation in informal settlements?
Do Water Safety Plans exist?
Is there a policy to diversify water supply, e.g. rainwater harvesting from roofs, desalination, water reclamation and reuse?
Is there a policy scheme to support household water treatment and safe storage?
Sector: Coastal Erosion and Flooding
Is there a policy targeting at wetland restoration and conservation of mangroves and coral reefs to protect coastal zones?
Do preventive measures such as flood hazard mapping and flood proofing exist?

GAMMA III gender dimensions and questions

Gender dimensions are specific areas of life relevant to gender inequality, and reflect causes and forms of societal power relations and structural inequalities between the genders.

For Gender Impact Assessments, these dimensions serve as search lights to detect impacts of programmes, policies, measures or projects on women and gender equality. Some gender dimensions might not apply to all policies and measures, so feel free to work with the most relevant dimensions in the given context.

For each gender dimension, some exemplary of questions are provided. You can adapt them to your context and also develop your own questions

Representation and participation in decision-making

This is about equal participation of all genders, and consideration of gender expertise in decision-making in science, technology and politics.

- ▶ Who was/is involved in the policymaking process?
- ▶ Who is involved, makes interventions, and is heard in consultations?
- ▶ Who decides at household level?

Gender norms, hierarchies and power relations

This is about social hierarchies and gender power relations at individual, structural and institutional levels. Gender norms and differences are constructed, constituted and reproduced. Masculinity models are still prevailing in problem perceptions, methods and approaches.

- ▶ Does the policy contribute to challenging male norms and privileges?
- ▶ Does it help to change institutional settings and approaches in order to integrate paid and unpaid care workers' needs, preferences and approaches?

Resources and infrastructures

This is about people's needs for, access to, and control over resources such as food, housing, time, space and technologies. Infrastructures and services play an important role, in particular for the access to energy and transport as well as water and sewage. Therefore, it is crucial whether such infrastructures exist at all, which of them are prioritised, and for whom they are accessible and usable.

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

Education

According to UNICEF, only half of the countries have achieved gender parity in primary education, and even less in secondary education. As regards climate policy and its social impacts, education can be decisive whether people benefit from adaptation and mitigation measures.

- ▶ Does the policy take into account different education levels of target groups?
- ▶ In communication with stakeholder and the provision of information, are illiterate people taken into account?

Care economy and care work

In most societies, the responsibility for family care and household work is attributed to women, yet without proper acknowledgement of its importance. The market economy is blind for unpaid care work, and economic accounting does not take its value into consideration. Yet, the care economy is indispensable for any society, and causes specific needs and vulnerabilities, capacities and options.

- ▶ Key question: Does the policy have an influence on care work in private households?
- ▶ Does the policy acknowledge care work and its value for society?
- ▶ Does it relieve women from household chores or does it rather increase efforts for family care and time constraints of women?
- ▶ Does it contribute to the redistribution of care work?
- ▶ Does the policy avoid shifting responsibilities to consumers, while neglecting the supply side?

Market economy and income

This is about social values, norms and institutions that cause and maintain gender-specific inequalities in access to paid work and its remuneration, including gender pay gap, wealth gap and pension gap.

- ▶ Key question: Does the policy have an influence on professional training, employment or working conditions, and the financial situation of private households?
- ▶ Does the policy avoid putting an additional financial burden on people with lower income?
- ▶ Does it lead to a fair distribution of benefits from public investments and subsidies?
- ▶ Does the policy lead to job creation, and if yes, for whom?
- ▶ Does it contribute to better access to formal jobs?
- ▶ Does it ensure equal access to, ownership and control over productive assets and financial resources, such as credit?

Rights and access to justice

In many countries, women do not enjoy equal rights, for example regarding mobility, land ownership and inheritance. Even if their rights are official protected, constraining practices remain. All genders, except from cis-men, often face social and institutional barriers to accessing justice due to, e.g., gender discrimination, stigmatisation, as well as lack of knowledge of their rights.

- ▶ Does the policy assist affected persons to be aware of and exercise their rights?
- ▶ Does it contribute to transparency, accountability, and credibility of public and private organisations?

Body, intimacy, health, safety

This is about the social organisation of health, privacy and sexuality, and includes sexual self-determination and reproductive rights, as well as freedom from violence. Moreover, physical differences between the genders result in different responses to environmental conditions such as temperature.

- ▶ Key question: Does the policy have an impact on the physical, mental or reproductive health as well as on sexuality?
- ▶ Does the policy take physical differences between the genders, age groups, and other relevant categories into account?
- ▶ Does it ensure women's safety in public spaces?
- ▶ Does it contribute to reducing harassment and gender-based violence?
- ▶ Does it improve the health of underprivileged groups?