Gender Mainstreaming in Aarhus Centres Activities

GUIDELINES FOR PRACTITIONERS



Acknowledgments

The guidelines for gender mainstreaming in Aarhus Centres presented in this publication are the result of close co-operation between the Gender Section in the Office of the Secretary General and the Office of the Co-ordinator of Economic and Environmental Activities (OCEEA). The first version of these guidelines was completed by Kristine Herman, Adviser on Gender Issues, with initial guidelines and substantial earlier versions researched and drafted by Freya von Groote. The updated version was reviewed and updated by Nicola Popovic.

Gratitude is extended to the following individuals who contributed valuable feedback and insights throughout the process in order to make these guidelines on gender mainstreaming meaningful and relevant to the staff, beneficiaries and communities of the Aarhus Centres, and the Gender Section of the OSCE. Special thanks to Diana Lopez-Castaneda for her insights on gender and environmental protection and climate security, as well as all OSCE staff members who responded to the survey and who provided comments and recommendations in the final stages of the process to further refine the guidelines for gender mainstreaming in Aarhus activities.

Published by OSCE Secretariat, OCEEA and OSG/Gender Section www.osce.org/oceea www.osce.org/gender

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Cite as: "Gender Mainstreaming in Aarhus Activities: A Guideline for Practitioners." Author: Nicola Popovic, Vienna.

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Glossary of Terms

Gender Mainstreaming

Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

See Official Records of the General Assembly, Fifty-Second Session, Supplement No. 3 (A/52/3/Rev.1), chapter IV, paragraph 4, referred in Ministerial Council Decision No. 14/04 - 2004

OSCE Action Plan for the Promotion of Gender Equality.

Gender

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a women [sic] or a man in a given context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

UN Women. OSAGI Gender Mainstreaming - Concepts and definitions. New York: 2001.

Gender Analysis¹

Gender analysis is a systematic analytical process based on sex-disaggregated and gender information. This process is used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a particular context.

UNDP. <u>How to Conduct a Gender Analysis</u>. Bureau of Policy and Programme Support. Gender Team: 2016.

Gender responsive

Gender-responsive programmes and policies consider gender norms, roles and inequalities, and take measures to actively address them. Such programmes go beyond raising sensitivity and awareness and actually do something about gender inequalities.

WHO Integrating gender into HIV/AIDS programmes in the health sector

Gender-sensitive

Gender-sensitive programmes and policies consider gender norms, roles and inequalities, and raise awareness of these issues, although appropriate actions may not necessarily be taken.

WHO Integrating gender into HIV/AIDS programmes in the health sector

Gender-sensitive language

Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex, social gender or gender identity, and does not perpetuate gender stereotypes.

UN Gender Inclusive language guidance

¹ The 2004 OSCE Action Plan for the Promotion of Gender Equality (§42) recommends that participating States use gender analysis and monitoring mechanisms to assess the impact of any gender policies and strategies in order to identify and address constraints to implementing such policies and strategies.

Inclusivity

Social inclusion is the process by which efforts are made to ensure equal opportunities – that everyone, regardless of their background, can achieve their full potential in life. Such efforts include policies and actions that promote equal access to (public) services as well as enable citizen's participation in the decision-making processes that affect their lives.

UN Department of Economic and Social Affairs

Intersectionality

Emerging from critical race and gender theory, intersectional approaches encourage policymakers and practitioners to move beyond singular categories of identity (such as gender, race, disability or age) and consider the more complex relationships and interactions between all identities and the impact of structures of oppression — including racism, sexism and ableism. The lens of intersectionality, broadly conceived, can better illuminate complex contexts and drivers of exclusion as it pays attention to the relationships between experiences of marginalization, power dynamics and structural inequality.

Kimblerlé Crenshaw, "Mapping the margins: Intersectionality, identity politics, and violence against women of color", Stanford Law Review 43 (1991): 1241–99.

Box: Intersectionality

"Intersectionality" is a term that is increasingly entering into gender policy and programming terminology. The concept was coined by Kimberlé Crenshaw as "a way of framing the various interactions of race and gender in the context of violence against women of color". It has since been used more widely as a way to define how expectations connected to gender interact with other societal markers, such as ethno-religious background, age, social class, sexual orientation, marital status, race, ethnicity and disability, placing people in different positions of power and privilege, discrimination and exclusion.

These power differentials are often of central importance in justice and security provision: urban poor and rural poor women face greater barriers in accessing justice; young, socio-economically marginalized and ethno-religious minority men may face greater police scrutiny; persons living with disabilities often face additional barriers on top of gender-, age- or class-based constraints. Intersectional power differentials can also be of concern within justice and security sector institutions if, for example, the views of older men are systematically privileged over those of equally competent but younger women, or if staff of a particular class, caste or ethno-religious background are disadvantaged in addition to facing gender- and age-based obstacles.

Introduction

The United Nations Economic Commission for Europe (UNECE) Convention on Access to Information, Public Participation in Decision-making and Access to Justice in Environmental Matters links environmental rights and human rights and establishes that sustainable development can only be achieved through the involvement of all stakeholders. It is often referred to as the Aarhus Convention, after the place in Denmark where it was adopted on 25 June 1998. Entered into force on 30 October 2001, the Convention enshrines Principle 10 of the 1992 UN Rio Declaration by linking government accountability and environmental protection, and focuses on interactions between the public and public authorities in a democratic context.

Furthermore, the Organization for Security and Co-operation in Europe (OSCE) links politically and conceptually to other international provisions and commitments, such as the Sustainable Development Goals (SDGs). The 2030 Agenda for Sustainable Development from 2015 links environmental, social and economic goals and targets. Through this Agenda, world leaders state to be "determined to protect the planet from degradation, including through sustainable consumption and production, sustainably managing its natural resources and taking urgent action on climate change, so that it can support the needs of the present and future generations".⁴

By setting legally binding international framework for access to information, public participation in decision-making and access to justice, the Aarhus Convention provides the OSCE participating States with a unique tool to support environmental governance processes and engage the public effectively at the national level, which in turn contributes to the countries' efforts to address environmental and security challenges. Currently, 47 OSCE participating States are Parties to the Convention, and OSCE plays a crucial role in supporting Aarhus Convention activities.

Participating States have recognized gender equality as an integral part of comprehensive security and sustainable development since its founding days. Recalling international commitments on gender equality, subsequent OSCE Ministerial Council Decisions reaffirm the continued commitment of participating States to promote gender equality within the Organization and participating States, as well as throughout the human, politico-military, economic and environmental dimensions:

- 2004 OSCE Action Plan for the Promotion of Gender Equality (MC.DEC/14/04)
- Women's Participation in Political and Public Life (MC.DEC/7/09)
- OSCE Action Plan on the Threats and Opportunities in the Area of Environment and Security (MC.GAL/8/07)
- Improving the Environmental Footprint of Energy-Related Activities in the OSCE Region (MC.DEC/05/13)
- Enhancing Disaster Risk Reduction (MC.DEC/6/14)

To achieve gender equality and more just and prosperous societies, an intersectional perspective needs to be considered that not only recognizes the differences in expectations, challenges and opportunities between men and women but also takes into account how factors such as age; ethnic origins; social status; religious beliefs; ethnic, social or political minorities; and disabilities; as well as

² See the Convention website: https://unece.org/environment-policy/public-participation and the Aarhus Clearinghouse: https://aarhusclearinghouse.unece.org/.

³ See UN (1992) A/CONF.151/26 (Vol. I) – Rio Declaration. Available at https://sustainabledevelopment.un.org/index.php?page=view&type=111&nr=1709&menu=35 [Accessed 24 February 2021].

⁴ United Nations Environmental Programme (no date) Sustainable Development Goals. Available at https://www.unep.org/about-un-environment/evaluation-office/our-evaluation-approach/sustainable-development-goals.

their intersection; amplify discrimination and exclusion. The impact of air pollution, for example, unfolds differently in different regions and on different groups of people. Effective response, prevention, and action in relation to environmental degradation and to competition over national and transboundary natural resources, as well as to natural disasters and other threats, need to consider unequal power relations, privilege and structural inequalities among different segments of the population in order to leave no one behind.

Despite the strengthening of the OSCE's and international frameworks on gender equality, additional work is necessary to ensure that both men and women benefit equally from and participate equally in OSCE supported Aarhus Convention related activities. Taking this opportunity, the guidelines "Gender mainstreaming in Aarhus Convention related activities" aim to assist not only Aarhus Centre staff but also participating States, OSCE partners and national stakeholders to effectively integrate a gender perspective in their work. Promoting gender equality in, as well as through, Aarhus activities is an opportunity to support good governance practices, raise effectiveness and sustainability in line with the principles and objectives of the Aarhus Convention, as well as those of the OSCE.

Purpose and Context of these Guidelines

The purpose of the "Gender mainstreaming in OSCE Aarhus Activities" guidelines is to assist Aarhus Centre staff and Aarhus stakeholders to effectively integrate a gender perspective into their work and to realize national and international commitments on gender equality, strengthening good governance overall. Taking the "Roadmap for Aarhus Centres" as a point of departure, ⁵ as well as building on the revised Convention Strategic Plan, these guidelines suggest concrete and practical entry points for integrating a gender perspective into activities related to all three pillars (access to information, public participation and access to justice) of the Aarhus Convention, as well as in support of OSCE gender equality principles.

These guidelines replace the 2009 publication "Aarhus Centre Guidelines", 6 which serves as a reference document to provide guidance for the strategic orientation, set-up and activities of OSCE supported Aarhus Centres. Furthermore, the OSCE Gender Parity Strategy 2019-2026 and the related OSCE study called "Myth Busting: Women, Gender Parity and the OSCE" are relevant in this context to foster a more equal participation between men and women in decision-making and staffing.

Furthermore, the guidelines have been externally and internally reviewed and updated in comparison to its first version from 2012. To accomplish this, two questionnaires — one in English and one in Russian — were circulated between the 29th of October and the 22nd of November 2020. Out of an estimate of 50 contacted staff members of the Aarhus Centres, 38 responded to the questionnaire. The English questionnaire captured the answers of 15 respondents, while 23 more were included from the Russian version.

BOX: Summary of survey results

In terms of regional division, respondents came from almost all Aarhus Centres apart from Armenia, Azerbaijan, Belarus, Georgia, Turkmenistan and Uzbekistan. Thirteen of the 38 respondents (35 per cent) stated coming from Tajikistan.

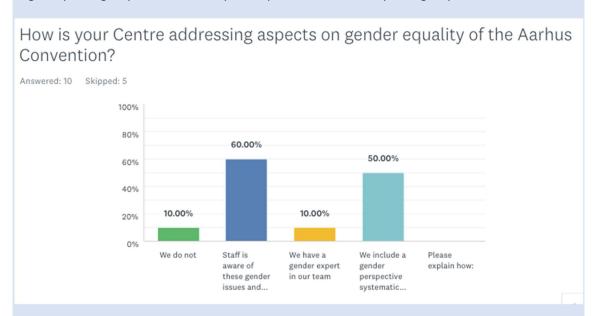
All of the respondents in both surveys stated having some degree of previous exposure to gender issues. Most of them say that they have read about gender equality and women's rights, and more

⁵ The Roadmap for Aarhus Centres was developed to support the implementation of relevant components in line with the Aarhus Convention Strategic Plan (2009–2014), which was adopted by the Third Meeting of Parties in Riga in June 2008.

⁶ OSCE (2009) Aarhus Centre Guidelines. Available at https://www.osce.org/eea/40506.

than half have taken part in short courses and trainings on gender issues. Eighty per cent of the respondents stated that they have consulted the UN Sustainable Development Goals (particularly Goal 5) and more than half of the respondents have consulted the UN Framework Convention on Climate Change (UNFCCC). Respondents were less familiar with CEDAW (around 20 per cent).

In terms of the environmental issues in which respondents have encountered gender issues in their country context, most respondents mentioned the different impacts of environmental degradation, including the pollution of the air and water, as well as water management and disaster risk reduction. In terms of intersectional issues, the relevant factors most mentioned — with respect to possible lack of information, participation or access to justice, especially when it comes to environmental issues — were socio-economic status, educational level, the urban-rural divide and age. Less significant factors were sexual orientation and religious beliefs in the region. Disability was identified by over half of the English-speaking respondents but only 15.79 per cent of Russian-speaking respondents.



In terms of specific action undertaken to promote gender equality in different areas and activities of the Aarhus Centre, respondents stated, for example, the organization of events with women groups, co-operation with women NGOs, concrete gender-related capacity activities, media and awareness-raising campaigns, and inclusive exchange and dialogue among other stakeholders. The greatest amount of knowledge for both groups seems to centre on gender-sensitive events and language. Technical skills like the collection and analysis of disaggregated data (sex, age, nationality, disability, etc...), gender-sensitive context analysis, evaluation, indicators, and monitoring are less known to respondents.

In terms of challenges, respondents listed resistance and issues of trust from local civil society organizations and the lack of technical capacity as examples. Among Russian-speaking respondents, there was a wider variety of challenges faced by the Aarhus Centres in the regions. Often, respondents stated seeing increased gender inequality and lack of awareness of environmental problems for vulnerable persons in more remote/isolated regions. Another commonly mentioned issue is the lack of financing and resources. A lack of personnel especially, including personnel leaving the positions for marriage, childbearing or for money, are shown as a challenge to implementing the gender mainstreaming guidelines.

Aarhus Convention: An overview

The Convention stands on three "pillars": access to information, public participation in decision-making and access to justice. It also requires that persons exercising their rights in conformity with the Convention shall not be penalized, persecuted or harassed in any way for their involvement. The Parties shall also promote the application of its principles of the Convention in international environmental decision-making and within the framework of international organizations in matters relating to the environment. That also requires ensuring that persons can exercise their rights in relation to environmental education and recognition of associations.⁷

Pillar I - Access to information

Access to information stands as the first of the pillars of the Aarhus Convention. It comes first in the Convention since effective public participation in decision-making depends on full, accurate, up-to-date information. The access-to-information pillar is split into two. The first part concerns the right of the public to seek information from public authorities, and the obligation of public authorities to provide information in response to a request. This type of access to information is called "passive". The second part of the information pillar concerns the right of the public to receive information, and the obligation of authorities to collect and disseminate information of public interest without the need for a specific request. This is called "active" access to information. The Convention also requires to disseminate information to members of the public in the event of an imminent threat to human health or the environment, whether caused by human activities or due to natural causes to prevent or mitigate harm arising from the threat.

Pillar II - Public participation in decision-making

The second pillar of the Aarhus Convention is public participation in decision-making. The public participation pillar is divided into three parts. The first part concerns participation by the public that may be affected by or is otherwise interested in **decision-making on a specific activity**. The second part concerns the participation of the public in the **development of plans, programmes and policies** relating to the environment. Finally, the third part covers the participation of the public in **the preparation of laws, rules and legally binding norms.** The Convention also provides a framework for public participation in decisions on genetically modified organisms.

Pillar III - Access to justice

The third pillar of the Aarhus Convention is the access-to-justice pillar. It helps to enforce both the information pillar and the participation pillar in domestic legal systems, strengthening enforcement of domestic environmental law. Specific provisions of the Convention convey rights to receive information, to participate in decision-making and to any other provisions of the Convention that Parties choose to enforce in this manner. The justice pillar also provides a mechanism for the public to enforce environmental law directly.

Aarhus Centres and the OSCE

Since 2002, the Office of the Co-ordinator of OSCE Economic and Environmental Activities (OCEEA) and the OSCE field operations, in support of the participating States in implementing the Convention, have been supporting the establishment and functioning of Aarhus Centres (thereafter Centres) and Public Environmental Information Centres (PEICs) in the countries of South-Eastern Europe, Eastern Europe,

⁷ OSCE, Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters (OSCE, 1998), art. 3, para. 3 and 4.

South Caucasus and Central Asia. The Centres can be established within either government (e.g., Ministries of Environment, local authorities) or non-governmental entities (e.g., NGOs, environmental associations). As of January 2021, the OSCE has supported the establishment of more than fifty Centres in 15 countries, and the Centres' network continues to expand. Some of these Centres have been initially supported under the umbrella of the Environment and Security Initiative (ENVSEC), a partnership currently of OSCE; United Nations Environment Programme (UNEP); United Nations Development Programme (UNDP) and United Nations Economic Commission for Europe (UNECE).

In 2008, the OSCE/OCEEA commissioned an independent evaluation of the Aarhus Centres/PEICs, the aim of which was to "generate knowledge from the experience of the Aarhus Centres within the context of OSCE's efforts to raise awareness on environmental issues as well as promoting participatory approaches in environmental decision making". The 2009 evaluation resulted in the "Aarhus Centre Guidelines", which were published in November 2009 and revised in February 2021.

OSCE Aarhus activities are also informed by the following:

- The OSCE Strategy Document for the Economic and Environmental Dimension, adopted at the 2003 Maastricht Ministerial Council, addresses specifically the importance of processes and institutions for providing timely information about issues of public interest in the economic and environmental field to the civil society and citizens, as well as to the media and business community. Through the Strategy Document, the OSCE is committed to promoting public participation in sustainable development policy formulation and implementation, which in turn requires a well-informed and responsive dialogue between citizens and the governments.
- The Madrid Declaration on Environment and Security, adopted at the 2007 Madrid Ministerial Council, also reaffirmed the importance of good environmental governance and underlined the importance of raising awareness on the potential impact on security of environmental challenges.
- The Decision on Improving the Environmental Footprint of Energy-Related Activities in the OSCE
 Region, adopted at the 2013 Kyiv Ministerial Council, tasked the OSCE to continue supporting
 awareness-raising on the impact of energy-related activities on the environment and facilitating
 the involvement of civil society, academia and the business sector in respective decision-making
 processes, including through Aarhus Centres and other multi-stakeholder partnerships and
 initiatives.
- The Decision on Enhancing Disaster Risk Reduction, adopted at the 2014 Basel Ministerial Council, stressed the relevant role of raising disaster risk awareness at the local level and promoted community-based and gender/age/disability-sensitive disaster risk reduction, including through Aarhus Centres.
- The Economic and Environmental Forums and the Aarhus Centres Annual Meetings, which are held annually by the OSCE, have also addressed the challenges associated with public participation and access to information within the framework of various economic and environmental issues linked to security.

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⁸ ENVSEC originally included also the Regional Environmental Centre for Central and Eastern Europe (REC) and the North Atlantic Treaty Organization (NATO) as an associate partner.

⁹ Dmytro Skrylnikov, Independent Evaluation of Aarhus Centres and Public Environmental Information Centres (OCEEA, OSCE, 2008). Available at https://www.osce.org/eea/33674.

¹⁰ OSCE (2009) Aarhus Centre Guidelines. Available at https://www.osce.org/eea/40506.

Usually, the Centres are based on an agreement between the relevant OSCE field operation and the Ministry for Environment in the respective country and managed by a board consisting of an equal number of representatives from government and civil society. Aarhus Centres have been instrumental in providing a platform for public authorities, members of the public and other stakeholders to build co-operative approaches in order to tackle environmental issues.

According to their geographic location, political climate of the country, local needs and specific capacities, the Aarhus Centres can work on different topics and thematic areas, such as sustainable development, green economy, water resources management, disaster risk reduction, climate change, urban and hazardous waste management, environmental impact assessment, gender mainstreaming, eco-journalism and youth empowerment.

The work of Aarhus Centres in these areas can provide a touchable contribution to the implementation of Sustainable Development Goals in participating States. Furthermore, the Centres can be and have been actively involved in supporting/promoting the implementation of environmental dimensions of the 2030 Agenda for Sustainable Development and other relevant Multilateral Environmental Agreements, like the *Convention on Environmental Impact Assessment in a Transboundary Context* (Espoo Convention), its Protocol on Strategic Environmental Assessment and the *Convention on the Protection and Use of Transboundary Watercourses and International Lakes* (Water Convention).

Thanks to increasing participation of the Aarhus Centres at the international level and their role in enhancing transboundary environmental co-operation, the Aarhus Centres help build trust and confidence within and across borders, therefore contributing to strengthening stability, peace and security across the OSCE area.

Gender Mainstreaming and OSCE Aarhus Activities

The important link between environmental security and gender and other social factors has been evidenced by academic and practice-oriented research over the last decades. ¹¹ "While changes in the environment affect everyone, they affect men and women differently. Women's and girls' traditional responsibilities as food growers, water and fuel gatherers, and caregivers connect them intimately to available natural resources and the climate, making them more vulnerable to environmental hardships." ¹² Women and men, for example, are often impacted differently by environmental degradation or pollution as a result of their specific gender roles in a society, such as respective divisions of labour. For example, in societies and situations where gender roles and identities are traditionally divided, women may be exposed to toxins in cleaning agents and insecticides, while men may be exposed to toxins in the air when working in mines. ¹³

Furthermore, in the past years, the possible danger of fake news and false information — especially when it comes to environmental-, security-, and health-related concerns in relation to women's political participation — has become very prominent. "Yet, despite evidence of the existence of gendered disinformation campaigns and endemic online violence against women, almost no resources are dedicated to understanding how this phenomenon affects our democratic process." ¹⁴

Therefore, each of the Aarhus Convention pillars and their intersection benefit from a systematic consideration of a gender perspective. In order to do so, additional efforts may have to be made to actively and meaningfully include women of dibofferent paths of lives and backgrounds in decision-making processes, ¹⁵ with equal access to information, public resources, justice and economic opportunities.

Box: More effective climate change resilience through gender budgeting in Tajikistan

Tajikistan is vulnerable to the adverse effects of climate change and has a low capacity for adaptation. Agricultural production is especially vulnerable to changing weather conditions, natural disasters and water shortages.¹⁶

According to a recent guidance note from the European Bank for Reconstruction and Development: "In Tajikistan several initiatives, investments and technical assistance activities were undertaken with the support of the Climate Investment Funds' Pilot Program for Climate Resilience (CIF PPCR), which aims to establish foundations for gender-responsive climate-resilient development supported by the private sector. In this case, specific vulnerabilities (of women) to climate shocks as a specific socioeconomic group as well as potential opportunities for gender transformational change were taken into consideration. A number of private sector-focused climate resilience investments with associated technical assistance components were implemented under the Tajikistan PPCR. These efforts gave rise

¹¹ See e.g., European Institute for Gender Equality, *Gender in Environment and Climate Change* (Luxembourg: European Institute for Gender Equality, 2016).

¹² UNDP, Fast Facts: Gender and the Environment (New York: UNDP, 2011).

¹³ UNDP, Chemicals and Gender: Energy & Environment Practice Gender Mainstreaming Guidance Series Chemicals Management (New York: UNDP, 2011), 7.

¹⁴ Lucina Di Meco (2019) Gendered Disinformation, Fake News, and Women in Politics (Blogpost). Available at https://www.cfr.org/blog/gendered-disinformation-fake-news-and-women-politics.

¹⁵ The need to increase women's participation in public life has been reconfirmed by MC.DEC/7/09 on Women's Participation in Political and Public Life.

¹⁶ Elisabeth Duban, Tajikistan: Country Gender Assessment (ADB, 2016).

to a number of questions concerning both direct and indirect benefits for individual women and men, women and men-led businesses, and female and male-headed households."¹⁷

ADB, Women, Water and Leadership (ADB Briefs, 2014).

In December 2004, the Ministerial Council endorsed the OSCE Action Plan for the Promotion of Gender Equality (MC.DEC/14/04). The Action Plan emphasizes gender equality as a priority for the OSCE and its participating States. It describes how gender equality should be achieved by a threefold approach:

- (1) Mainstreaming-gender into the organizational structures and in the working environment;
- (2) Mainstreaming-gender into OSCE policies, programmes, projects and activities;
- (3) Defining **priority areas** to promote equality between men and women.

Similarly, MC.DEC/7/09 on Women's Participation in Political and Public Life explicitly calls on participating States to actively promote women's participation in political and public processes.

Key international documents that are relevant for gender-mainstreaming of OSCE economic and environmental dimension include, among others, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Especially the **CEDAW General Recommendation 37** gender-related dimensions of disaster risk reduction in the context of climate change from 2018 outlines how Member States shall include a gender perspective in their environmental protection measures and disaster response strategies. These include extreme weather events, such as floods and hurricanes, as well as slow-onset phenomena — for example, the melting of polar ice caps and glaciers, droughts and sea level rise. Furthermore, the SDGs carry gender equality principles through a specific goal (SDG5¹⁹), as well as a cross-cutting principle. Consequently, "Leave No One Behind" guides every goal of the 2030 Agenda for Sustainable Development, including SDG 2 (agricultural productivity) and SDG 13.B (raising capacity for effective climate change-related planning and management).

Implementing international legal provisions and policies, several governments have made an effort to develop specific action plans not only on gender but also on environmental protection and climate security.

Box: Integrating gender in climate-related policies and plans in Albania

"Albania has been strengthening enabling conditions and cross-sectoral engagement on gender and climate change. Most recently, in 2019, Albania reported, with support from UNDP, that an action plan had been drafted to integrate gender equality in climate change policies and plans. ²⁰ This builds on their 2016 Third National Communication (NC) submission to the UNFCCC, which was their first report to integrate gender mainstreaming elements. The NC was guided by the UNDP Toolkit on Gender

¹⁷ EBRD, How private sector investment can support gender-responsive, climate-resilient development in Tajikistan: Guidance Note (Gender Guidance Note, 2019), 13.

¹⁸ Committee on the Elimination of Discrimination against Women, General Recommendation No. 37 on Gender-related dimensions of disaster risk reduction in the context of climate change (CEDAW/C/GC/37, 2018). Available at

https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwj9uKHrzofuAhXCqFkKHSTSD1wQFjAAegQlAxAC&url=https%3A%2F%2Ftbinternet.ohchr.org%2FTreaties%2FCEDAW%2FShared%2520Documents%2F1 Global%2FCEDAW C GC 37 8642 E.pdf&usg=AOvVaw1Sfdj3GDMFIRWW7Uupmw 6.

¹⁹ UN (no date) 2030 Agenda for Sustainable Development and SDG 5 on gender equality. Available at https://sdgs.un.org/goals/goal5.

²⁰ Republic of Albania, National Review For Implementation of the Beijing Platform for Action (2019). Available at https://www.unwomen.org/-/media/headquarters/attachments/sections/csw/64/national-reviews/albania.pdf?la=en&vs=4915.

Responsive National Communications, and devotes a chapter on mainstreaming gender in climate adaptation and mitigation. The chapter was developed through a consultative process with diverse stakeholders, including gender experts, and culminating in a workshop identifying challenges evident as obstacles to mainstreaming gender in national climate processes. Albania also has demonstrated enabling conditions of cross-sectoral engagement through inter-ministerial committees, including representation of the Ministry of Environment in drafting of the Strategy and Action Plan on Gender Equality (2016-2020). This reportedly is seen as a stepping stone to furthering coordination between the Ministry of Environment and the ministry responsible for gender equality, for increasing collaboration and integrating gender in climate change dialogues, planning, policy and programmes.²¹ In this stream of representation and leadership, Albania has also appointed a NGCCFP from the Ministry of Tourism and Environment."²²

Margaux Granat, <u>Spotlight on gender in NDCs: An analysis of Parties' instruments, plans</u> <u>and actions supporting integration of gender equality principles and practices</u> (Women's Environment and Development Organization, 2020).

In line with the 2004 Action Plan, the OSCE applies gender mainstreaming as the strategy to be used to meet organization's gender equality commitments. Following the UN definition, ²³ the OSCE defines gender mainstreaming as "the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

The Convention on Access to Information, Public Participation in Decision-Making and Access to Justice in Environmental Matters (Aarhus Convention) empowers people with the rights to access information, participate in decision-making in environmental matters and to seek justice, linking environmental rights and human rights. Its implementation should take into account gender issues concerning the specific needs, vulnerabilities, contributions, and rights of men and women respectively.

By paying greater attention to the integration of gender mainstreaming principles, Aarhus Centre staff, policy makers and other stakeholders can actively contribute to ensure that activities are inclusive and do not perpetuate inequality. Additionally, integrating a gender perspective in Aarhus activities allows stakeholders to demonstrate their commitment to international good practices and principles.

Gender Mainstreaming in OSCE Aarhus activities:

- Assesses the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels, makes women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.
- Ensures that Aarhus Centres represent all stakeholders equally, increasing transparency, accountability and public trust.

²¹ Republic of Albania, Third National Communication of the Republic of Albania under the United Nations Framework Convention on Climate Change (Ministry of Environment, 2016). Available at https://unfccc.int/sites/default/files/resource/Albania%20NC3 13%20October%202016 0.pdf.

²² UN Climate Change (no date) National Gender & Climate Change Focal Points. Available at https://unfccc.int/topics/gender/resources/list-of-gender-focal-points-under-the-unfccc.

²³ See official records of UN General Assembly, Fifty-Second Session, Supplement No. 3 (A/52/3/Rev. 1), chapter IV, paragraph 4.

- Makes public decision-making processes more inclusive, transparent and effective by increasing the participation of women and potentially marginalized groups, and take the interests and rights of different people into equal account, resulting in a more balanced and representative provision of services.
- Results in more targeted and thus more effective implementation in all three pillars of the Aarhus Convention.

In order to do so, a systematic inclusion of an intersectional gender lens shall be used when looking at all different stages of the project and programme cycle.

Box: Possible entry points to mainstream gender

- ⇒ Conduct gender-sensitive context analysis.
- Dutline a mapping of women's organizations and female environmental activists in the country.
- ⇒ Consult and engage with different groups of societies during decision-making processes.
- ⇒ Foster political and institutional commitment.
- ⇒ Plan for a systematic integration of a gender perspective into the programme/project cycle.
- ⇒ Ensure gender-sensitive language in all publications and communiques.
- Disaggregate data collection and analysis based on sex, age, nationality, disability, different educational levels, and so on.
- ⇒ Enhance gender-related capacities, such as gender-related knowledge, attitude and skills through training for gender equality and different gender mainstreaming components.
- ⇒ Ensure recruitment processes that consider gender and diversity aspects.
- ⇒ Foster sensitivity towards cultural and gender-related diversity among colleagues.
- ⇒ Consider planning gender-responsive events and avoid male-only panels.
- ⇒ Apply gender-sensitive indicators in your programming.
- ⇒ Ensure an intersectional gender perspective in evaluation efforts.
- ⇒ Support diversity and gender parity in working and research teams.
- ⇒ Become familiar with gender-responsive budgeting processes.

Box: Gender budgeting for a more equal water management in Tajikistan

In its portfolio for 2015–2017, the Asian Development Bank (ADB) has created gender budgeting for improving water supply and irrigation efficiency and for building climate change resilience to natural disaster risks. Through a gender action plan conducted as part of a project to increase climate resilience in the Pyanj River Basin, ADB ensures that women will benefit from flood protection activities and rehabilitated water supply infrastructure. The plan will provide basic information about women's role in agriculture, on the impacts of poor water infrastructure, and on climate change.

ADB, Women, Water and Leadership (ADB Briefs, 2014) cited in OSCE, <u>Gender Mainstreaming in</u>
<u>Water Governance in Central Asia</u> (OSCE, 2020)

While the above suggestions provide more generic entry points, the Thematic Road Map in the annex below aims to highlight entry points and activities specifically in alliance with the Strategic Plan of the Aarhus Convention (2015–2020) from a gender perspective.²⁴ Despite the current revision of the Strategic Plan and a possible update, the update was not yet available at the time of writing. The below roadmap therefore aims to suggest

a) Gender-responsive actions under each of the Indicative types of **activity**/measure in the Strategic Plan (2015–2020) in column 3;

²⁴ UNECE (no date) Strategic Plan 2015-2020. Available at https://www.unece.org/environmental-policy/conventions/public-participation/aarhus-convention/areas-of-work/current-work-programme-and-strategic-plan/strategic-plan-2015-2020.html.

- b) A gender perspective on the already formulated indicators of the Strategic Plan in column 4;
- c) A traffic-light-inspired reporting system for Aarhus Centre staff through which the different levels of the inclusion of a gender perspective shall be easier to identify in column 5.

The traffic-light system is an indication to what extent gender issues have been considered and implemented in the activities. It entails a gender marker system, without applying a strict complexity in ranking. Many of the activities listed as Suggestions for Gender Actions for Aarhus Centres will require training, capacity-building and expert guidance on gender mainstreaming for Aarhus staff. This document should be viewed as a guide that provides a broad range of suggested activities to promote gender equality, and as such, it provides a high threshold for Aarhus Centres to strive towards. It is understood that Aarhus Centres are often working with limited resources; therefore, they would require additional funding and resources to meaningfully implement many of the suggested Gender Actions. It is not expected that Aarhus Centres will be able to implement all of the listed Gender Actions without assistance. The OSCE and participating States could be called upon to assist and support activities to improve gender mainstreaming with the Aarhus Centres in order to meet the organization's gender equality commitments under the 2004 Action Plan for the Promotion of Gender Equality.

Road Map to Mainstream Gender Strategic Plan of the Aarhus Convention (2015–2020)

address obstacles to its

	I e e			
Objective	Indicative types of	Suggestions for gender	Gender-sensitive indicators of	Reporting:
(as contained in the Aarhus	activity/measure	mainstreaming actions for	progress/targets	Green. Gender-focused action
Convention Strategic Plan)		Aarhus Centres		Yellow. Gender mainstreaming
				efforts
				Red. N/A or gender aspects were
				not considered
To achieve fo		olementation of the Convention by		ian ao masailala
To achieve it	ıll implementation of the Convention	n by each Party, Parties will impleme	ent the objectives set out below as i	ar as possible.
Objective I.1: Each Party has a	Identify and remediate any	Targeted action:	Adequate legislative, regulatory	Examples of possible reporting:
clear, transparent and consistent	deficiencies in the	Conducting gender analyses of	and policy measures, and	
framework for the	implementation framework to	legislative, regulatory and policy	gender-sensitive institutional	The Aarhus Centre has developed
implementation of all provisions	ensure that adequate legislative,	measures.	mechanisms are in place.	recommendations for gender-
of the Convention, comprising	regulatory and policy measures		A participatory mechanism to	responsive implementation of
not only the necessary	and institutional mechanisms are	Mapping of women's	ensure gender balance and	the Convention.
constitutional, legislative and	in place. All activities are to be	organizations that are active on	include different members of	The Archae Control by the Control
regulatory provisions but also	implemented through a	relevant topics.	society in consultation in the	The Aarhus Centre has identified
the operational procedures and mechanisms required for their	participatory process, such as a	Droastively inviting wemon's	preparation of the NIR, and	gender-sensitive issues in the implementation framework.
practical application both in a	robust consultation in the	Proactively inviting women's organizations and those	monitoring progress in the	implementation framework.
national context and in	preparation of the National	representing potentially	implementation of the Aarhus	The Aarhus Centre has made
transboundary situations,	Implementation Report (NIR).	vulnerable and marginalized	Convention to ensure it is	plans on gender mainstreaming
without discrimination as to		groups who have been actively	operational.	of the implementation
citizenship, nationality or		involved in the consultation	Good quality and timely	framework.
domicile.		process.	submitted gender-sensitive	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
		•	NIRs.	The Aarhus Centre has
		Providing safe spaces for		conducted a mapping of
		women's participation in	Good practices on gender-	women`s organizations and
		consultations.	sensitive frameworks are	initiated outreach activities.
	International		reported through NIRs.	
	Strongth on Darties' canacities to	Mainstreaming efforts:		Separate or targeted
	Strengthen Parties' capacities to implement the Convention and	Disaggregated data and	Respective Convention bodies	consultation with women only or
	address obstacles to its	documentation on who has been	have developed and exchanged	women from specific groups

consulted.

good practices and relevant

have been held.

	implementation through the compliance mechanism, sharing good practices and developing guidance material.	Targeted action: Identify obstacles and burdens in relation to gender issues, such as unconscious biases and possible prejudices and stereotypes. Mainstreaming efforts: Highlight actions and initiatives that have contributed to gender equality and social justice as a good practice.	guidance material on gender- sensitive implementation. Effective gender-sensitive implementation of decisions regarding Parties' non-compliance.	The Aarhus Centre can provide disaggregated data based on sex, age and ethnic origin of the consultations held. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.2: The Convention's mechanism for compliance review fulfils the role of an effective instrument to address compliance problems that cannot be resolved at the national level. The findings and recommendations of the Compliance Committee are regarded by Parties as an authoritative source of advice on the implementation of the Convention and are used by them to improve their national practices in the best way possible.	Implement effectively the decisions regarding non-compliance by individual Parties adopted by the Meeting of the Parties. Having a system in place to monitor the implementation of decisions, involving all relevant authorities, communicants and other interested stakeholders. International Review of submissions, communications and referrals, as well as preparation and publication of findings and recommendations. Thematic review of generic compliance problems. Periodic review of the implementation of decisions on compliance by individual Parties	Targeted action: Actively involve those potentially marginalized (women, representatives from rural areas, etc.) in the monitoring and oversight. Promote candidates with gender-equality competence for the Committee Mainstreaming efforts: Observe and promote a gender balance among the decision-making positions and oversight mechanisms. Targeted action: Suggest and ensure gender-cultural and conflict-sensitive language in communications and publications. Mainstreaming efforts: Collect data disaggregated by sex on stakeholders involved, from	Having a system in place for gender-sensitive monitoring the implementation of decisions. Decisions of the Meeting of the Parties are gender-mainstreamed and implemented effectively and reported through NIRs. Positive feedback from Parties and stakeholders, including women's organizations. Adoption of the findings and recommendations by the Compliance Committee and adoption of the respective decisions by the Meeting of the Parties. Positive feedback from Parties and stakeholders, including women's organizations.	Examples of possible reporting: The Aarhus Centre has achieved gender balance in decisionmaking positions and oversight mechanisms. The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

	with the Convention adopted by the Meeting of the Parties.	submitting compliance concerns to consulted parties.		
Objective I.3: The reporting mechanism under the Convention fulfils the role of an effective instrument to monitor the Convention's implementation.	Preparing national implementation report through wide multi-stakeholder consultations. International Review of the implementation.	Targeted action: Establish gender-, cultural- and conflict-sensitive language and M&E as a quality criteria for the reports. Reach out to women and women's organizations as part of the multi-stakeholder consultations. Mainstreaming efforts: Request the collection of data disaggregated by sex.	Good quality reports have been prepared through wide gender-balanced multi-stakeholder consultations. Timely submission of good quality gender-mainstreamed reports. Good quality gender-mainstreamed synthesis report is drawn up with the major conclusions drawn from the submitted NIRs.	Examples of possible reporting: The Aarhus Centre uses gender-, cultural- and conflict-sensitive language. The Aarhus Centre has taken special measures to ensure participation from marginalized groups of women and men. The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.4: In implementing the Convention, each Party not only complies with its mandatory provisions but also endeavors to give effect to its provisions whose application is discretion.	Develop adequate legislation, regulations and implement required measures. Pilot projects.	Targeted action: Conduct gender analyses as part of the preparatory work. Develop proposals on affirmative legislation for those in potentially more vulnerable positions. Develop pilot projects for women and girls to help build evidence.	Adequate gender-responsive legislation and regulations are developed and the required measures are taken. Pilot projects are implemented. Positive feedback from Parties and stakeholders, including women's organizations. Good practices are reported through NIRs.	Examples of possible reporting: The Aarhus Centre has provided recommendations for gender-responsive legislation and regulations The Aarhus Centre has developed pilot projects that are gender mainstreamed

	International Strengthening Parties' capacities through sharing good practices and developing guidance material.	Mainstreaming efforts: Include a gender perspective where applicable in newly adopted legislation. Develop gender-sensitive indicators for pilot projects, such as sex-disaggregated data on participation in design, implementation and evaluation.	The objective is adequately addressed through the work of the respective Convention bodies (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.5: Environmental education is widely available and promotes active and responsible behavior among the public as regards the environment, including the exercise of the rights guaranteed by the Convention.	Addressing provisions and principles of the Aarhus Convention through formal, informal and non-formal programmes on education for sustainable development (ESD). International Strengthening Parties' capacities through sharing good practices and developing guidance material.	Targeted action: Outreach to potentially marginalized groups (women living in rural areas for example) in their native language Specific educational programmes on gender and other social factors when it comes to environmental impact. Mainstreaming efforts: Educational materials and initiatives include a gender perspective—that is, how environmental degradation affects women and men differently and how knowledge of women and men based on their tasks and responsibilities is needed in designing solutions.	Adequate gender-sensitive educational programmes and curriculum. Good practices are reported through NIRs. The objective is adequately addressed through the work on the ECE Strategy for ESD and Convention bodies, as appropriate (e.g., good practices have been shared and relevant guidance material has been developed).	Examples of possible reporting: The Aarhus Centre has taken special measures to ensure participation from women and men, including from marginalized groups. The Aarhus Centre has developed and promoted gendermainstreamed educational material. The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

Objective I.6: Public authorities at all levels and in all relevant sectors of government are aware of the obligations under the Convention and allocate as far as possible the resources needed to comply with them.	Information, training, and organizational and budgetary measures. Translate text of the Convention into national and subnational languages and distribute it widely; provide adequate training to all relevant staff of the authorities. Strengthening of national focal points. National capacity-building activities. International Regional and subregional capacity-building activities. Strengthening Parties' capacities through sharing good practices and developing guidance material.	Targeted action: Specific materials and training initiatives focus on intersectional gender issues. Separate meetings for women to be considered. Mainstreaming efforts: Information and trainings, as well as organizational and budgetary measures, include a gender perspective. Staff training/capacity-building provided for both women and men.	The required information, training, and organizational and budgetary measures are taken. National focal points have capacity to carry out the required work. Resources are allocated as far as possible. Convention is translated into national and subnational languages and distributed widely. Adequate training is provided regularly to relevant staff in the authorities. Programmes for capacity-building activities are being implemented. Good practices are reported through NIRs. The objective is adequately addressed through subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	Training materials contain gender-sensitive language, content relevant to gender aspects, and social-inequality and diverse audiovisual materials, and is disseminated through accessible channels for diverse learners. The Aarhus Centre has organized sessions to discuss gender issues connected to the Convention with public sector authorities. The Aarhus Centre has organized gender trainings for staff. The Aarhus Centre has brainstormed recommendations for gender-sensitive training materials and information. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.7: The implementation of the Convention leads to the development of an open administrative culture which	Political support at the highest level. Encourage proactive officials.	Targeted action: Specific outreach and inclusion in decision-making processes and capacity-building activities of potentially marginalized groups	Programmes for gender- sensitive capacity-building activities are being implemented.	Examples of possible reporting: The Aarhus Centre has provided capacity-building in gender-

transparency in environmental matters and values them as positive contributions to democratic, effective and good governance. Public officials concerned have and apply the knowledge and skills to provide assistance and guidance to the public to facilitate the exercise of its rights. Objective 1.8: Each Party	national capacity-building for officials at all levels. Regular awareness-raising. Establishing and implementing the operational procedures and mechanisms promoting an open administrative culture. International Regional and subregional capacity-building activities. Sharing good practices. Identifying and remediating any	analysis. Mainstreaming efforts: data disaggregated by sex of participants is being collected. Gender mainstreaming capacity-building is provided. Awareness-raising activities to build support for gender mainstreaming/women's participation in implementation. Targeted action: Mapping of	procedures and mechanisms are established and implemented. Good practices are reported through NIRs. The objective is adequately addressed through regional and subregional capacity-building activities (e.g., good practices have been shared). Gender-sensitive measures are	The Aarhus Centre can provide disaggregated data if needed. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity. Examples of possible reporting:
provides for appropriate recognition of and support to civil-society organizations promoting environmental protection as important actors in advancing democratic debate on environmental policies, raising public awareness and mobilizing and assisting citizens in exercising their rights under the Convention and contributing to its implementation.	deficiencies in the framework to ensure that adequate legislative, regulatory and policy measures and institutional mechanisms are in place. National capacity-building and awareness-raising activities. Preparing and disseminating adequate resource material in national and subnational languages to assist civil society organizations in exercising their rights under the Convention. Provision of financial and expert assistance. Consideration of measures for the implementation of article 3,	women and human rights organizations in the country. Proactive invitation of women representatives from different walks of life in decision-making processes. Aarhus Centres advisory sessions for national focal points on how to include gender aspects in National Implementation Reports or other relevant documentation. Mainstreaming efforts: Collection of data disaggregated by sex on participants in	implemented. Programmes for gendermainstreamed capacity-building and awareness-raising activities are implemented. Civil society organizations participate effectively in the related activities, including women's organizations Support for public interest environmental civil society organizations is being provided. Good practices are reported through NIRs.	The Aarhus Centre has mapped relevant CSOs: Women's organizations, human rights organizations and environmental organizations on national and local level. The Aarhus Centre has invited women's organizations and other CSOs to take part in the decision-making process. The Aarhus Centre has organized advisory sessions for national focal points on gender mainstreaming.

	paragraph 8, such as "whistleblower" protection. International Strengthening Parties' capacities through sharing good practices.	capacity-building and awareness-raising initiatives. Include also successful gender equality and empowerment initiatives as good practice examples.	Civil society organizations participate effectively in the activities at the international level. Good practices have been shared through regional and subregional capacity-building activities and the work of the Convention's bodies.	The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.9: Civil society organizations and the general public are aware of their rights under the Convention and assert them to effectively engage in addressing environmental and sustainable development issues and to advance both environmental protection and good governance, thus contributing to sustainable development.	Public awareness campaigns. Support for public-interest environmental civil-society organizations, including environmental law organizations. International Regional and sub-regional activities.	Targeted action: Potentially marginalized groups (women living in rural areas, people living with disabilities) are identified and targeted, specifically including information and a language accessible to them. Training for civil-society organizations on gender aspects in environmental issues and protection. Potential gender-specific risks for environmental activism are identified and remediated. Mainstreaming efforts: public awareness-raising initiatives include gender provisions (CEDAW) and women rights.	Gender-sensitive measures for raising public awareness are being implemented. Support for public-interest environmental civil-society organizations is being provided, including facilitating involvement for women. Good practices are reported through NIRs. Civil society organizations and the general public have the equal opportunity to participate effectively in the activities under the Convention.	Examples of possible reporting: The Aarhus Centre has mapped the risks for women environmental activists. The Aarhus Centre started to reach out to marginalized groups, such as women living in rural areas. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

Objective I.10: Public authorities at all levels and in all relevant sectors of government have well-established information policies and mechanisms, under which environmental information of a high quality is routinely provided and proactively disseminated to the public in a user-friendly manner, making full use of electronic tools where available.	Further development of systems to collect environmental information, including environment-related health information. Further development of public registers, national nodes and information centres. Increasing compatibility of electronic databases containing environmental information. Implementation of recommendations adopted through decision II/3 and implementation of other decisions of the Meeting of the Parties related to access to information. International Regional and subregional capacity-building activities. Strengthening Parties' capacities through sharing good practices and developing guidance material.	Targeted action: A gender assessment of channels of information and access in each society can be helpful. In rural areas the way women and men access to information has been conducted. Information dissemination activities are organized to ensure men and women have equal access to information by ensuring a diversity of distribution channels. Mainstreaming efforts: Centres that act as national nodes for the Clearinghouse mechanism solicit gender-specific information, where possible, and sexdisaggregated data where available. Information and tools made available use gender-sensitive terminology, ensure that information is relevant to men and women and is equally available to men and women.	Environmental gender-sensitive information of a high quality is routinely provided and proactively disseminated to the public in a user-friendly manner. Good practices are reported through NIRs. Review mechanism on access to information. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus Centre has measures to ensure equal access to information. The Clearinghouse mechanism has provided gender-specific information and sexdisaggregated data. The Aarhus Centre has evaluated how information reach women and men. The Aarhus Centre has discussed how to integrate a gender perspective into existing information materials. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.11: Public participation procedures are regarded by public authorities and all other actors concerned as an integral part of the preparation of policies, plans,	Informational and organizational measures to facilitate public participation procedures. Training and other capacitybuilding activities of officials and	Targeted action: Women are actively encouraged to participate in consultative processes and interactive events.	Measures have been taken to ensure that effective, gender-balanced public-participation procedures are in place.	Examples of possible reporting: The Aarhus Centre has promoted gender mainstreaming in public-participation procedures.

programmes, projects, legal instruments and executive regulations that may have a significant effect on the environment, and are implemented in their full scope. Prospective applicants are, where appropriate, encouraged to undertake proactive efforts to identify and inform the public concerned and enter into discussions with them at an early stage of planning, allowing for the effective participation of all interested members of the public.

executives in communication with the general public.

Application of recommendations developed under the Convention and other decisions of the Meeting of the Parties related to public participation. Decisions broadly reflect the public input.

International

Strengthening Parties' capacities through regional and subregional capacity-building activities, sharing good practices and developing guidance material.

Consider if separate meetings for women are needed.

Outreach strategies are developed specifically for those potentially vulnerable.

Provide support for women, especially from marginalized areas that would like to attend, by providing transport, child care, and the like.

Mainstreaming efforts:

Aarhus Centres communicate and demonstrate their awareness of and commitment to gender equality principles during consultative processes.

Events are organized at times/locations that men and women can equally participate.

Aarhus Centres apply and promote the development of participatory approaches that ensure equal participation of men and women.

Aarhus Centres ensure that gender perspectives are taken into consideration during the preparation and development of natural disaster management programs and policy documents.

Good practices are reported through NIRs.

Public authorities demonstrably take account of public input and demand information from parts of the population not represented.

The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).

The Aarhus Centre has provided capacity-building in gender mainstreaming of policies and projects.

The Aarhus Centre has facilitated separate meetings with women when their voices are missing in the public participation processes.

The Aarhus Centre has provided recommendations for gender-responsive disaster risk-reduction programmes and policies.

The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities.

The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

(a) Each Party ensures access to administrative or judicial review procedures that can provide timely and effective remedies for members of the public who consider that their rights under the Convention have not been respected; (b) Each Party empowers members of the public, where they meet the criteria, if any, laid down in national law, to challenge acts and omissions that contravene provisions of national environmental law. Any such criteria should be established taking fully into account the Convention's objective of guaranteeing access to justice; (c) Each Party undertakes genuine efforts to reduce and eliminate financial and other barriers that may prevent access to such review procedures and establishes, where appropriate, assistance mechanisms to that end.	Identifying and remediating any deficiencies through a multistakeholder dialogue to ensure that adequate legislative, regulatory and policy measures and institutional frameworks are in place with regard to (a) remedies, (b) standing and (c) financial barriers. Capacity-building activities. Implementing decisions of the Meeting of the Parties related to access to justice. International Strengthening Parties' capacities through regional and subregional capacity-building activities, sharing good practices, maintaining jurisprudence database and developing guidance material.	Targeted action: Conduct a barrier study on possible discriminatory provisions in relation to access to justice. Focused training on gender-specific provisions under international (CEDAW) and national law. Mainstreaming efforts: Legislative reviews consider possible discriminatory clauses and provisions — especially against those potentially vulnerable, including women.	Effective access to administrative or judicial review procedures is ensured through: (a) providing timely and effective remedies to members of the public, (b) empowering members of the public to obtain access to justice and (c) reducing and eliminating financial and other barriers that may prevent access to review procedures and through establishing assistance mechanisms. Good practices are reported through NIRs. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	Examples of possible reporting: The Aarhus Centre has promoted gender-responsive remedies. The Aarhus Centre has provided advice to women on how to seek remedy. The Aarhus Centre has documented the gender balance in remedies The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective I.13: Judges, public prosecutors and other legal professionals are familiar with the provisions of the Convention and are ready to exercise their	Information, education/training and capacity-building measures for legal professionals in accordance with decisions on	Targeted action: Specific training materials on gender and other social factors developed and made available.	Adequate curricula/training programmes. Measures are being implemented.	Examples of possible reporting:

respective responsibilities to uphold them.	access to justice adopted by the Meeting of the Parties. Taking measures to make decisions of courts, and whenever possible of other judicial bodies, publicly accessible. International Strengthening Parties' capacities through regional and subregional capacity-building activities, maintaining jurisprudence database, sharing good practices and developing guidance material.	Mainstreaming efforts: Trainings for legal professionals include sessions on national and international gender equality legislation, conventions and good legal practice. Gender balance in capacity-building initiative is fostered and captured.	Decisions of courts, and whenever possible of other judicial bodies, are publicly accessible. Good practices are reported through NIRs. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus Centre has promoted materials on gender in the judicial system. The Aarhus Centre discussed possible training initiatives from a gender perspective. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
	al II: Increase the impact of the Con e impact of the Convention in the EC			•
Objective II.1: The number of Parties to the Convention within the ECE region continues to increase steadily throughout the plan period.	Build public and political support for ratification in non-Parties. Bilateral consultations to discuss and overcome obstacles to ratification. International	Targeted action: Proactively identify and approach female decision makers and women's groups. Consider supporting the establishment of women's environmental networks	Completed ratification procedures.	Examples of possible reporting: The Aarhus Centre has consulted with national and international groups of decision makers working on environmental issues to promote ratification of the convention and highlight its
	Strengthen Parties' capacities through capacity-building activities, sharing good practices, developing guidance material	Mainstreaming efforts: Highlight the importance of gender issues relevant to the country contexts in the consultations.	Increased number of Parties.	convention and highlight its gender aspects. The Aarhus Centre has identified female decision makers.

	and providing assistance upon request.			The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective II.2: The amendment to the Convention on public participation in decisions on the deliberate release into the environment and the placing on the market of genetically modified organisms (GMOs) is approved by a sufficient number of Parties to enter into force by 2015 and is progressively implemented.	Build public and political support for ratification in Parties. Parties seek bilateral consultations with other Parties that have ratified the amendment to discuss and overcome obstacles to ratification, to receive/provide capacity-building assistance and to share good practices. International Strengthening the capacities of the Parties concerned through capacity-building activities, sharing good practices and provision of advisory assistance upon request. Use of regional and international co-operation arrangements to raise interest in the GMO amendment.	Targeted action: Proactively identify and approach female decision makers and women's groups. Consider supporting the establishment of women's environmental networks. Mainstreaming efforts: Highlight the importance of gender issues relevant to the country contexts in the consultations.	Completed ratification procedures. Good practices are reported through NIRs. Increased number of ratifications.	Examples of possible reporting: The Aarhus Centre has established contact with national and international groups of female decision makers working on environmental issues. The Aarhus Centre has identified female decision makers. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective II.3: States in other regions of the world effectively exercise their right to accede to the Convention. Parties actively encourage accession to the Convention by States of other regions of the world.	Build public and political support for ratification in non-Parties. Bilateral consultations between Parties and non-Parties to discuss and overcome obstacles to ratification, provide capacity-	Targeted action: Proactively identify and approach female decision makers and women's groups. Mainstreaming efforts: Highlight the importance of gender issues	Completed ratification procedures. Good practices are reported through NIRs.	

	building assistance and share good practices with interested non-Parties. International Strengthening the capacities of interested non-Parties through capacity-building activities, sharing good practices, translating guidance material into national and subnational languages and providing advisory and technical assistance upon request. Use of regional and international co-operation arrangements to raise interest in the Convention.	relevant to the country contexts in the consultations.	Increased number of Parties.	
Objective II.4: The Convention sets an internationally recognized standard for access to information, public participation in decision-making and access to justice in environmental matters, and inspires the development of similar instruments in other regions of the world, thereby putting Principle 10 of the Rio Declaration into practice.	Promoting the Convention: (a) at national level to national focal points dealing with other international forums and (b) through bilateral co-operation with countries in other regions through providing capacity-building assistance and sharing good practices. International Participation in key regional and international events to publicize the Convention.	Targeted action: Actively invite and promote female speakers and decision makers (avoid "manels"). Mainstreaming efforts: Include a gender perspective and reference to international standards and normative frameworks to women's rights and gender equality in relation to access to information. (CEDAW).	Convention and its gender relevance promoted effectively within inter-ministerial processes and through Parties' positions in major international forums, as well as among countries in other regions. Good practices are reported through NIRs. Convention promoted effectively in gender-balanced major international forums and among countries in other regions.	Examples of possible reporting: The Aarhus Centre has established a pool of female experts and public speakers that can be invited to events. The Aarhus Centre has organized meetings on how the convention and CEDAW can be interlinked. The Aarhus Centre has promoted the gender-balanced participation in international panels, meetings and forums.

Objective II.5: The Parties to the	Encouraging references to the Convention in other forums (political and academic). Co-operating with other regional bodies interested in the implementation of Principle 10 of the Rio Declaration. Providing capacity-building and advisory assistance.	Targeted action: Actively invite	Increased number of	The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity. Examples of possible reporting:
Convention actively promote the application of its principles in international environmental decision-making processes and within the framework of international organizations relating to the environment, and endeavour to influence the practices of international forums in matters relating to the environment, in particular the development and implementation of multilateral environmental agreements.	Consideration of possible measures to give effect to the Almaty Guidelines on Promoting the Application of the Principles of the Aarhus Convention in International Forums at the national level. Implementation of the decisions of the Meeting of the Parties related to application of the Convention's principles in international environmental decision-making. International Strengthening Parties' capacities to apply the Almaty Guidelines. Promotion of the application of the Almaty Guidelines in international forums. Adoption of appropriate practices and procedures in	and promote female speakers and decision makers (avoid "manels"). Mainstreaming efforts: Include a gender perspective and reference to international standards and normative frameworks to women rights and gender equality in relation to access to information. (CEDAW).	Increased number of international forums that apply the Almaty Guidelines in their procedures in a gender-sensitive matter. National co-ordination mechanisms are in place and are working effectively. Good practices are reported through NIRs. Gender-sensitive application of the Convention's principles is promoted effectively in major international forums. The objective is adequately addressed through the work of	The Aarhus Centre has established a pool of female experts and public speakers that can be invited to events. The Aarhus Centre has promoted the gender-balanced participation in international panels, meetings and forums. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

	international forums; review of existing practices. Consultations with other forums.		Parties co-ordinate collectively in other forums on matters relevant to the application of the Convention's principles, including gender equality forums.	
Objective II.6: The Parties to the Convention, both in their participation in international policymaking and in their national implementation activities, achieve synergies between the Convention and other international environmental and human rights agreements.	Co-ordinated implementation of the Convention and the provisions on access to information and public participation of other multilateral environmental agreements (MEAs). International Organization of joint activities with other MEAs, in particular those of ECE and human rights bodies.	Targeted action: Engage with state and non-state actors to discuss the CEDAW (shadow) reporting and the inclusion of environmental issues. Facilitate exchange of gender-responsive environmental policies when feasible (e.g., leading up to CEDAW reporting and other reviews) Mainstreaming efforts: List and link also to women rights provisions (such as CEDAW).	Synergies between the implementation of the Convention and other international environmental and human rights agreements are ensured. Good practices are reported through NIRs. Joint activities with other MEAs and human rights bodies are implemented effectively. Parties co-ordinate collectively in other forums on matters relevant to the application of the Convention.	Examples of possible reporting: The Aarhus Centre has organized meetings on how the convention and CEDAW can be interlinked. The Aarhus Centre has made its staff aware of CEDAW. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Strategic goal III: Further development of the provisions and principles of the Convention where necessary to ensure that it continues to achieve its objectives. To achieve the further development of the provisions and principles of the Convention where necessary to ensure that it continues to achieve its objectives, Parties will endeavour to implement the following objectives. **Objective III.1: The provisions of the Convention in view of new of the Conve				
in a dynamic way, enabling practice to adapt to experience acquired in the course of implementation, new	environmental and development challenges.	analyses that systematically feed into updating the Conventions interpretations.	institutional frameworks are in place.	The Aarhus Centre has updated context analyses - including gender relevant information.

developments in society, technological innovation and new environmental challenges.	International Strengthening Parties' capacities and addressing obstacles in implementing the Convention through the compliance mechanism, sharing good practices and developing guidance material.	Mainstreaming efforts: Consider gender issues in the interpretation of the Convention.	Good practices are reported through NIRs. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus is planning to update gender relevant information in its analyses. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective III.2: The Parties explore possibilities for the development of measures under the Convention to ensure greater opportunities for public participation in policy formulation and implementation concerning each of the three pillars of the Convention, so as	Use of participatory procedures in the revision and/or development of national strategies for sustainable development and for the development of sustainable development goals. International	Targeted action: Within partnerships with local and national environmental programmes, identify, record, document, share and coordinate good practice, experiences, tools and resources on gender and the environment.	Provisions for effective public participation are implemented. Good practices are reported through NIRs.	Examples of possible reporting: The Aarhus Centre has invited stakeholders to exchange and develop resources to promote gender equality in the implementation of the convention.
to contribute to sustainable development, recalling the Johannesburg Declaration on Sustainable Development and the related Plan of Implementation and the Rio+20 Declaration. Furthermore, the Parties share their experiences in implementing the Convention with other forums interested in using them as a basis or a source of inspiration for further strengthening participatory	Exchange of experience and best practices on the impact of instruments of participatory democracy on decisions related to all dimensions of sustainable development, public participation in policy formulation and implementation contributing to sustainable development.	Mainstreaming efforts: Provide data disaggregated by sex and age and other relevant factors.	The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus Centre can provide disaggregated data if needed. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

democracy in their respective fields.				
Objective III.3: The range of environmental information that is made available to the public is gradually widened, inter alia, by developing and implementing mechanisms enabling more informed consumer choices as regards products, thereby contributing to more sustainable patterns of production and consumption. Through exchange of information and good practice, consideration is given as to how to promote the increasing accessibility of environmental information held by the private sector, taking into account relevant issues of confidentiality of commercial and industrial information and protection of intellectual property rights, in line with the current approach under the Convention.	Identify and remediate through a participatory intersectoral and multi-stakeholder process any deficiencies in the national framework to ensure that adequate legislative, regulatory and policy measures and institutional frameworks are in place. Capacity-building activities. International Regional and subregional capacity-building activities, exchange of information and best practice in promoting the accessibility of environmental information held by the private sector based on national experience, preparing studies and guidance material.	Targeted action: There has been specific training on gender mainstreaming for Aarhus Centre staff members. An analysis is conducted that pays attention to possible gaps in outreach and access to information of the target population based on sex, age, ethnic origin, place of living and other factors. Mainstreaming efforts: Trainings and awareness-raising activities consider the different and specific roles and contributions of men and women as producers and consumers. Information materials include specific mentioning of difference between different social groups, including men and women-were applicable and relevant.	Gender-sensitive environmental information, including related to products, is made available effectively. Good practices are reported through NIRs. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant studies and guidance material has been developed).	Examples of possible reporting: The Aarhus Centre has organized trainings for its staff on gender mainstreaming. The Aarhus Centre has facilitated gender-sensitive discussions on environment protection and private-sector confidentiality concerns. The Aarhus Centre has held trainings addressing the role of women and men as producers and consumers. The Aarhus Centre includes some gender aspects in its discussions and trainings. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective III.4: The provisions on public participation in decisions having a significant impact on the environment, encompassing, inter alia, product-related decision-making, are assessed,	Identify and remediate through a participatory intersectoral and multi-stakeholder process any deficiencies in the national framework to ensure that adequate legislative, regulatory and policy measures and	Targeted action: Map and proactively approach women's groups and those potentially more vulnerable to measure impact.	Gender-sensitive measures are taken. Provisions for gender-balanced effective public participation are implemented.	Examples of possible reporting: The Aarhus Centre has invited women's organizations to discuss deficiencies in legal framework to ensure women's

further reflected on and, where appropriate, elaborated upon.	institutional frameworks are in place. Application of recommendations developed under the Convention with regard to relevant provisions on public participation. Capacity-building activities. International Regional and subregional capacity-building activities, exchange of information and promotion of good practice with regard to the implementation of the provisions on public participation in decisions having a significant impact on the environment.	Develop gender-sensitive indicators to measure impact and implementation. Mainstreaming efforts: Provide data disaggregated by sex and age.	Capacity-building activities are implemented. Good practices are reported through NIRs. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	equal and meaningful participation. The Aarhus Centre has developed indicators to measure impact of women in consultation processes. The Aarhus Centre started to reach out to women and women's organizations as part of the monitoring activities. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
Objective III.5: The provisions of the Convention relating to public participation in the preparation of plans, programmes and policies relating to the environment, as well as executive regulations and other generally applicable legally binding normative instruments that may have a significant effect on the environment, are applied, kept under review and, as appropriate, further developed to enhance public participation from an early stage in strategic	Identify and remediate through a participatory intersectoral and multi-stakeholder process any deficiencies in the national framework to ensure that adequate legislative, regulatory and policy measures and institutional frameworks are in place. Application of the recommendations developed under the Convention with regard to relevant provisions on public participation.	Targeted action: Conduct a study on possible barriers to participation for different groups (also from a gender perspective) to participation in public processes. Women, especially those from potentially vulnerable groups, are actively involved in local environmental and sustainable development action planning and implementation.	Gender-sensitive measures are taken. Provisions for effective gender-balanced public participation are implemented. Gender mainstreamed capacity-building activities are implemented. Good practices are reported through NIRs.	Examples of possible reporting: The Aarhus Centre has conducted a study on barriers to participation for women and men. The Aarhus Centre has made a risk assessment for women and men participating in controversial environmental public debate.

should be done with appropriate public involvement and taking fully into account the specific nature and constraints of such processes and related obligations under other MEAs, in particular the Protocol on Strategic Environmental Assessment (Protocol on SEA) to the Convention on Environmental Impact	Capacity-building activities. International Regional and subregional capacity-building activities, exchange of information and promotion of good practice with regard to implementation of the provisions of articles 7 and 8 of the Convention and in context of the implementation of the SEA Protocol.	Address safety for women's rights defenders. Mainstreaming efforts: Good practices highlight also gender aspects. The facilitation of all EIA activities (planning, implementation, monitoring, and information dissemination) ensure that the needs, vulnerabilities and contributions of men and women are taken into equal consideration.	The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus Centre has had contact with women human rights defenders. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.
effectiveness of public participation, the development and application of innovative forms and tools of public participation beyond traditional consultation procedures are encouraged and the development of the capacity of civil society organizations is supported and civil society is strengthened.	Promote good practices regarding different modes of public participation. International Regional and subregional capacity-building activities, exchange of information and promotion of good practice on innovative and effective forms of tools for participation.	Targeted action: Specific awareness-raising initiatives (events or publications) that highlight social differences, including gender aspects. Develop specific capacity and awareness tools and outreach for potentially vulnerable and excluded groups, including women's groups. Mainstreaming efforts: Good practices highlight also gender aspects.	Innovative and effective forms and tools of public and representative participation are in place. Capacity of civil society organizations, including women's groups and civil society is strengthened. Good practices are reported through NIRs. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant	Examples of possible reporting: The Aarhus Centre has tested and applied gender-responsive innovative tools of public participation. The Aarhus Centre has discussed social inequality in the country, including gender aspects. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

			guidance material has been developed).	
Objective III.7: Work on promoting effective access to justice continues, in particular by way of further information exchange, capacity-building and exchange of good practice, inter alia, on the issue of adequate and effective remedies, taking fully into account the Convention's objective of, inter alia, guaranteeing access to justice. The extension of the range of members of the public having access to administrative and judicial procedures is explored, with particular focus on access by environmental civil-society organizations. Further steps are taken to remove or reduce financial and other barriers and to establish assistance mechanisms where appropriate.	Review of implementation of article 9, paragraphs 2, 3 and 4 through a multi-stakeholder dialogue to identify gaps and obstacles to implementation. Reducing or removing financial and other barriers and provision of assistance mechanisms where appropriate. International Regional and subregional capacity-building activities, exchange of information and promotion of good practice with regard to implementation of the provisions of article 9.	Targeted action: Conduct a gender budgeting analysis, and develop recommendations to fill possible gaps. Lawyers familiar and committed to women's rights should be included in lists to ensure optimal referrals. Mainstreaming efforts: Aarhus Centres should ensure that legal consultations are equally accessible to women's organizations and that women's rights issues are dealt with equally. Information-dissemination strategies should ensure that men and women are equally reached. Databases on court decisions on environmental issues should allow for the identification of cases and decisions with a gender aspect, including witnesses, weight of testimonies and beneficiaries.	Adequate measures are implemented. The objective is adequately addressed through the work of the respective Convention bodies and through regional and subregional capacity-building activities (e.g., good practices have been shared and relevant guidance material has been developed).	The Aarhus Centre has conducted a gender-responsive budget analysis. The Aarhus Centre has promoted gender-sensitive judicial procedures and access to justice. The Aarhus Centre is planning specific consultations with women's organizations. The Aarhus Centre has not yet mainstreamed gender or developed targeted action for gender equality in this activity.

ANNEX: Further reading and resources

- Aguilar, Lorena. <u>Training Manual on Gender and Climate Change</u>. San José, Costa Rica: Global Gender and <u>Climate Alliance</u> <u>GGCA</u>, 2009.
- Aguilar, Lorena, D.M.P. Shaw, and Andrea Quesada-Aguilar. <u>Forest and Gender</u>. New York: International Union for Conservation of Nature and Natural Resources and Women's Environment and Development Organization, 2009.
- Botreau, Hélène and Marc J. Cohen. <u>Gender Inequalities and Food Insecurity Ten years after the</u> <u>food price crisis, why are women farmers still food-insecure?</u>. Oxford: Oxfam, 2019.
- Carney, Castañeda I., L. Sabater, C. Owren, A.E Boyer, J. Wen. <u>Gender-based violence and environment linkages: the violence of inequality</u>. Gland, Switzerland: IUCN, 2020.
- European Institute for Gender Equality. *Gender in Environment and Climate Change*. Luxembourg: European Institute for Gender Equality, 2016.
- FAO and CARE. <u>Good Practices for Integrating Gender Equality and Women's Empowerment in Climate Smart Agriculture Programmes</u>. Atlanta: 2019.
- Granat, Margaux. <u>Spotlight on gender in NDCs: An analysis of Parties' instruments, plans and actions</u> <u>supporting integration of gender equality principles and practices</u>. Women's Environment and Development Organization, 2020.
- International Union for Conversation of Nature. 2020. <u>Gender-based violence and the environment</u>. Issues Brief.
- OSCE. Gender Mainstreaming in Water Governance in Central Asia. Vienna: OSCE, 2020.
- Wani, S. P., K.H. Anantha, and T.K. Sreedevi. <u>Gender Issues in Watershed Management. In: Gender Issues in Water and Sanitation Programmes: Lessons from India.</u> Sage, India: 2015.