

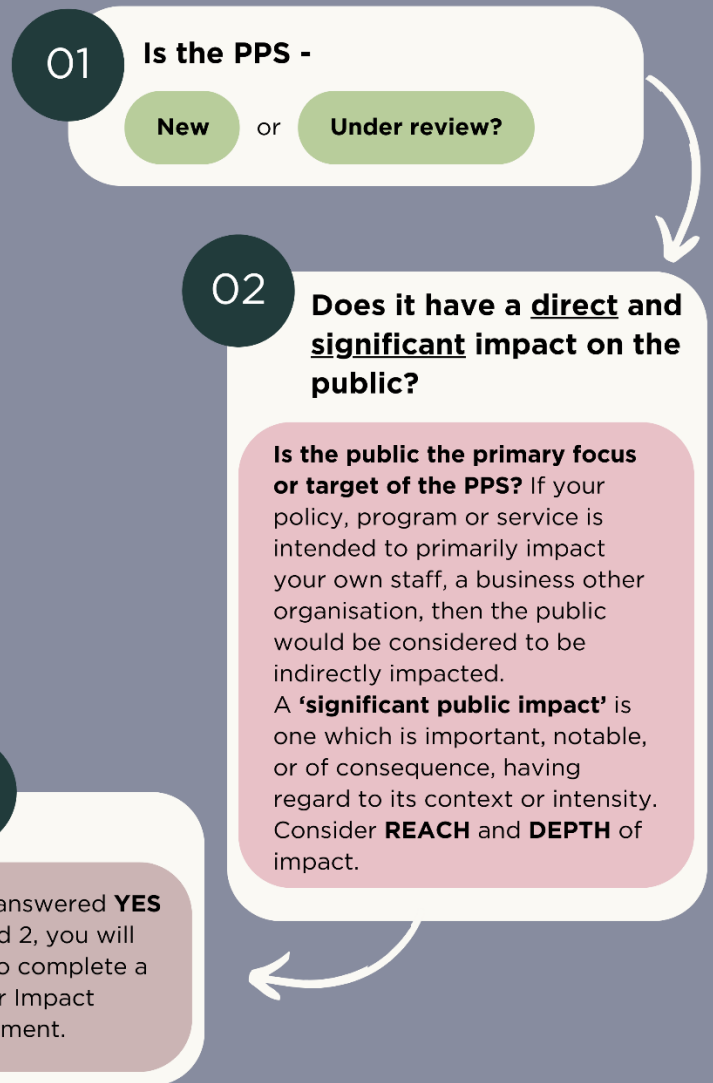
Hindmarsh Shire Council

Gender Impact Assessment

Do I need to complete a GIA?

PPS means Program, Policy or Service.

Policy	Program
<ul style="list-style-type: none">External-facing policies aimed at the general publicStrategies that state Council priorities and shape budget allocationsLocal Laws	<ul style="list-style-type: none">Grants programsInfrastructure developmentBudget bids and business cases
	Services
<p>These lists contains programs, policies and services that would likely require a GIA when being developed or reviewed.</p>	<ul style="list-style-type: none">Aged CareSafetyEnvironmentEmergency ManagementWaste ManagementLibrariesRecreation and Public Facilities



What you need to provide in this report:

- An outline of the program, policy or service.
- An account of the gender issues which were considered and investigated.
- Findings of consultations or other evidence about these issues.
- How it will address gender inequality and promote gender equality.
- How you will design or change the program, policy or service, to better meet the needs of people of different genders.

OUTLINE OF PROGRAM, POLICY OR SERVICE

Responsible Officer Petra Croot, Director Corporate and Community Services

Description of Program, Policy or Service

Climate Adaption Strategy

ASSESSMENT

Who has been included in the decision-making process in regard to this project?

Council engaged Wayne Street to develop a draft Climate Adaption Strategy to build on and contextualize to current circumstances the former Hindmarsh Shire Council Climate Adaption Strategy (prepared in 2012). Once provided to Council, it was reviewed and amended by Council Officers and will be presented to the community for a period of consultation prior to being formally adopted. This will involve engagement with stakeholder groups such as schools, Landcare groups and Women's Health Grampians.

Discuss possible differences in the impacts of the policy, program or service upon people of different genders.

- *Important considerations may include the needs, preferences, perceptions and experiences of people of different genders.*
- *Consider the influence of age, ability, cultural background, Indigenous status, gender identity, race, religion or sexual orientation, where relevant.*
- *Also consider access for people of different genders, such as cost, transport, safety, child-care responsibilities and other personal obligations.*

There is a myriad of research that considers the impacts of climate on gender – the draft Climate Adaption Strategy provides an overarching outlook on local climate trends and the impact on key sectors/services within our community. The document itself does not currently delve into the impacts of climate change, or of the Climate Adaption Strategy itself, on gender. This gender impact assessment will provide this review and make recommendations on any amendments or additions to the Climate Adaption Strategy having considered a gendered and intersectional lens.

Climate and Gender

The climate crisis exacerbates existing social inequalities, including those based on gender as women experience cultural, political, and economic barriers to equality. At the same time, gender inequality further

worsens and compounds climate change impacts, while restricting women's access to resources and support for managing these changes.

In Australia, the escalation of temperatures and the frequency of extreme weather events can worsen health conditions that disproportionately affect women, such as respiratory ailments and heat-related illnesses (Pandipati & Abel, 2023). Additionally, the stress and trauma associated with climate events significantly impact mental health, with women often bearing the responsibility of caring for family members affected by these events. The impacts of climate change on employment will be felt very differently by men and women. Job losses because of mitigation and adaptation requiring people to move from polluting and unsustainable industries to new work are most likely to occur in industries dominated by men. Women, on the other hand, are more likely to be economically marginalised and on social security payments, which makes them more vulnerable to the increasing price volatility caused by the extreme weather and uncertain rainfall – which is estimated to boost world food prices by 30% to 50% in the coming decades.

Indeed, climate change mitigation and adaptation measures may also increase the cost of living. Energy prices are expected to continue to rise as a result of the shift to sustainable and renewable energy sources, and the associated improvements needed to community and commercial infrastructure. The resulting energy poverty has greater impacts on low-income and unemployed households - women currently dominate the lowest two income brackets in Australia.

The cost of living is likely to have particularly severe impacts on single parents who are more likely to be renting and unable to afford technology such as solar PV, energy-efficient housing and appliances, and who also have one or more children using appliances. Currently, single mother families make up 81.8% of families led by single parents.

Gender also influences the impacts of climate and environmental change on workplace experiences. Public discussion about Australia's transition to a greener, renewable economy has focused on the impacts on male-dominated industries like the fossil fuel and clean energy sectors (as noted above). There has been less acknowledgment that some of the sectors hardest hit by environmental change are care-based and feminised sectors. Childcare, aged care, disability care and social work carry a higher load during disasters because they serve vulnerable populations.

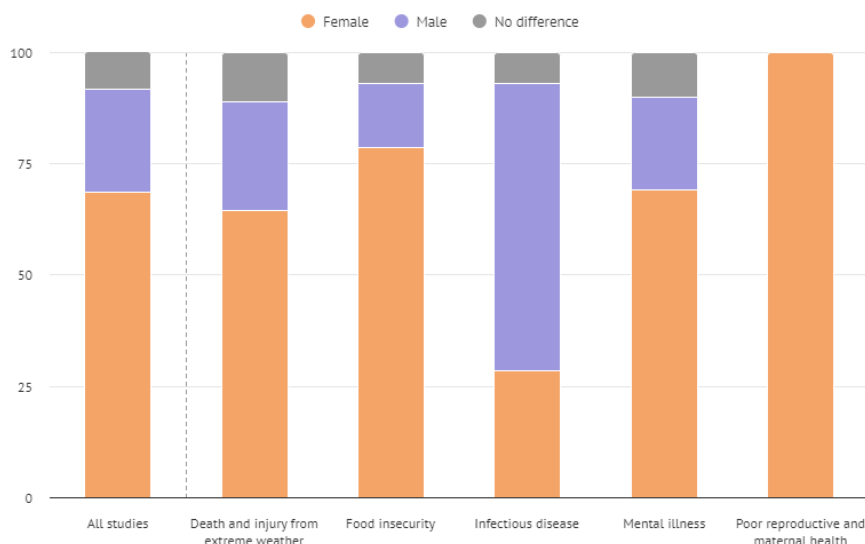
Gender and Disaster

Economic disparities render women particularly susceptible to climate change impacts, including disasters. Research indicates that frequent bushfires, a common climate-related disaster in Australia, have a profound and enduring impact on women's financial stability. These catastrophic events not only lead to the loss of homes and livelihoods but also aggravate existing economic inequalities, disproportionately disadvantaging women (Zhao, 2024). Traditional roles, especially prevalent in rural settings, further exacerbate women's vulnerability to climate change. In many Australian rural communities, women are the primary caregivers and are tasked with securing food for their families. As climate change triggers resource scarcity, these responsibilities become increasingly burdensome, adversely affecting women's physical and mental health (Austin et al., 2020). Further to this, research has shown that women are at greater risk of domestic abuse in the aftermath of bushfire. Analysis of Australia's Black Saturday bushfires in 2009 indicates that while women were more likely to want to leave properties, men wished to stay and defend. After bushfires, men suffered significant post-traumatic stress disorder, in turn resulting in increased rates of violence against women. Disasters may also intensify violence, particularly where women are separated from family, friends and other social supports that previously helped mitigate violence. The breakdown of broader social supports and structures following a disaster may mean that these women are more reliant on a perpetrator for survival or access to services. Post-disaster, women also bear a heavy workload of unpaid work and care in clean up, subsistence and care for children, elderly and the broader community, preventing them from earning wages or delaying or creating barriers to returning to paid work.

The issue also goes beyond gender. Factors such as disabilities, migrant background and language barriers may also reduce an individual's ability to face disasters. As such, it is clear that an intersectional lens on disaster and emergency planning, response and recovery are also needed.

Women are more likely to be affected by most climate impacts on health

Proportion of studies finding the gender most affected is male, female or no difference (%)



(Carbon Brief)

Detail the evidence that you have obtained regarding the needs, preferences, circumstances and access to the program, policy or service, among people of different genders.

Sources of this evidence may include:

- *Conversations with clients, residents, advisory committees, community representatives or service providers.*
- *Existing staff knowledge, records, surveys or research.*
- *Information about service usage or social conditions among people targeted by the policy, program or service.*

See <https://www.genderequalitycommission.vic.gov.au/data-sources-conducting-gender-impact-assessment> for data sources that can assist in this discussion.

- NDC Partnership, The Gender Assessment and Monitoring of Adaptation and Mitigation (GAMMA) Methodology,
- Department of Foreign Affairs and Trade, Gender Analysis – Climate Change and Coastal Ecosystems Programme, 2010.
- Prof Fang Zhao, Victorian Women’s Trust, Heat Waves and Gender Gaps: Navigating the Complexities of Climate Change in Australia, 2024.
- Austin, E. K., Rich, J. L., Kiem, A. S., Handley, T., Perkins, D., & Kelly, B. J. (2020). Concerns about climate change among rural residents in Australia. *Journal of Rural Studies*, 75, 98-109.
- Listo, R. (2019). Far from equal: The gendered impacts of climate change in Australia. <https://www.broadagenda.com.au/2019/far-from-equal-the-gendered-impacts-of-climate-change-australia/>.
- RMIT University (2022). How will women be impacted by hybrid working and climate change? <https://www.rmit.edu.au/news/all-news/2022/mar/hybrid-working-women>
- <https://unwomen.org.au/explainer-how-gender-inequality-and-climate-change-are-interconnected/>
- What does gender equality have to do with climate change? | Climate Promise (undp.org)
- https://iwda.org.au/why-climate-action-is-critical-to-achieving-gender-equality/?gad_source=1&gclid=Cj0KCQjw-

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- WELA Report: Gender, Climate and Environmental Justice in Australia - Women's Environmental Leadership Australia
- Mapped: How climate change disproportionately affects women's health (carbonbrief.org)

Overall Gender Impact

Negative or neutral gender impact

Perpetuates gender inequality by reinforcing unbalanced norms, roles and relations.

Privileges men over women and gender diverse people (or vice versa).

Ignores differences in opportunities and resource allocation for people of different genders.

Does not take into account issues of intersectionality.

Considers gender norms, roles and relations for people of different genders and how they affect access to and control over resources.

Promotes the elimination of existing gender gaps, or at least a significant reduction of them.

Addresses the causes of gender-based health inequities, including the prevention of violence against women, girls and gender diverse people.

Includes ways to transform harmful gender norms, roles and relations.

Positive Gender Impact

OVERALL GENDER IMPACT

Assess the overall gender impact. Do the benefits outweigh the costs or vice versa?

Gender equality may be compounded by other forms of disadvantage and discrimination that people may experience. How might this impact access to the policy/program or service?

The analysis above has considered the impacts of climate change on gender – indeed, climate change affects women, men, boys and girls in different ways. It is clear when looking at the research, data and studies, that the impact of climate change on genders is different everywhere - A study in South Greenland found that men are finding it more difficult to hunt Arctic prey as a result of population declines linked to climate change. According to the study, this is increasing men's economic reliance on their female partners. (However, the study also found that hunting failures were linked to increases in domestic violence). A string of research papers have found that women are more likely to die than men in heatwaves in France. One study, published in 2012, found that female deaths were more likely in nine European cities, including London, Paris and Rome.

In Australia and the US from 2006-2010, by comparison, found that men were more likely to die from the impacts of extreme heat than women.

Overwhelmingly however, the climate crisis, just like nearly every other humanitarian and development challenge, has a greater impact on women. This is due to the unequal sharing of power between women and men, the gender gap in access to education and employment opportunities, the unpaid care burden, prevalence of gender-based violence, and all other forms of deep-rooted gender-based discrimination.

Entrenched and systemic discrimination can lead to gender-differentiated impacts of climate change with respect to health, food security, livelihoods and human mobility, among other things. Intersectional forms of discrimination can make some women and girls more vulnerable to climate change, while excluding women and girls from climate action makes it less effective and further exacerbates climate harms. A climate adaptation strategy, like the document that is the subject of this analysis, must account for gendered impacts in order to be most beneficial and effective. Council must account for the economic and safety impacts for women due to climate change both in climate mitigation and resilience planning, but also in emergency management planning. To do this, Council must hear from a diverse range of people, including women and girls. The meaningful, informed and effective participation of women and girls with diverse backgrounds in relevant decision-making processes lies at the heart of a rights-based, gender responsive approach to climate action.



This inclusive approach is not only a legal, ethical and moral obligation; it will also contribute to climate action that is more effective.

Provide recommendations for your project based on the findings of your Gender Impact Assessment.

- Based on your assessment, the final step in a GIA is making recommendations around your PPS that will assist in the promotion and achievement of gender equality. You are also required to recommend a reporting date of when you will provide feedback to your Director and the Manager of Governance and Human Services on the outcomes of approved recommendations.
- This could be changes to the wording, scope, engagement, design, planning and development of your project.

1. Include a clause in the Strategy to ensure that climate relevant initiatives routinely screened for their gender dimensions and modified if necessary (July 2024).
2. Insert an action that ensures that measures are in place to address gender inequalities related to climate change, or to address the specific vulnerabilities, needs and capacities of women (July 2024)
3. Insert an action that ensures that socio-economic and demographic data is available for use in climate planning, and where possible, ensure that the gender dimensions of exposure to climate risk and vulnerability are analysed and actioned (July 2024).
4. Insert reference to the interaction between the Climate Adaptation Strategy and Council's emergency management functions, particularly from a gendered risk-based perspective (July 2024)
5. Investigate developing ways of sustained meaningful involvement and consultation with women and girls in the development of future solutions, strategies and plans relating to climate and disaster (Ongoing).

APPROVAL

Project Manager Signature	
Date	8 July 2024
CEO Signature	
Date	08 July 2024