

POLICY BRIEF

Gender Equality and Climate Change



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SOCIAL DEVELOPMENT



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Summary

Climate change is reshaping the development scope of the Asia-Pacific region, with the risks from tropical cyclones, floods, droughts, and storms increasing significantly. Although some countries in the region are among the lowest carbon emitters in the world, they are some of the most impacted by climate-related extreme weather. Countries in the region that were previously unaffected by floods are becoming hotspots of flood exposure due to climate change. The number of people exposed to extreme temperatures increases yearly, affecting the most vulnerable populations the most.

It is a well known fact that women are disproportionately affected by natural disasters. For instance, women employed in sectors such as agriculture and the tourism industry are profoundly impacted by catastrophes and disasters, leaving them jobless when disasters occur. The loss of primary household income and economic independence affects women's well-being and often – in addition - leads to an increase in gender-based violence. This is exacerbated by societal norms and attitudes that expect women and girls to shoulder the burdens of additional unpaid care and domestic work caused by climate change, such as securing water, food and fuel for cooking and heating with limited access to resources.

These compounding factors lead women and girls in Asia and the Pacific to experience the greatest impacts of climate change, which – in

turn - amplifies existing gender inequalities and poses unique threats to their livelihoods, health, and safety.

This policy brief aims to raise awareness of and spur regional action towards addressing the gender-differentiated impacts of climate change in Asia and the Pacific. While this policy brief does not attempt to provide a comprehensive picture of climate change from a gender angle, it rather offers examples of how climate change impact women and girls disproportionately in the region and highlights the importance of including their voices in climate change action. In particular, it looks at the consequences of climate change through a gender lens in three thematic areas identified for priority action: The feminization of agriculture, women's ever-increasing share of unpaid care and domestic work in the region, and women's participation and representation in climate action.

Abbreviations

CCA	Climate Change Adaptation
DRR	Disaster Risk Reduction
ESCAP	Economic and Social Commission for Asia and the Pacific
FLFP	Female Labour Force Participation
GHG	Greenhouse Gas
NDCs	Nationally Determined Contributions
OHCHR	Office of the United Nations High Commissioner for Human Rights
SDG	Sustainable Development Goal
UNFCCC	United Nations Framework Convention on Climate Change

I. Introduction

The [Paris Agreement](#) under the United Nations Framework Convention on Climate Change (UNFCCC) set the first global goal for climate change adaptation and acknowledges that climate commitments are a common concern of humankind that cannot be achieved without considering the dimensions of human rights, gender equality and social inclusion. It also calls for gender-responsive approaches to adaptation and capacity building.¹

The [Sendai Framework for Disaster Risk Reduction 2015-2030](#) also recognizes the importance of integrating a gender perspective into all Disaster Risk Reduction (DRR) policies and practices and the need to empower women and promote equal access to recovery and resilience.²

Likewise, the [2030 Agenda for Sustainable Development](#) sets an ambitious and transformative vision in which all can enjoy sustainable, inclusive and equal social and economic growth. In particular, the Sustainable Development Goal (SDG) on gender equality and women's empowerment ([SDG 5](#)) plays a critical role towards the achievement of all the SDGs, with many targets recognizing gender equality and women's and girls' empowerment as both the objective and part of the solution. The climate change goal ([SDG 13](#)) focuses on strengthening resilience and adaptive capacity to climate-related hazards and natural disasters, with special attention to the most

vulnerable groups at risk of climate change. In doing so, gender equality and women's empowerment is key to mitigate, adapt and build resilience against climate change. Gender equality and climate change are interlinked and mutually reinforcing in that the targets together promote a more equal and inclusive sustainable development.

Asia and the Pacific is the most disaster-prone region in the world (ESCAP, 2017). According to the 2022 Asia and the Pacific Sustainable Development Report, the region has regressed in responsible consumption and production as well as in climate action. Particularly, increasing greenhouse gas (GHG) emissions and disaster casualties have compromised the efforts against climate action in Asia and the Pacific (ESCAP, 2022a). Despite a series of announcements from Asia-Pacific countries to reach net-zero emissions by mid-century, current ambitions as set out in the nationally determined contributions (NDCs) fall short of what is needed to reach the targets of the Paris Agreement (ESCAP, 2022b).

Women and girls tend to suffer the hardest consequences of climate change due to the exploitation of resources, cheap labour, and the lack of inclusive and sustainable actions to reduce carbon emissions and increase affordable sources of energy. The need to ensure women's participation at every level of environmental decision-making and include

¹ See Article 7 and 11 of the [UNFCCC](#)

² This is recognised in principle guidelines and the Priority Action 4.

gender equality at the centre is key to developing a sustainable and just green economy. In a region that is one of the most vulnerable to the impacts of climate change impacts, the transition to green, resilient and net-zero economies requires immediate addressing and redressing gender inequalities.

The climate targets set out in the Paris Agreement, the Sendai Framework and the Sustainable Development Goals serve as the foundation for comprehensive and integrated action plans on just environmental sustainability and will be possible to achieve only if countries invest in conserving and restoring the ecosystems vital to balancing the climate and promoting a sustainable, inclusive and equal transition to a green economy.

This policy brief is divided into five sections. The first section provides an introduction and

traces the main intersections between climate change and gender in Asia and the Pacific. The second section gives an overview of the challenges climate change pose to women and girls in the region. Mainly, the second section traces the intersection between climate change and gender in three key areas of analysis: the feminization of agriculture and the challenges facing rural women due to climate change; the consequences that climate change poses to women's unpaid care and domestic work; and the role and importance of women's participation and representation in climate action. The fourth section proposes some policy recommendations to develop inclusive, equal and sustainable climate actions. The final section underlines some conclusions and highlights the key role of gender equality and regional cooperation in the implementation of sustainable development in the region.



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II. An Overview: Environmental challenges for women and girls in Asia and the Pacific

CLIMATE CHANGE IS NOT GENDER-NEUTRAL

In recent decades, social progress and economic prosperity in the Asia-Pacific region have been jeopardized by impactful environmental challenges, such as the negative impact of rapid urbanization and the high demand for resources (energy, food and water) coupled with the rise of waste generation and pollution, the loss of ecosystem services (such as biodiversity, temperate grasslands, wildlife habitat and water availability), and the increase in GHG emissions and associated threats to human health.

As climate change continues to increase its bear on our common future, it impacts women and men differently. Disasters affect the livelihoods, health and well-being of women, especially those of lower socio-economic status (UN Women, 2022a). As a result, social, political and economic inequalities have been exacerbated through a disproportionate impact on the health and well-being of people in vulnerable situations, including women and children, indigenous populations, gender minorities, migrants, displaced persons, and persons with disabilities (ESCAP, 2022b).

For instance, societal norms and traditional roles and responsibilities assigned to women and girls limit their access to resources and information and lower their adaptive capacities to cope with the impacts of climate change (UN Women, 2022a). Moreover, women and girls are more vulnerable to gender-based violence when they are displaced due to disasters. The risks of economic, physical and psychological violence are higher when they depend on their partners in climate crises (OHCHR, 2022).

CLIMATE CHANGE DISPROPORTIONATELY AFFECTS THE LIVES AND LIVELIHOODS OF WOMEN AND GIRLS

Women in Asia and the Pacific make up a significant portion of the labour force in key livelihood sectors, such as agriculture, fisheries, forestry, energy and manufacturing (Nguyen et al., 2019; Pross et al., 2020; Resurrección et al., 2019). Yet, female labourers in those sectors, particularly those from marginalized groups, are more vulnerable to climate change impacts than men. For instance, women farmers are more likely than men to face water and land insecurity, which

constrains their ability to adapt (UN Women, 2022a). Women's lack of access to productive resources such as agricultural land impacts their role in food productivity and decision-making in mitigation and adaptation plans in community activities. Gender norms restricting women's roles can also hinder women from accessing or adopting new agricultural technologies and farming practices, which are better geared towards increasing weather and climate changes.

The changing weather patterns and the absence of effective climate mitigation and adaptation measures affect rural women's labour force participation in agriculture and their agricultural production. In many Asia-Pacific countries, most of the women in the labour force work in agriculture. In Pakistan and Afghanistan, 65 per cent of women are employed in agriculture, in India 55 per cent, in Lao People's Democratic Republic 64 per cent and in Papua New Guinea 60 per cent ([ILOSTAT Data](#)).

THE GENDER DIMENSIONS OF FOOD SECURITY PLAY A KEY ROLE IN CLIMATE ACTION

In Asia and the Pacific, women have a fundamental role in all dimensions of food security (UN, 2022). Women are responsible for the food production as food producers in agriculture as well as household food providers.

A decline in agricultural productivity and a rise in food prices due to disasters, water scarcity and/or extreme weather decrease women's production in agriculture and increase their time and energy spent on efforts to ensure food. It also stresses difficulties to maintain their income-generating activities and intensifies

malnutrition, especially amongst women and children.

For instance, rural women's participation in the agricultural sector has become more challenging due to climate change and increased the risk of food insecurity in the region. In addition to their role in securing food as agricultural labourers, gender roles continue to maintain care and domestic work as women's responsibility, which increases women's workload in securing food for their households (FAO, 2021).

A large share of women in the region primarily use wood for cooking and are responsible for water collection. For instance, 72 per cent of women in Cambodia and 59 per cent in Myanmar use wood for cooking. In Viet Nam, women and girls are responsible for water collection in 67 per cent of households (ESCAP, 2022a).

The availability, accessibility and utilization of food intersect with women's responsibilities and opportunities in their households, at work and within their communities (ESCAP, 2017). Recognizing the disproportionate impact of food security on women and girls in Asia and the Pacific due to climate change is crucial to ensure the transition to sustainable food systems and the advancement of an egreen economy in the region.

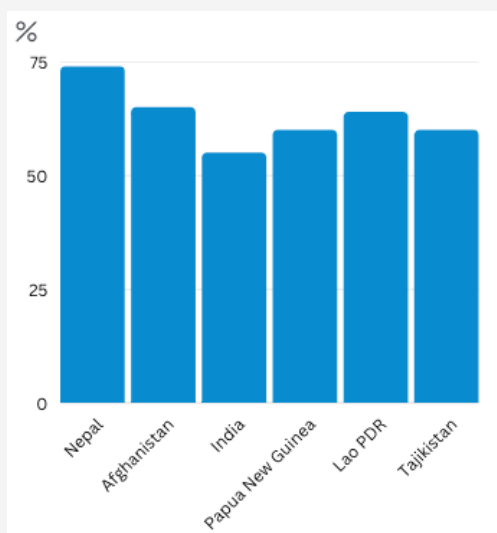
III. Increasing climate gender inequalities in Asia and the Pacific

THE FEMINIZATION OF AGRICULTURE AND CLIMATE CHANGE

The “feminization” of agriculture refers to the measurable increase in women’s participation in the agricultural sector worldwide (ILO, 2011; Grassi et al, 2015). The agricultural sector comprises rural employment in farming, employment working in trade and small enterprises and providing goods and services, and wage labour in agriculture. In Asia and the Pacific, women are key actors in agriculture and rural development and make a fundamental contribution to food security, both in their families and society.

Women and men working in rural settings are often involved in multiple activities and different contractual arrangements simultaneously. Due to seasonal changes, they may need to change jobs, or remain unemployed or underemployed for periods of time. Despite long working hours, agricultural labourers are poorly remunerated. In these contexts, women also constitute a significant proportion of unpaid family workers.

FIGURE 1: Female labour force participation in agriculture



Source: Based on ILOSTAT latest data from 2019

According to ILOSTAT Database³, the percentage of women’s employment in agriculture in North and Central Asia is 30.5 per cent⁴, in South and South-West Asia is 45.5 per cent and in South and East Asia is 29.5 per cent.⁵ Figure 1 shows the female labour force participation (FLFP) in agriculture in countries with the highest rates in Asia and the Pacific.

The feminization of agriculture is associated

³ These percentages have been calculated based on the latest from [ILOSTAT provided by the World Bank](#).

⁴ In the subregion North and Central Asia, the average is 30.5 per cent, excluding the Russian Federation’s 4 per cent of female in agriculture according to ILOSTAT.

⁵ In the subregion South and East Asia, the average is 29.5 per cent, excluding Singapore’s 0 per cent of female in agriculture according to ILOSTAT.

with a range of factors related to rural transformation, such as political decisions, rural economic development, male labour outmigration, an increase in the number of female-headed households, and the rise of labour-intensive agriculture (Mukhamedova and Wegerich, 2018; Najjar et al. 2022).

Women taking up tasks formerly performed by men, such as land preparation, cultivation of crops, spraying pesticides, harvesting and post-harvesting has carried positive interpretations of feminization such as the improved bargaining position of women within the family, leading to improved welfare for children (FAO, 2011). However, the increased opportunities for women to work in agriculture also give rise to concerns, such as low salaries, informal work and non-remuneration for family workers. The feminization of agriculture also intensifies women's existing reliance on natural resources livelihoods compared to men (ESCAP, 2020).

While women's participation in agriculture has increased, they have limited access to key productive resources and financial resources and remain overrepresented in manual labour as informal and unpaid family workers. Overall, women own less land and lack secure rights over land than men (World Bank, 2020). In South and South-West Asia, few women engaged in agriculture are landholders, ranging from 4.8 per cent in Bangladesh to 12.8 per cent in India (Woods, 2022). Figure 2 displays the proportion of agricultural population with ownership or secure rights over agricultural land in Cambodia, Myanmar, Indonesia, Afghanistan, Nepal and India.

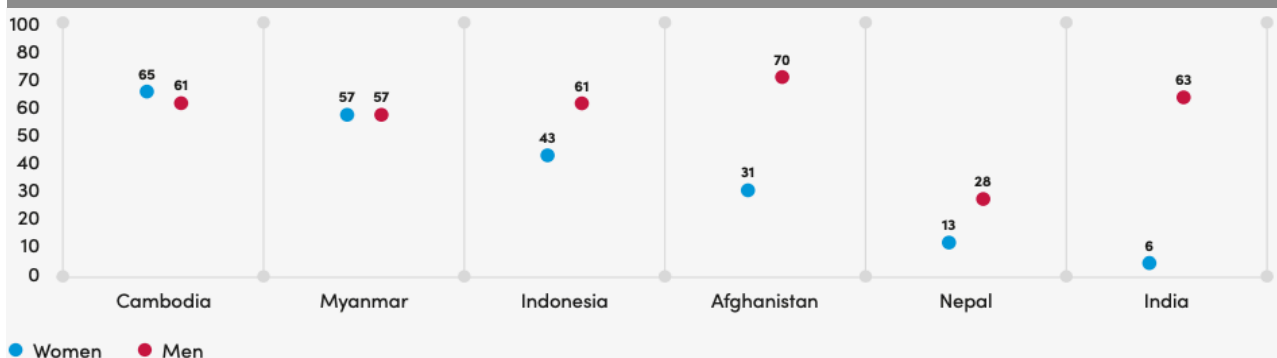
Figure 2 shows that the higher differences between land ownership are in Afghanistan and India. In Afghanistan, while 65 per cent of women are employed in agriculture, only 31 per cent have ownership rights over

agricultural land compared to 70 per cent of men. The difference becomes even higher in India, where 55 per cent of women are employed in agriculture, yet only 6 per cent of them have ownership rights over agricultural land compared to 63 per cent of men. The lack of assets and women's higher likelihood to engage in informal employment greatly reduce women's capacity to cope with the impacts of climate change and other crises. Furthermore, where laws fail to safeguard women's inheritance rights, the loss of land and productive assets owned by deceased family members due to disasters put women at further risk of poverty and lost livelihoods (UN Women, 2022b).

These challenges, coupled with the extreme effects of climate change in Asia and the Pacific, have situated women and girls in a highly vulnerable position. Increased occurrences of storms, floods and heatwaves due to climate change translate into crop failures, job losses and food insecurity for agricultural workers who rely on steady weather conditions to produce food. Women farmers face additional challenges due to unequal access to land, labour and capital. The overall increase in social and economic instability due to climate change reduces rural women's participation in the labour market and their possibilities to access natural resources.

As mitigation and adaptation programmes and policies continue to increase due to climate change and the demands on food production, agricultural livelihoods also need to adapt to a more sustainable and risk-reduction approach. Promoting gender equality and women's empowerment in agriculture not only improves food security and nutrition at the household level but also results in resilient, climate-smart and sustainable food systems overall (UN, 2021).

FIGURE 2: Proportion of agricultural population with ownership or secure rights over agricultural land, by sex, in all countries from Asia and the Pacific with available data



Source: UN Women 2022b based on latest available data at [Global SDG Indicators database](https://data.un.org/Data.aspx?ds=SDG%20Indicators&dt=Global%20SDG%20Indicators%20database)

CLIMATE CHANGE AND THE INCREASE OF WOMEN'S UNPAID CARE AND DOMESTIC WORK

In Asia and the Pacific, the time women spend on paid and unpaid care and domestic work is the highest among all regions in the world. In contrast to men, women spend four times more than men on unpaid care and domestic work (ESCAP, 2021a). Unpaid care and domestic work refer to the direct care of dependants – children, sick family members, older persons and persons with disabilities – as well as indirect care tasks, such⁶ as cooking, cleaning, domestic work and the collection of fuelwood and water (ESCAP, 2021a). Given the intensification of climatic and environmental changes, women bear an increasing responsibility of unpaid care and domestic work. Hence, mitigation and adaptation climate policies require a care-sensitive policy framework that recognize, reduce and redistribute unpaid care work in the region (also known as [ILO's triple R Framework](#)).

Climate change has exacerbated women's intersectional vulnerabilities and underlined care as foundational during socioeconomic crises. The intersection between climate change and women's care and unpaid domestic work offers an important opportunity to address and redress the design of care policies to respond to the needs of a diverse set of women and girls such as indigenous women, women with disabilities, migrants and domestic workers. For example, indigenous women, who often supplement household food supplies from nearby forests and take their children with them, are affected by the loss of forests. With the damage of forests, women need cash to buy food and cannot combine childcare with work as agricultural day workers so the responsibility for childcare is shifted to other women in the family and often children (UN Women, 2022a).

Across the region, 455 million people lack access to electricity, leading to a reliance on unsafe cooking fuels, which have negative impacts on women's health (ESCAP, 2020). Rural women and girls have a higher exposure to air pollution linked to solid fuel, as more than 80 per cent of rural households in Asia and the Pacific use mainly biomass, compared

to only one quarter of urban homes (ADB & UN Women, 2018).

Changes in climate or availability of natural resources due to aridity, drought, flooding, deforestation and desertification impact the availability of firewood and water, thereby directly increasing women's time and efforts in accessing these resources (ESCAP, 2021a). This adversely affects the use of their time due to their responsibilities in collecting water and fuelwood for the household. For instance, disasters, such as droughts, often increase illness in children and elders adding to women's care work and representing a rise in women's time in collecting water and food (Tanyag & True, 2019). In addition, disasters also negatively affect agricultural yields and outputs, further jeopardizing women's livelihoods. They also add pressure for migration from rural to urban centres, rupturing existing structures of intergenerational networks and familial care on which women currently rely (ESCAP, 2021a).

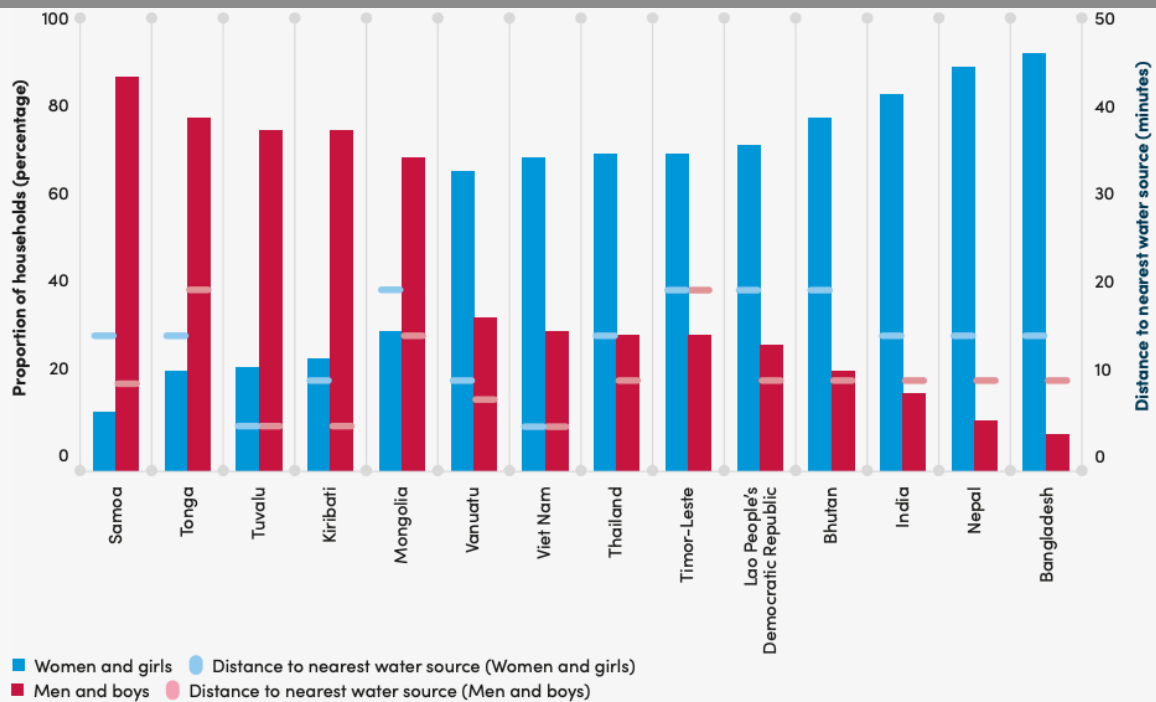
Figure 3 shows that women are disproportionately in charge of water collection across the region and that they spend on average between 5 and 20 minutes per trip to the nearest water source. In Bhutan and Lao's People's Democratic Republic, women spend nearly 20 minutes to collect water, while men spend around 10 minutes. Climate change increases the risk and frequency of hazards, with Myanmar, the Philippines, Thailand and Viet Nam among the top 10 most affected countries globally (ASEAN Secretariat, 2021). Such natural hazards and ongoing climatic changes intensify women's pre-existing vulnerabilities due to their higher dependence on natural resources than men.

Due to climate change and disasters, women's time allocation to water collection shows an

ascending trend, which also affects their participation in paid work or leisure. In Viet Nam, for instance, climate change has exacerbated natural hazards, making them more frequent, less predictable, and increasingly intense (e.g. the 2015/2016 drought and saltwater intrusion caused by El Nino). At its peak, the severe drought affected some 2.3 million people's water, food and livelihood security, resulting in health and nutrition concerns for the most vulnerable groups, including women and children (UN, 2017). Moreover, recurrent floods and droughts in the region reduced the affected population's access to clean fuels (UN Women, 2022b).

Women's lack of access to infrastructure and services, and their disproportionate reliance on natural resources as sources of livelihood, particularly in rural areas, increase their vulnerability to climate change and environmental degradation (ESCAP, 2020). Given that women's unequal access to assets, disproportionately household responsibilities and exposure to violence constrains their ability to recover after disasters, efforts to ensure access to appropriate support services are vital. For example, strengthening women's access to quality transportation infrastructure not only reduces the time women spend collecting firewood and water but can also improve their access to markets, schools and workplaces.

FIGURE 3: Proportion of households, person in charge of fetching water and the distance in minutes to a water source for households without water on premises



Source: UN Women 2022b based on UN Women analyses carried out using data from Multiple Indicator Cluster Surveys (MICS) and DHS data.

WOMEN'S PARTICIPATION AND REPRESENTATION IN CLIMATE ACTION

Women have proven to be proactive agents of natural resource management and climate change adaptation. In Bangladesh, women seek shelter for their families in response to rising water and store seeds in higher locations to protect them. In Papua New Guinea, indigenous women have traditionally engaged in small-plot agriculture and forest management to provide for their families (ESCAP, 2020). Such roles on the front lines of climate change have positive implications for food security and natural resource management.

However, women remain underrepresented in all levels of environmental decision-making and overrepresented in industries shifting as a result of a changing climate such as agriculture and fisheries (ESCAP, 2020). The situational knowledge of climate change and environmental degradation that women in these industries possess is a valuable resource in climate management and disaster risk reduction (DRR). Women are more likely to directly confront declining or polluted natural resources due to their knowledge in gathering food, water and fuel.

Hence, not only women's participation in climate action is important but also how they participate. Women's concern and support for the environment as well as their experiences and knowledge serve to positively impact mitigation and adaptation measures and programmes. Yet, women are often

unrecognized as leaders and limited in their access to resources. As gender inequalities restrict women and girls' abilities to adapt and respond to climate change impacts, they often bear the brunt of the impacts. For instance, the disproportionate effects of energy poverty on women and girls limit their access to education and employment due to the time spent on biomass collection. They also face significant health and safety risks from household air pollution, carrying heavy fuel loads and the lack of exterior lighting. Women are more at risk of death in disasters. For example, more than [70 per cent](#) of the fatalities from the 2004 Asian tsunami were women.

Strengthening women's participation in ensuring environmental sustainability elevates their role in decision-making and also addresses the drivers of gender inequality in policies and programmes that respond to climate change and environmental degradation. Thus, promoting women as unique agents in climate action is an imperative that should translate into all areas of climate change action by mainstreaming gender in mitigation, adaptation, finance, and technology and capacity development.



2015 Nepal Earthquake Survivor © UN Women

IV. Building forward: Policy recommendations

The two previous sections provided key information about climate change in Asia and the Pacific and discussed the intersection between climate change and gender equality. Since women are disproportionately affected by climate change, they are also key sources of climate action and solutions.

This section proposes policy recommendations in four priority areas for enhancing women's empowerment in climate action measures and policies. These include: advancing gender-differentiated measures in climate change action; enhancing equal access to resources and agricultural sustainable development; promoting care-related policies and ensuring women's participation and representation in climate action.

ADVANCE GENDER-DIFFERENTIATED MEASURES IN CLIMATE CHANGE ACTION

I. Integrate a gender lens in climate actions

Including women's needs, priorities, access to resources and roles ensure more effective climate mitigation and adaptation outcomes.

II. Provide capacity building

Support constituted bodies and secretariat staff in integrating a gender perspective into

their respective areas of work in collaboration with relevant organizations. To achieve this target, it is important that members of constituted bodies incorporate gender equality and climate change into their mandates and realize the relevance of gender in their work in a consistent and systematic manner.

III. Promote the collection of more sex-disaggregated data

Climate policies and measures benefit from sex-disaggregated data. The collection of sex-disaggregated data helps reveal and highlight some development realities, such as women's extensive engagement in agriculture, the lack of access to land, and their contribution to the economy through unpaid care and domestic work. Sex-disaggregated data provides an essential source to inform policies and to improve social protection programs and mitigation and adaptation solutions.

ENHANCE EQUAL ACCESS TO RESOURCES AND AGRICULTURAL SUSTAINABLE DEVELOPMENT

I. Improve rural women's access to training and information

Knowledge of farming techniques is critical to productivity. However, rural women farmers generally have inadequate access to agricultural extension and training services. Thus, increasing accessibility to

training and agricultural technologies for rural women is crucial for tailoring mitigation and adaptation measures based on their genuine needs and constraints.

II. Expand women's access to land and rural finance

Providing women with greater access to land, finance, and production inputs is critical to closing the productivity gap between men and women in rural areas. Microfinance institutions and other financial service providers can increase their presence in rural areas and offer more support to women farmers. They can also influence women's access to land by ensuring that women can benefit from land titling projects on the ground.

III. Strengthen sustainable practices in climate-smart agriculture in a gender-responsive way

Ensuring an equal and just transition to sustainable food systems and the resilience of livelihoods and ecosystems requires effective financing strategies that guarantee the inclusion of women's particular needs in agriculture. Increasing resource efficiency can only ensure sustainability if it expands women's ability to adapt. It is key that climate-smart agriculture is gender smart to ensure productivity and the efficiency of environmentally sustainable technologies.

IV. Support women as 'green entrepreneurs'

The advancement of a green economy is an excellent opportunity to foster women's entrepreneurship that is environmentally sustainable, such as in clean energy technologies. Enhance policy commitment at the national level to create and maintain an enabling environment for women entrepreneurs to thrive in. Provide sufficient assistance to organizations that have the vision and capability to support women

green entrepreneurs.

V. Incorporate women into agricultural value chains

When women are linked to all stages of the agricultural value chains, from production to processing and marketing, they can help increase the productivity and commercial viability of traditional farming. Inclusive value chains can also offer more non-farming job opportunities for both women and men.

PROMOTE GENDER-RELATED CARE POLICIES

I. Recognize the value of women's unpaid care work and how climate change impacts it

Promote social awareness of women's time poverty due to unpaid care and domestic work in times of climate crisis as well as the role men and boys play in generating long-term normative changes. Invest in innovative approaches to tabulating the value of women's unpaid work and its contribution to the economy in terms of GDP.

II. Reduce the time spent on resource collection by improving access to clean and efficient technologies

Facilitate the transition to clean energies by including women's accessibility to them and their needs in the development of programmes and projects, mainly in rural areas. Integrate gender and social inclusion considerations at all stages of the energy transition.

III. Redistribute unpaid care and domestic work by enhancing gender-transformative services and infrastructure

The provision of services, infrastructure and social protection is key to socialising the provision of care in the design of climate actions that are responsive and sensitive to gender. The use of efficient wooden stoves, dry toilets, water cisterns, the improvement of irrigation techniques and access to climate and weather information can target women's and girls' unpaid care and domestic work, minimize the harm to the environment, and redistribute unpaid care and domestic work between the family and the State.

ENSURE WOMEN'S PARTICIPATION AND REPRESENTATION IN CLIMATE DECISION-MAKING

I. Ensure women's participation in the formation, implementation, monitoring and evaluation of policies and plans

Invest in programs/interventions that aim to increase women's influence and roles in decision-making and leadership at all levels of climate action (within households, communities, and systems). Guarantee that women and men participate equally at all levels of climate planning and implementation and have equal opportunities to contribute to and benefit from climate action.

II. Establish mandatory quotas to ensure women's representation

Set mandatory quotas to increase women's representation in environmental associations, community organizations at the national level, and governmental institutions—including ministries for environment and natural resource management—will also ensure that gender equality is assessed and promoted in decision-making processes.

Conclusion

This policy brief was developed to inspire action, reflection and conversation towards achieving a sustainable, equal and inclusive green economy. This requires not only an intersectional approach to climate change and gender but also the enhancement of gender mainstreaming in all forms of climate action and the improvement of effective resources to empower women in Asia and the Pacific.

This policy brief outlined women's increasing vulnerabilities to the impacts of climate change and how they amplify existing inequalities. It underlined the challenges women experience due to the feminization of agriculture and their role in securing food, the disproportionate time they invest in unpaid care and domestic work on account of climate crises, and women's limited participation and representation in climate mitigation and adaptation measures and programmes.

To encourage the leading role that women and girls represent in climate action, this policy brief proposed policy recommendations that advance gender-differentiated measures in climate change action; enhance equal access to resources and agricultural sustainable development; promote care-related policies; and ensure women's participation as well as representation in climate decision-making.

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