



INSIGHTS SUMMARY

APPLYING A GENDER LENS TO REACH NET ZERO

CLIMATE JUSTICE / HYBRID WORKSHOP / 5 DEC 2023

We would like to thank the following speakers:

Cristina Bortes, Director, **PwC** and Work and Opportunities for Women Programme; **Hernan Zunino**, Climate and Nature Manager, **Twinings**; **Martin Ochien'g**, Group Managing Director, **Sasini plc**; **Lisa Manley**, Vice President, Sustainability, **Mars Inc**; **Sunita Pitamber**, Associate Director, Gender Mainstreaming Gender and Economic Inclusion Department, **EBRD**

Numerous companies with Net-Zero commitments are also striving to achieve SDG 5 on gender equality, yet these goals are often pursued separately, ignoring the disproportionate climate change impacts on women. In industries like agriculture, where women form a large part of the workforce, indirect emissions are significant, accounting for 60–90% of total emissions. Balancing emissions reduction with inclusive growth poses challenges and opportunities, such as potential green jobs from solar panel installation on farms or diversified income for women farmers through regenerative agriculture.

Alternatively, nearshoring strategies to reduce emissions might threaten the job security of female smallholders. The UK's FCDO has introduced [guidance](#) through its Work and Opportunities for Women (WOW) programme to aid businesses in incorporating gender considerations into their emissions reduction strategies.

INSIGHT 1: INTEGRATE GENDER EQUALITY IN ENVIRONMENTAL SUSTAINABILITY INITIATIVES

Businesses are encouraged to strategically incorporate gender equality considerations into their environmental sustainability efforts, especially in net-zero strategies. This integration is crucial due to the significant and disproportionate impact of climate change on women, particularly in sectors such as agriculture and textiles, where female labour is prevalent. Aligning gender and environmental goals allows companies to ensure that their sustainability efforts are both comprehensive and inclusive. Utilising existing frameworks while avoiding additional burdens is key. This approach should focus on creating a synergy between environmental actions and

gender equality, underlining the strategic benefits of gender-responsive environmental strategies. It is not only ethically sound but also enhances the resilience and effectiveness of sustainability initiatives, leading to more equitable and impactful outcomes.

We need to leverage the commitments that companies are making to reduce carbon emissions while ensuring no harm to human rights. It's essential to harness the power of half of their workforce, which comprises women.

Cristina Bortes, Director, PwC and Work and Opportunities for Women Programme

INSIGHT 2: FOSTER GENDER-INCLUSIVE SUPPLY CHAIN RESILIENCE

Companies should actively adopt gender-inclusive approaches in their supply chain management to bolster resilience and meet environmental objectives effectively. This approach entails incorporating gender indicators in supply chain mapping to identify and capitalise on opportunities where empowering women intersects with environmental sustainability goals. Drawing from successful models like climate-smart farming and gender-responsive procurement, businesses can see the dual benefits of this integration – promoting environmental sustainability while advancing gender equity. These strategies should be innovative and holistic, ensuring supply chain resilience is fortified through a gender-inclusive perspective. Such measures not only contribute to sustainability but also ensure fairness and equality within supply chains, highlighting the role of businesses in fostering sustainable and equitable economic ecosystems.

I truly believe in the value of integrating social aspects, including gender, and environmental considerations into our work.

**Hernan Zunino, Climate and Nature Manager,
Twinings**

How do we standardise reporting and make it mandatory? Companies should report not only on employment outcomes, as they currently do, but also on gender outcomes in general.

**Sunita Pitamber, Associate Director, Gender
Mainstreaming Gender and Economic
Inclusion Department, EBRD**

As an agricultural business, success and sustainability are intertwined; you can't endure seven decades without prioritising them. The sustainability mantra is an integral part of our operations and approach to business.

**Martin Ochien'g, Group Managing Director,
Sasini plc**

It's going to be people inside business and within supply chains that truly drive the innovation and the impact, so we've got to be much more focused on supporting human innovations and human innovators.

**Lisa Manley, Vice President, Sustainability,
Mars Inc**

INSIGHT 3: LEAD AND COLLABORATE IN GENDER-RESPONSIVE CLIMATE ACTIONS

Corporate leadership and collaboration are key in aligning gender and environmental objectives within business strategies. This calls for a cultural shift in corporations from viewing gender and environmental strategies as isolated domains to recognising their interconnected nature. Integrating gender considerations into environmental strategies necessitates collaboration both within organisations – among departments like sustainability, procurement and human rights – and externally with industry partners. This approach emphasises the shared responsibility of businesses in driving gender-responsive climate action and highlights the mutual benefits of such integrative strategies. Companies should be proactive in engaging in and leading initiatives that showcase how gender inclusivity can enhance the effectiveness and reach of environmental sustainability efforts, demonstrating a commitment to holistic and inclusive approaches to tackling climate change.

IN SUMMARY

Integrating gender equality in environmental strategies, particularly in net-zero initiatives, is crucial for companies, acknowledging the disproportionate impact of climate change on women. Businesses should adopt gender-inclusive practices in supply chain management, enhancing both resilience and sustainability. Leadership in gender-responsive climate actions is imperative, requiring a shift towards collaborative efforts within organisations and with external partners. This integrative approach not only addresses environmental goals but also promotes equity, demonstrating the interdependence of gender inclusivity and effective environmental sustainability initiatives.

RESOURCES

- Business and Climate Justice: Putting People at the Heart of Climate Action: https://businessfightspovetry.org/accessally_protected/decision-making-framework-business-and-climate-justice
- Supply Chain Decarbonisation with a Gender Lens: <https://businessfightspovetry.org/supply-chain-decarbonisation-with-a-gender-lens>
- The FCDO's Work and Opportunities for Women Programme: <https://www.gov.uk/guidance/work-and-opportunities-for-women>
- Women and the Net Zero Economy: A Transition Toolkit with Businesses with Global Supply Chains: <https://businessfightspovetry.org/report/action-toolkit-women-and-the-net-zero-economy>