
Mainstreaming Gender in Green Climate Fund Projects

A practical manual to support the integration of gender equality
in climate change interventions and climate finance



GREEN
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FUND



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Contents

Foreword	6
Introduction	10
The GCF Gender Policy	13
Mainstreaming Gender in GCF Programmes	17
1. Mainstreaming Gender in Readiness Support	18
2. Mainstreaming Gender in the GCF Project Cycle	21
2.1 Project Identification	23
2.2 Project Proposal Formulation	24
3. Gender Analysis	27
4. Gender Assessment	35
4.1 Problem Tree Analysis	35
5. Gender-Responsive Results Framework	40
5.1 Gender Action Plan	40
5.2 Results-Based or Logical Framework	41
5.3 GCF Performance Measurement Framework	41

6. Project Implementation and M&E	49
6.1 Project Implementation	49
6.2 Monitoring and Evaluation	50
Gender Mainstreaming in M&E	51
Reporting on Gender Outcomes	52
7. Project Appraisal to Ensure Gender Mainstreaming in the GCF Project Cycle	54
References	57
Annex 1 Example of gender assessment and action plan in the GCF project design	60
Annex 2 Examples of gender-responsive indicators in climate change projects	69

BOXES

Box 1. Incorporating the gender assessment in the GCF Funding Proposal	37
Box 2. Integrating the gender action plan in the GCF Funding Proposal	40
Box 3. Incorporating gender-sensitive targets and indicators in the GCF Funding Proposal	47

FIGURES

Figure 1. Gender mainstreaming in the GCF project cycle	20
Figure 2. Example of a problem tree developed during the GCF gender training	36

TABLES

Table 1. Guiding issues for mainstreaming gender in readiness activities	19
Table 2. National climate change instruments	23
Table 3. Guiding questions for gender analysis	28
Table 4. Identifying gender-related vulnerabilities and capacities for change in GCF projects	30
Table 5. Gender-responsive outcome-level indicators in the GCF performance measurement framework	43
Table 6. Gender-related development impacts and indicators in GCF projects	44
Table 7. Portion of gender-responsive logical framework from the GCF Tuvalu Coastal Adaptation Project	46
Table 8. Gender mainstreaming checklist	54

Acronyms

ADB	Asian Development Bank
COP22	Climate Change Conference in Marrakesh
GCF	Green Climate Fund
GDI	Gender Development Index
GGGI	Global Gender Gap Index
GHG	Greenhouse gas
GII	Gender Inequality Index
GoA	Government of Armenia
IEA	International Energy Agency
ILO	International Labour Organization
M&E	Monitoring and evaluation
MoNP	Ministry of Nature Protection
NPESRE	National Program on Energy Saving and Renewable Energy
OECD	Organization for Economic Co-operation and Development
UNDP	United Nations Development Programme
UNESCAP	United Nations Economic and Social Commission for Asia and the Pacific
UNFCCC	United Nations Framework Convention on Climate Change
UNIDO	United Nations Industrial Development Organization
USAID	United States Agency for International Development
USD	United States dollars

Foreword

Climate change is not only one of the greatest environmental and development challenges facing the world today, it is one that will have critical impacts on human rights and inequalities, including gender inequality.

It is therefore deeply appropriate for the Green Climate Fund (GCF) and UN Women to have collaborated in developing Mainstreaming Gender in Green Climate Fund Projects, a practical manual to support the integration of gender equality in climate change interventions and climate finance.

This publication comes at a critical time in the global response to climate change. As the portfolio of the GCF grows rapidly, and with it the needs of countries for capacity development, the manual intends to provide national designated authorities, focal points, accredited entities and delivery partners with guidance to effectively – and holistically – mainstream gender in GCF projects and programmes.

It is well known that women and girls are disproportionately affected by the impacts of climate change and associated severe weather events. Women's mortality from climate-related disasters is higher than that of men, and climate-induced floods and droughts exacerbate women's poverty and unpaid domestic and care work burdens. This is due to factors such as entrenched discriminatory social and cultural norms, a lack of entitlements, and unequal access to land, water and productive assets, compounded by limited mobility and decision-making power in many contexts.

At the same time, in many countries women are being recognized as agents of change who make valuable contributions to climate change mitigation and adaptation efforts. Women are building climate resilience and enhancing the livelihoods and well-being of their families by investing in climate-smart agriculture and sustainable energy solutions for home and work. They are preparing for climate-induced disasters and finding innovative ways to cope with climate change impacts on communities and environments.

It is in recognition of these and other considerations that the GCF, since its inception, has made gender a key element of its programming architecture. In fact, the GCF is the first climate fund mechanism to mainstream gender perspectives from the outset of its operations as an essential decision-making element for the allocation of resources.

At the Climate Change Conference in Marrakesh (COP22), Parties to the UN Framework Convention on Climate Change (UNFCCC) reiterated their commitment to mainstreaming gender in climate action and the UNFCCC process, providing substantial instructions in a stand-alone decision on gender. Parties gave specific guidance, including to the GCF as an operating entity of the Convention's Financial Mechanism, to enhance reporting on how gender considerations are integrated in all aspects of activities. This is a positive development that will further the momentum for tracking progress on gender and climate action.

As countries begin to turn their commitments under the Paris Agreement on Climate Change into actions, the GCF is focused on ensuring that a gender-responsive approach is fully integrated into the design and implementation of all projects and programmes.

This manual is an important first step, one that will support in-country partners to enhance their capacity to address gender concerns in the climate change space – not only to achieve greater and more sustainable climate change results, but also to contribute to gender equality globally.



Phumzile Mlambo-Ngcuka
Under-Secretary-General
Executive Director
UN Women



Howard Bamsey
Executive Director
Green Climate Fund

Introduction

This manual addresses the GCF's potential to mainstream gender into climate finance, building on its mandate to support a paradigm shift to low-emission and climate-resilient development. The GCF is the newest of the UNFCCC financial mechanisms.

Gender mainstreaming is central to the GCF's objectives and guiding principles, including through engaging women and men of all ages as stakeholders in the design, development and implementation of strategies and activities to be financed. The GCF Governing Instrument states that: "The Fund will strive to maximize the impact of its funding for adaptation and mitigation... promoting environmental, social, economic and development co-benefits and taking a gender-sensitive approach."

Thus, gender equality considerations should be mainstreamed into the entire project cycle to enhance the efficacy of climate change mitigation and adaptation interventions, and ensure that gender co-benefits are obtained. This applies to all projects, not only those intended from the outset to center on women or to have a gender focus. Gender mainstreaming is fundamental to any project intervention and does not necessarily signify additional costs; in fact, mainstreaming gender makes climate interventions more effective and efficient.

The manual is based on a one-day training on gender and climate change delivered by UN Women during the GCF's Accelerating Direct Access Week for nationally designated authorities, focal points and direct access entities, held in Songdo, Republic of Korea in April 2016. The GCF requested UN Women to deliver this training to support the integration of gender equality concerns in climate change interventions and investments.

The manual is intended for use by climate change project proponents from governments, international and national direct access entities, and civil society organizations. It reviews the GCF Gender Policy and related programming provisions, including readiness support. It covers a number of gender mainstreaming tools and methodological approaches, which can be employed in designing projects, including gender analysis, gender assessment and action plans, and gender-responsive results or logical frameworks. These methodologies and tools are applicable to a broad range of climate change mitigation and adaptation initiatives. The manual focuses on the minimum set of tools needed to meet the core requirements of the GCF project cycle.

The UN Women team responsible for the GCF training was led by Deputy Executive Director Yannick Glemarec and included Senior Programme Specialist Fiona Bayat-Renoux, Director of Programmes Maria-Noel Vaeza, Chief of the Training Centre Clemencia Muñoz-Tamayo, Policy Advisor on Sustainable Development Seemin Qayum, and Climate and Energy Consultant Marina Olshanskaya. Each member of this multidisciplinary team of gender, climate change and energy specialists has over 20 years of experience in successfully formulating and securing public financing for gender and/or climate change projects.

Climate change is the single biggest threat humanity faces. With women making up around half of the world's population as well as having unique perspectives, knowledge and experiences regarding their local environments, it would be illogical to leave 3.6 billion solutions out of the discourse, policies and actions on climate change adaptation and mitigation if we're to ensure a sustainable future for **all**.

Lorena Aguilar Global Senior Gender Advisor
International Union for Conservation of Nature (IUCN)

The GCF Gender Policy

Among other vertical funds and climate finance instruments, the GCF stands out in terms of gender mainstreaming as being the first to integrate gender aspects from the outset of fund operations. Gender mainstreaming is central to GCF objectives and guiding principles, and a gender-sensitive approach is embedded in the GCF Governing Instrument and related policies, which have been adopted since the Fund's inception.

The GCF Board adopted the Gender Policy and Action Plan in March 2015 (GCF/B.09/10). Its rationale is rooted in the GCF's mandate to encourage a paradigm shift towards low-emission and climate-resilient development pathways. Gender-responsive approaches are essential to this, including decisions and actions by women and men. The Policy states that:

- (a) Women, as well as men significantly contribute to combating climate change. Shifting the paradigm towards low-emission and climate-resilient development pathways, which is the Fund's mandate, requires a large number of individual and collective decisions by women and men. A gender-sensitive approach is therefore part of a paradigm shift;
- (b) Climate change impacts women and men differently, to the detriment of women, and existing gender inequalities are likely to be exacerbated by climate change; and
- (c) Gender inequality, exacerbated by climate change, is linked, as are other development areas, to vulnerability and risks. The greater vulnerability of women to climate change stems from gender norms and discrimination that result in the imbalanced division of labour, lower incomes, and lesser livelihood opportunities; less access and control over land and other productive assets; fewer legal rights; lesser mobility and lesser political and professional representation.

By adopting a gender-responsive approach, the GCF will efficiently contribute to gender equality, and:

- Achieve greater, and more effective, sustainable and equitable climate change results;
- Build equally women and men's resilience to, and ability to address climate change, and ensure that women and men will equally contribute to and benefit from Fund activities;
- Address and mitigate assessed potential project risks for women and men from funded adaptation and mitigation activities; and
- Contribute to reducing the gender gap in climate change-exacerbated social, economic and environmental vulnerabilities.

Through its Gender Policy, the GCF commits to:

- Gender equality and equity, as enshrined in international agreements and national constitutions, and other human rights agreements;
- Inclusiveness in all activities;
- Accountability for gender and climate change results and impacts;
- Country ownership through alignment with national policies and priorities, and inclusive stakeholder participation;
- Competencies throughout the Fund's institutional framework; and
- Equitable resource allocation so that women and men benefit equitably from the Fund's adaptation and mitigation activities.

The GCF's ambitious paradigm shift is rooted in the acknowledgement of women's critical role in climate responses, as agents of change and as sharing in the benefits. It is therefore important to ensure the gender responsiveness of GCF financing beyond "business as usual," which considers gender mainly in the context of social and environmental safeguards. Gender mainstreaming must aim to shape climate initiatives and investments more holistically.

In terms of funding commitments to gender equality and women's empowerment, the Gender Policy stipulates:

The Fund's resource allocation for adaptation and mitigation projects and programmes contributes to gender equality and women's empowerment. The Fund seeks to ensure that its projects and programmes support initiatives addressing the inequity of climate change impacts and to provide gender-sensitive solutions to climate change mitigation, adaptation or readiness. When it is necessary to correct for climate change-exacerbated gender inequality which affects women, the Fund will target funds to support women's climate change adaptation and mitigation initiatives.

The GCF Gender Policy – KEY MESSAGES

- Gender equality is central to the GCF. The GCF has adopted a Gender Policy rooted in its mandate of a paradigm shift towards low-emission and climate-resilient pathways to maximize the co-benefits of climate and development action.
- By adopting a gender-responsive approach, the GCF will contribute efficiently to gender equality, and will achieve greater and more sustainable climate change results.
- The Gender Policy helps to ensure that GCF interventions and financing equally benefit women and men.



In the climate change negotiations, we have seen both an increasing recognition of the disproportionate impacts of climate change on women and girls and a growing awareness of the tremendous social, economic, and climate benefits of advancing gender equality and women's empowerment.

Yannick Glemarec Deputy Executive Director
Policy and Programme for UN Women

Mainstreaming Gender in GCF Programmes

The GCF's commitment to gender equality centers on gender-responsive country programmes and initiatives that benefit everyone, women and men. This requires gender analysis to understand the social, economic and political factors underlying climate change-exacerbated gender inequalities, and the potential contributions of women and men to mitigating and adapting to climate change, and building climate resilience. It further entails adopting methods and tools to promote gender equality and reduce gender disparities in climate funding by mainstreaming gender in the project cycle. Finally, it means measuring the outcomes and impacts of project activities on women's and men's resilience to climate change through gender-responsive monitoring and evaluation (M&E).

Gender mainstreaming should shape the entire project cycle, from project identification to M&E.

1. MAINSTREAMING GENDER IN READINESS SUPPORT

To help developing countries effectively access and deploy resources from the GCF, the Fund provides early support for readiness and preparatory activities through a dedicated Readiness and Preparatory Support Programme. It supports national designated authorities or GCF focal points, nominated by countries, to engage with the Fund in the following four areas:

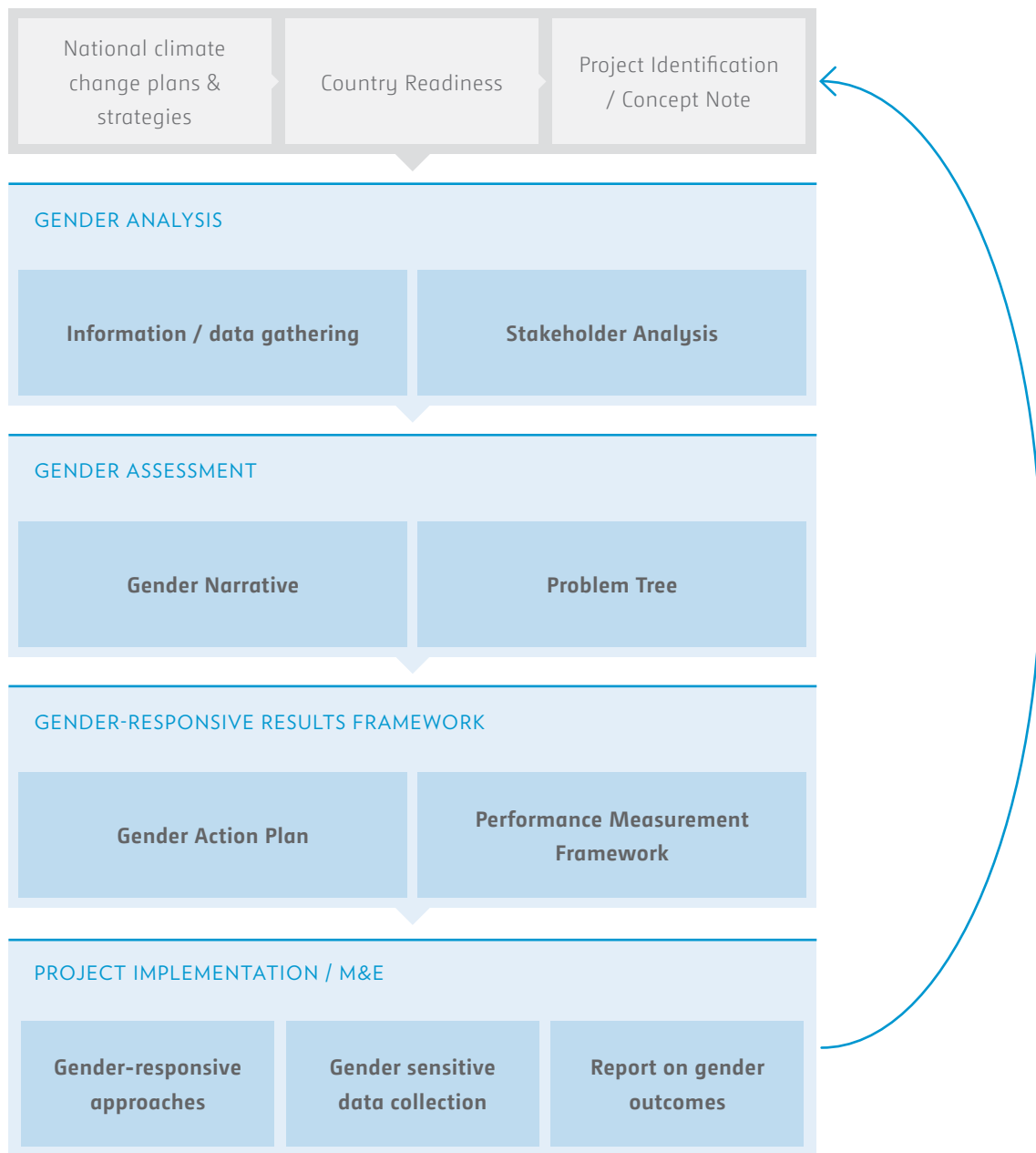
- Establishment and strengthening of national designated authorities or focal points;
- Development of strategic frameworks for national engagement with the Fund, including the preparation of country programmes;
- Selection of implementing entities or intermediaries, and support for accreditation; and
- Initial pipelines of programme and project proposals.

The Readiness Programme provides a good opportunity to ensure that the gender dimensions of GCF programmes are fully acknowledged and realized. It is important that through Readiness support developing countries better understand and describe gender-specific risks and opportunities, and the potential to maximize the gender-sensitive development impact of GCF programming. [Table 1](#) presents some guiding issues to help achieve this objective.

TABLE 1. GUIDING ISSUES FOR MAINSTREAMING GENDER IN READINESS ACTIVITIES

READINESS ACTIVITY AREA	GENDER-RESPONSIVE APPROACH
Establishment and strengthening of national designated authorities	• Seek to ensure gender balance in composition/staffing of national designated authorities. • Ensure that representatives of women's groups are involved in stakeholder consultations. • Raise awareness and provide training to women's groups regarding climate finance/GCF.
Developing strategic frameworks for national engagement with the Fund	• Ensure that representatives of women's groups are equally involved in stakeholder consultations regarding the development of the strategic framework. • Identify a range of desired gender-related development impacts of climate change programming in the country and make sure those are incorporated in the strategic framework.
Selection of implementing entities or intermediaries	• Support implementing entities in preparing gender assessments and action plans. • Provide guidance and training to potential implementing entities on gender-responsive project design and implementation.
Initial pipeline of projects and programmes	• The Fund's environmental and social safeguards require that Funding Proposals for projects/programmes will need to have an environmental and social management system that establishes a process of stakeholder engagement and disclosure; make sure women are effectively involved and equally represented throughout the process. • Incorporate gender analysis in the initial screening of the projects/programme, including identification of gender-related development impacts and effective means of women's participation (see Table 6).

FIGURE 1. GENDER MAINSTREAMING IN THE GCF PROJECT CYCLE



2. MAINSTREAMING GENDER IN THE GCF PROJECT CYCLE

In accordance with the GCF Gender Policy and Action Plan, the core elements of gender mainstreaming required in GCF project design include:

- Country ownership in terms of alignment with national policies and priorities;
- A mandatory initial socioeconomic and gender assessment, to proactively build in a gender-sensitive approach to project planning design and implementation arrangements;
- Gender equitable stakeholder consultations based on the gender parameters in the policy;
- Determination of how the project/programme can respond to the needs of women and men in view of the specific climate change issue;
- Identification of drivers of change and gender dynamics required to achieve the project/programme adaptation or mitigation goals; and
- Identification and design of specific gender elements to be included in project/programme activities.

Mainstreaming gender in GCF projects can be synthesized into a three-pronged approach, which is also included in [Figure 1](#), on a gendered project cycle:

- **Gender analysis:** to understand the social, economic and political factors underlying climate change-exacerbated gender inequality, and the potential contributions of women and men to societal changes in order to build resilience to and address climate change;
- **Gendered actions:** methods and tools to promote gender equality and reduce gender disparities in climate action; and
- **Gender-sensitive M&E:** measuring the outcomes and impacts of project activities on women and men's resilience to climate change through gender-responsive M&E.

2.1 Project Identification

The identification stage is the most appropriate moment to ensure that gender aspects are mainstreamed in climate change mitigation and adaptation projects. Project proponents should refer to existing national climate change plans and strategies to support the conceptualization and formulation of initiatives to respond to problems related to mitigation and adaptation, and to build climate resilience. Under the UNFCCC, a number of national instruments have been established to support countries to assess greenhouse gas (GHG) emissions and climate change impacts, and identify climate change priorities, strategies and actions. These are outlined in [Table 2](#).

It is important at this stage to involve women and men of all ages in discussions about the project idea, and analyze their roles and responsibilities so that they will benefit as stakeholders, participants and managers. The project concept note should reflect gender-related aspects. It should lay out objectives, activities, results, performance/impact indicators and operational costs, and take account of gendered needs and interests related to climate change risks and impacts, as well as resilience. Specifically, the concept note must “provide the expected environmental, social and health, and economic co-benefits...the gender-sensitive development impact, which will aim to reduce gender inequalities in climate change impacts.”¹

¹ GCF Concept Note User’s Guide, see:

www.greenclimate.fund/documents/20182/239759/GCF_Concept_Note_User_s_Guide.pdf/64866eea-3437-4007-a0e4-01b60e6e463b

TABLE 2. NATIONAL CLIMATE CHANGE INSTRUMENTS

National Communications	National Communications from developing countries provide information on GHG inventories, mitigation measures and steps to facilitate adequate adaptation. National Communications from Annex I Parties* provide information on emissions and removals of GHG; national circumstances; policies and measures; vulnerability assessment; financial resources and transfer of technology; and education, training and public awareness.
Nationally Appropriate Mitigation Actions	Developing country Parties take Nationally Appropriate Mitigation Actions in the context of sustainable development. Actions are defined in two contexts: • At the national level as a formal submission by Parties declaring the intent to mitigate GHG emissions in a manner commensurate with their capacity and in line with their national development goals; and • At the individual action level as detailed actions or groups of actions designed to help a country meet their mitigation objectives within the context of national development goals.
National Adaptation Programmes of Action	National Adaptation Programmes of Action allow the least developed countries to identify priority activities that respond to their urgent and immediate needs with regard to adaptation to climate change, particularly those needs for which further delay could increase vulnerability or lead to increased costs at a later stage.
Intended Nationally Determined Contributions	The Paris Agreement requires all Parties to prepare and communicate Intended Nationally Determined Contributions as a means of reporting regularly on emissions and mitigation efforts.

* Annex I Parties include the industrialized countries that were members of the Organization for Economic Co-operation and Development (OECD) in 1992, plus countries with economies in transition, including the Russian Federation, the Baltic States, and several Central and Eastern European States. **Source:** unfccc.int.

2.2 Project Proposal Formulation

The GCF project proposal involves providing more detailed information and data about the project, in part through a gender analysis to improve knowledge about the differentiated impacts on men and women of climate change and their capacities to take action – with a view to developing appropriate responses to the risks and impacts of climate change. Irrespective of the sector (water, energy, infrastructure, agriculture, etc.), the following must be taken into consideration: (i) gender issues must be reflected in the terms of reference for all feasibility studies and the environmental and social impact assessment; (ii) the study team must include a gender expert; and (iii) sex-disaggregated data must be collected before the project is implemented.

To operationalize this approach, the GCF has put in place initial guidelines and procedures for project proponents, including:

1

GENDER ANALYSIS

must be conducted and presented with the GCF Funding Proposal, including an overview of the gender equality situation in a country and in targeted sector(s), description of gender issues that may be relevant to the project, and gender-sensitive development impact opportunities.

2

A GENDER ACTION PLAN

must be developed and presented with the GCF Funding Proposal, covering gender-responsive activities, gender performance indicators and sex-disaggregated targets.

3

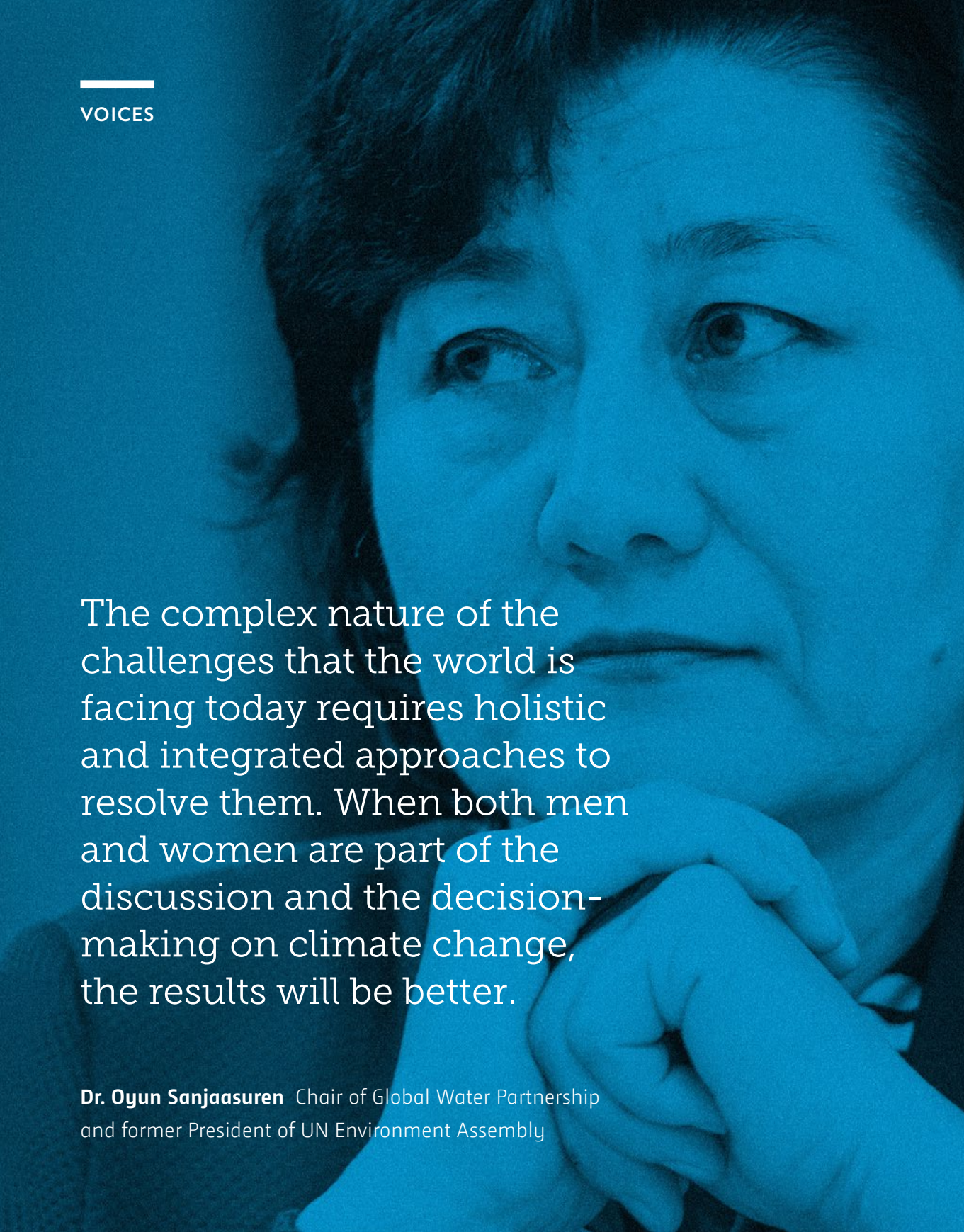
A GENDER-SENSITIVE M&E FRAMEWORK

should incorporate mandatory gender indicators in the project results framework.

Mainstreaming Gender in GCF Programmes – KEY MESSAGES

- Gender-responsive country projects require a gender analysis to understand the social, economic and political factors underlying climate change-exacerbated gender inequality, and the potential contribution of women and men to mitigate and adapt to climate change.
- The GCF's Readiness and Preparatory Support Programme can help ensure that the gender dimensions of GCF projects are fully acknowledged.
- Gender should be mainstreamed in accordance with the Gender Policy and Action Plan, through a gender analysis, gender action plan and gender-sensitive M&E.
- The project identification stage is when gender mainstreaming should begin, with the involvement of men and women to discuss the project idea, and analyze their roles and responsibilities.
- The proposal formulation stage should reflect gender issues across proposed activities and indicators, based on the collection of sex-disaggregated data, and with the support of gender experts.





The complex nature of the challenges that the world is facing today requires holistic and integrated approaches to resolve them. When both men and women are part of the discussion and the decision-making on climate change, the results will be better.

Dr. Oyun Sanjaasuren Chair of Global Water Partnership
and former President of UN Environment Assembly

3. GENDER ANALYSIS

Gender analysis is at the core of mainstreaming gender considerations in the project cycle. Gender analysis helps to reveal the significance of existing gender inequalities and gaps in relation to climate change, and the potential contributions of women and men to climate action. Gender analysis should inform project design, and therefore should either precede or be conducted in parallel with preparing the GCF Funding Proposal. To conduct gender analysis, it is vital to **gather relevant data and information**, including through **stakeholder analysis**. Gender analysis should:

- Identify and analyze gender issues relevant to the project
- Report findings of country/regional gender diagnostics or undertake project-specific analysis
- Reflect the results of consultations on the project objectives or components with relevant stakeholders – including women, girls, men and boys in the project area, gender advocates and women’s civil society organizations, local and national authorities.

Table 3 provides general guidance on organizing data and information collection as well as interviews and consultations with stakeholders. Sample questions to facilitate this process include: What is the context for the proposed project intervention, including climate risks and impacts? Who has what in the project area – land, resources, income, assets? Who does what in the project area – gendered roles and responsibilities? Who decides – in the household and the community? And finally, who benefits from project activities and interventions?

TABLE 3. GUIDING QUESTIONS FOR GENDER ANALYSIS

What is the context?

- What demographic data disaggregated by sex and income, including the percentage of women-headed households, are available?
- What are the main sources of livelihoods and income for women and men?
- What are the needs and priorities in the specific sector(s) to be addressed by the planned intervention? Are men's and women's needs and priorities different?
- What impacts are men and women experiencing due to specific climate risks?
- What is the legal status of women?
- What are common beliefs, values, stereotypes related to gender?

Who has what?

- What are the levels of income and wages for women and men?
- What are the levels of educational attainment for girls and boys?
- What is the land tenure and resource use situation? Who controls access to or owns the land? Do women have rights to land, and other productive resources and assets?
- What are the main areas of household spending?
- Do men and women have bank accounts? Have they received loans?
- Do men and women have mobile phones, access to radio, newspapers, TV?
- Do women and men have access to extension services, training programmes, etc.?

Who does what?

- What is the division of labour between men and women, young and old, including in the specific sector(s) of intervention?
- How do men and women participate in the formal and informal economy?
- Who manages the household and takes care of children and/or the elderly?
- How much time is spent on domestic and care work tasks?
- What crops do men and women cultivate?

- | | |
|---------------------|---|
| Who decides? | <ul style="list-style-type: none"> • Who controls/manages/makes decisions about household resources, assets and finances? Do women have a share in household decision-making? • How are men/women involved in community decision-making? In the broader political sphere? • Do men/women belong to cooperatives or other sorts of economic, political or social organizations? |
|---------------------|---|

- | | |
|----------------------|---|
| Who benefits? | <ul style="list-style-type: none"> • Will the services/products of the proposed interventions be accessible to and benefit men and women? • Will the proposed interventions increase the incomes of men/women? • Will the proposed interventions cause an increase/decrease in women's (and men's) workloads? • Are there provisions to support women's productive and reproductive tasks, including unpaid domestic and care work? |
|----------------------|---|

Source: Based on UNIDO 2014 and further elaborated by UN Women.

For the GCF, the primary objective of gender analysis in the context of climate action is to understand how women and men are affected by the problem that the project will address; for example, inefficient resource use patterns in the case of climate change mitigation, or women's and men's exposure to climate risks and impacts for climate change adaptation. A secondary objective is to identify opportunities when women, in particular, can act as agents of change, therefore improving the overall effectiveness of climate action. To help GCF project proponents identify vulnerabilities to climate risk and capacities for change, [Table 4](#) provides specific information to gather in each GCF Result Area.

TABLE 4. IDENTIFYING GENDER-RELATED VULNERABILITIES AND CAPACITIES FOR CHANGE IN GCF PROJECTS

GCF RESULT AREA	VULNERABILITIES: DEMOGRAPHIC STRUCTURE AND IMPACTS	CAPACITIES FOR CHANGE: WOMEN'S ROLES IN A SECTOR, EXISTING POLICIES AND INSTITUTIONAL FRAMEWORKS
REDUCED EMISSIONS FROM		
Energy access and power generation	• Share of women and women-headed households without energy access • Impacts women experience due to lack of energy access	• Women's role in household energy supply/use • Shares of women and men in the energy labour market and types of occupations • Policies and institutional frameworks to promote gender equality in energy/power generation
Low-emission transport	• Share of women among users of public transport, share of women without access to public transport • Impacts women/men experience due to lack of or poor quality of transport	• Women's role in the community/family with reference to transport patterns • Shares of women and men in the transport labour market and types of occupations • Policies and institutional frameworks to promote gender equality in transport sector
Buildings, cities, industries and appliances	• Share of women among building occupants, users of public/communal infrastructure, users of appliances • Share of women in energy/fuel poverty • Impacts women/men experience due to inefficient patterns of resource use in buildings, cities, industries and/or by appliances (health, poverty)	• Women's role in buildings, cities, industries with reference to resources/energy use patterns • Shares of women and men in the relevant labour market and type of occupation • Policies and institutional frameworks to promote gender equality in buildings, cities, industries
Forestry and land use	• Share of women among forest, land users • Impacts women/men experience due to inefficient patterns of forest/land use	• Women's role in the community/household with reference to forest/land use • Shares of women and men in the forestry/land labour market and types of occupations • Policies and institutional frameworks to promote gender equality in forestry and land use

GCF RESULT AREA	VULNERABILITIES: DEMOGRAPHIC STRUCTURE AND IMPACTS	CAPACITIES FOR CHANGE: WOMEN'S ROLES IN A SECTOR, EXISTING POLICIES AND INSTITUTIONAL FRAMEWORKS
CLIMATE CHANGE ADAPTATION		
Most vulnerable people and communities	Share and number of women among vulnerable population groups and communities	- Roles of women in targeted communities - Shares of women and men in the relevant labour market and types of occupations - Policies and institutional frameworks to address vulnerabilities
Low-emission transport	Share and number of women with increased exposure to water or food insecurity or health-related hazards	- Roles of women in targeted communities - Shares of women and men in the relevant labour market and types of occupations - Policies and institutional frameworks to address vulnerabilities
Buildings, cities, industries and appliances	Share and number of women lacking access to adequate infrastructure (water supply, sanitation, flood protection, housing, energy access, etc.)	- Women's roles in the design and maintenance of infrastructure and the built environment - Shares of women and men in the relevant labour market and types of occupations - Policies and institutional frameworks to promote equal access to adequate infrastructure
Forestry and land use	Share and number of women depending on ecosystem and ecosystem services for livelihoods	- Women's roles in the community/household with reference to nature resource use - Share of women and men in the natural resources/agricultural labour market and types of occupations - Policies and institutional frameworks to promote gender equality in access to ecosystem services

Gender Analysis – KEY MESSAGES

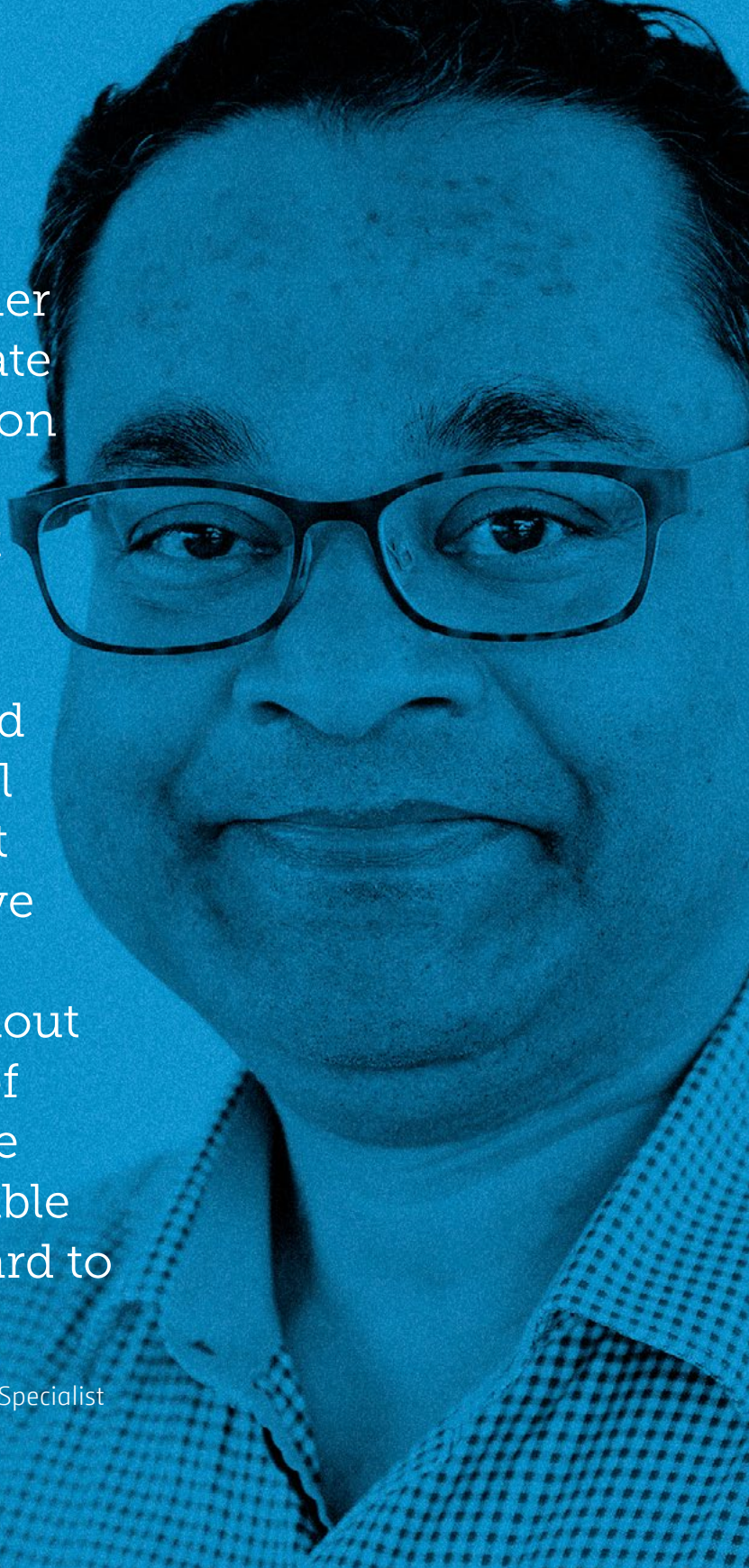
- The gender analysis should inform project design, and precede or be conducted in parallel to preparation of the GCF Funding Proposal.
- Gender-responsive guiding questions can help organize data and information collection as well as structure interviews and consultations with stakeholders, both men and women.
- The gender analysis helps clarify how women and men are affected by the problem to be addressed by the project.
- Gender analysis helps to identify opportunities for women as agents of change to improve the effectiveness of climate action in reducing emissions and advancing adaptation.





Promoting gender equality in climate change adaptation and mitigation projects is about smart planning, efficiency, effectiveness and transformational change. Without the full and active involvement of women throughout the life – cycle of a climate change project, sustainable results will be hard to achieve.

Rajib Ghosal Gender and Social Specialist
Green Climate Fund



4. GENDER ASSESSMENT

The results of the gender analysis, based on the information and data collected together with the stakeholder analysis, are synthesized into a **gender narrative**, which constitutes the basic component of the gender assessment. The gender analysis and the narrative that it yields typically uncover and describe the issues, gaps and problems that will be addressed by project interventions. Sometimes a deeper analysis is required to identify the central problem and gender-responsive solutions. A **problem tree analysis** helps to clearly define the central problem, and its causes and effects.

4.1 Problem Tree Analysis

A problem tree analysis defines the causal chain in which the central problem is embedded. It helps to find solutions by visually mapping the causes and effects around a problem, and the links among them. The central problem does not need to be women-centered or gender-focused, but the gender analysis conducted thus far will inevitably lead to identification of gender-specific causes, effects and impacts.

To construct a problem tree, the following steps may be useful:

- Identify the central problem: the climate change situation, or issues exacerbated by climate change that require attention, or the central problem that women face in the sector. It is important to note that there are many potential problems or points for entry.
- Determine the causes of the problem by asking “why” until it is not possible to go further. There are immediate or the most obvious and visible causes, and less evident but important underlying or secondary causes. The fundamental or structural causes of the main problem are the root causes.
- Identify the effects of the main problem by asking “what are the consequences?” until it is not possible to go further.
- Connect the problem with cause-effect arrows clearly showing key links.

FIGURE 2. EXAMPLE OF A PROBLEM TREE

Problem tree analysis provides a more grounded analysis in a particular context as illustrated in [Figure 2](#) below.



The gender assessment typically presents the issues, gaps and problems that should be addressed by project interventions (please see [Annex 1](#) for details and an example from a GCF project). [Box 1](#) provides specific guidance on how to incorporate the gender assessment in the GCF Funding Proposal template.²

Incorporating the gender assessment in the GCF Funding Proposal

- **Section F.3** “Environment, Social Assessment, including Gender Considerations” shall present the key findings of the gender analysis.
- **Section E.2** “Paradigm Shift Potential” shall include a subsection on the potential role women can play in the project as agents of change.
- **Section E.4** “Needs of the Recipient” shall include information about identified vulnerabilities.

BOX 1

Gender Assessment – KEY MESSAGES

- The gender assessment presents the issues, gaps and problems that should be addressed by gender-responsive project interventions.
- A problem tree analysis helps to clearly define the central problem, its causes and effects, in a gender-responsive manner.

² GCF Funding Proposal Template, see:

www.greenclimate.fund/documents/20182/239759/4.6.1_-_Funding_Proposal_Template_ver.1.1___clean_copy_.docx/dbade9ba-0359-4efc-9c86-40e9d245463f





5. GENDER-RESPONSIVE RESULTS FRAMEWORK

Irrespective of the tools deployed, the gender assessment should be translated into a dedicated set of activities to address the gender risks and opportunities identified, and to maximize climate and development co-benefits. These activities are elaborated in the **gender action plan** that is informed by the **GCF performance measurement framework** to yield a **gender-responsive results or logical framework**.

5.1 Gender Action Plan

The purpose of a gender action plan is to operationalize the constraints and opportunities for women and men identified during the gender analysis towards fully integrating them into the project design. The plan should include:

- (i) Gender-responsive actions that address and strengthen the voice and agency of vulnerable women and men in climate action;
- (ii) Gender performance indicators and sex-disaggregated targets that can be incorporated into a results framework; and
- (iii) Presentation of gender-responsive development impacts.

[Annex 1](#) presents an example of a gender action plan developed as part of a GCF project design. Specific guidance on how to integrate the key elements of the action plan in the GCF Funding Proposal template is presented in [Box 2](#).

Integrating the gender action plan in the GCF Funding Proposal

- Specific actions to address identified vulnerabilities and strengthen the role of women in proposed climate projects should feature in Section C3, “Project/Programme Description.”
- Description and quantification of the envisaged gender-sensitive development impacts of the project should appear in Section E.3.1, “Environmental, social and economic co-benefits, including gender-sensitive development impact.”

BOX 2

5.2 Results-Based or Logical Framework

A results-based or logical framework guides project implementation and M&E, laying out a project's indicators at the goal, outcome and output levels. It also establishes baselines, targets and the means of verification. Indicators should capture impacts on women and men.

A gender-responsive results-based framework measures changes relating to gender equality and women's empowerment over time. Such indicators can be quantitative, based on sex-disaggregated data, which can be measured separately for men and women. Gender equality indicators can also capture qualitative changes, for example, increases in women's levels of political empowerment or behavioural changes indicating greater gender equality in terms of social and cultural norms. Measurements of gender equality might address changes in the relations between men and women, such as in household decision-making; the outcomes of a particular policy, programme or activity for women and men; or changes in the status or situation of men and women, such as levels of poverty, participation, or unpaid care and domestic work.

5.3 GCF Performance Measurement Framework

The GCF's Performance Measurement Framework covers three levels of results:

- Fund-level impacts: The GCF has identified eight impact areas that will deliver major mitigation and adaptation benefits, and contribute to achievement of the GCF paradigm shift objectives.
- Programme/project outcomes: This standard subset of outcomes and related indicators is used during project design. Table 5 provides recommendations and examples on how outcome-level indicators and targets can be made gender-responsive.
- Programme/project outputs: There are no standard indicators to measure project achievements at the output level; this is due to extreme diversity in GCF-supported climate actions.



TABLE 5. GENDER-RESPONSIVE OUTCOME-LEVEL INDICATORS IN THE GCF PERFORMANCE MEASUREMENT FRAMEWORK

GCF OUTCOMES	EXAMPLE OF INDICATOR	MAKING IT GENDER-RESPONSIVE
CLIMATE CHANGE MITIGATION		
Strengthened institutional and regulatory systems for low-emission planning and development	Number of policies, institutions, coordination mechanisms and regulatory frameworks that improve incentives for low-emission planning, and their effective implementation	Target for this indicator can specify that policies, institutions, coordination mechanisms and regulatory frameworks should be gender responsive and ensure equal participation of women.
Increased number of small, medium and large low- emission power suppliers	Number of households and individuals (males and females) with improved access to low-emission energy sources	Target for this indicator shall be set in such way as to ensure equal access to improved energy for both men and women.
Lower energy intensity of buildings, cities, industries and appliances	tCO ₂ e emissions reduced or avoided due to improvements in building design and energy efficiency	It is important to ensure that benefits of improved building design (or other low-carbon investment) are equally shared between men and women. The target should be set accordingly.
Increased use of low-carbon transport	Increased number of passengers (women and men passengers) on trips and freight using low-carbon transport	Women are more frequent users of public transport, therefore the target in terms of increased use by women should be set proportionately to the (higher) baseline.
Improved management of land or forest areas contributing to emissions reductions	Hectares of land or forest areas under sustainable management, or improved protection and management leading to reduced GHG emissions and/or enhancement of carbon stocks	Equal benefit sharing for men and women from improved land and forest management should be reflected in the target for this indicator.
CLIMATE CHANGE ADAPTATION		
Strengthened institutional and regulatory systems for climate-responsive planning and development	Number of gender-friendly policies, institutions, coordination mechanisms and regulatory frameworks that improve incentives for climate resilience and their effective implementation	Target for this indicator can specify that policies, institutions, coordination mechanisms and regulatory frameworks should be gender responsive and ensure equal participation of women.
Increased generation and use of climate information in decision-making	Number of climate information products/ services in decision-making in climate-sensitive sectors developed, delivered and used	The target for climate information products/ services can be specified, i.e., including those based on specific gender needs.
Strengthened adaptive capacity and reduced exposure to climate risks	Number of males and females reached by climate-related early warning systems and other risk reduction measures established/ strengthened	The target shall emphasize the need to ensure equal access to climate-related early warning system by women and men.
Strengthened awareness of climate threats and risk- reduction processes	Number of males and females made aware of climate threats and related appropriate responses	The target shall ensure equal coverage.

TABLE 6. GENDER-RELATED DEVELOPMENT IMPACTS AND INDICATORS IN GCF PROJECTS

Indicators from existing projects of the GCF and other climate finance initiatives provide additional insights on preparing a gender-responsive logical framework. Table 6 provides examples of gender-related development impacts and indicators.

GENDER-RELATED DEVELOPMENT IMPACTS	EXAMPLES OF INDICATORS
ADAPTATION	
Increased resilience and improved livelihoods of the most vulnerable people, communities and regions	• Number (percentage) of males and females benefiting from the adoption of diversified, climate-resilient livelihood options • Number of males and females with year-round access to reliable and safe water supply despite climate shocks and stresses • Number of households provided with resilient homes (disaggregated by gender) • Number of women farmers implementing climate-resilient agriculture technologies and practices • Number of jobs created for women to process farm products
Strengthened adaptive capacity and reduced exposure to climate risks	• Number of males and females reached by climate-related early warning systems and other risk reduction measures established/strengthened • Change in expected number of lives lost (disaggregated by gender) due to the impact of extreme climate-related disasters

GENDER-RELATED DEVELOPMENT IMPACTS	EXAMPLES OF INDICATORS
MITIGATION	
Improved access to low-emission energy sources	• Number of households and individuals (males and females) with improved access to low-emission energy sources
Improved efficiency of energy use, as well as living and occupancy conditions in buildings	• Number of beneficiaries, i.e., people with improved living and occupancy conditions, including women and women-headed households
Improved access to financing for energy efficiency among small and medium enterprises, including those led by women	• Number of small and medium enterprises, including women-led, benefitting from energy efficiency financing provided through the project
Increased employment opportunities in energy efficiency sector	• Proportions of men and women in jobs created

Please see [Annex 2](#) for more examples of gender-responsive indicators for climate change projects at the outcome and output levels.

TABLE 7. PORTION OF GENDER-RESPONSIVE LOGICAL FRAMEWORK FROM THE GCF TUVALU COASTAL ADAPTATION PROJECT

An example of a gender-responsive logical framework from a GCF adaptation project is found in [Table 7](#).

GCF TUVALU COASTAL ADAPTATION PROJECT

	EXPECTED RESULT	INDICATOR	TARGET
	PROJECT OUTCOMES		
	Strengthened adaptive capacity and reduced exposure to climate risks	Number of males and females benefiting from climate risk reduction measures	At least 3,100 individuals (50 per cent women) who are in inundation areas protected by a coastal defense system
	PROJECT OUTPUTS		
1	Strengthening of institutions, human resources, awareness and knowledge for resilient coastal management	Number of technical officers (percentage of women) trained Number of students (percentage of females) supported in higher-level studies on disciplines related to coastal protection work	At least 12 technical government staff (50 per cent women) exposed to hands-on trainings on the three areas At least 24 students (50 per cent women) supported in higher level studies and obtained climate change adaptation-related positions in the country
2	Vulnerability of key coastal infrastructure is reduced against wave-induced damages	Knowledge about gender-differentiated impact of coastal protection enhanced	The final technical assessment report includes gender-differentiated impacts, and the results are shared at a regional/national forum
3	A sustainable financing mechanism established for long-term adaptation efforts	Women's distinct role in the context of island decision-making established	Women's group recognized by both men and women as an important interest group in the evaluation of kaupules

The GCF Funding Proposal Template requires gender-sensitive targets and indicators at the output level as shown in [Box 3](#).

Incorporating gender-sensitive targets and indicators in the GCF Funding Proposal

Gender-sensitive indicators and targets at the output level should be presented in Section H.1., “Logic Framework” (H.1.2., “Outcomes, Outputs, Activities and Inputs at Project/ Programme Level”).

BOX 3

Gender-Responsive Results Framework – KEY MESSAGES

- The gender action plan includes gender-responsive climate actions, performance indicators and targets, and development impacts.
- A results-based framework guides project implementation, and M&E.
- The results-based framework should incorporate both qualitative and quantitative indicators at the goal, outcome and output levels to capture differentiated impacts on men and women of climate change mitigation and adaptation.



6. PROJECT IMPLEMENTATION AND M&E

Gender analysis can be conducted and gender considerations mainstreamed into project design and formulation without projects necessarily being gender-focused or women-centered. Yet in any project, the objective is to ensure that women and men can equally access project resources and services; equally participate in project activities, decision-making and management; and equally benefit from training, capacity-building and technical assistance. Therefore, project implementation and M&E also require particular attention from a gender perspective, which means applying gender-responsive approaches and gender-sensitive data collection. Reporting on gender outcomes should inform future project identification and development, and, ideally, influence national climate change plans and strategies to make them more gender responsive.

6.1 Project Implementation

- Use the gender analysis and assessment to establish a project baseline against which progress can be measured, which should be reflected in the results framework.
- Ensure sufficient resources – people and funds – are available for gender equality and women’s empowerment activities.
- Based on the gender assessment and action plan, assess the potential impact of proposed activities on women and men.
- Develop gender-responsive approaches to address these impacts to ensure men and women are not negatively affected, and can equally access project resources, services, technologies and training, and equally benefit. For example:
 - Seek local women’s groups and wider women’s networks in outreach efforts;
 - Ensure equitable representation of women and men on project committees and management, and in planning and conducting project activities and meetings;

- Make sure that workloads are not unduly increased, and that women's and girls' disproportionate share of unpaid care and domestic work is not further increased;
- Include targeted trainings for women or men who need to develop skills in order to access new technologies involved in the project;
- Schedule trainings when women have childcare or offer childcare during trainings;
- Consider social or legal restrictions that may prohibit women or men from accessing resources, such as access to productive resources and assets, finance and credit; and/or
- Include provisions to address women's limited mobility and security challenges, if they exist.
- Ensure project partners have been trained in gender and gender-sensitive approaches.
- Include gender expertise in project and partner implementation teams.
- Engage with women's civil society organizations and gender advocates as project counterparts and gender advisors. Build capacity within the project team and among stakeholders to ensure gender-responsive implementation and the continued integration of gender perspectives

Such measures help ensure that project implementation involves women and men equally; that women's voice and agency are reflected in project decision-making, activities and results; and that women and men equally benefit.

6.2 Monitoring and Evaluation

The objective is to assess the outcomes and impacts of interventions on women and men, support the equal participation of women and men in M&E activities and decision-making processes, and collect sex-disaggregated data to track gender impacts and benefits for women and men.

To conduct gender-sensitive M&E, the foundation is a results framework (such as in [Table 7](#)) with gender-responsive indicators and targets (sex-disaggregated). The collection of sex-disaggregated data is essential for M&E and for reporting on gender outcomes so that lessons learned and best practices are captured and disseminated, and fed back into project design.

Gender Mainstreaming in M&E

- Ensure that project indicators are gender responsive so that they track gender-related changes over time; this includes across all outcome areas, not just those focused on gender equality or women's empowerment issues.
- Determine if there is a set of nationally relevant gender-specific indicators, and use gender indicators in existing national M&E systems wherever possible. Refer to the Sustainable Development Goal targets and indicators as feasible.
- Employ both qualitative and quantitative data collection methods to contribute to the triangulation of results and to capture change that is difficult to measure.
- Capture qualitative lessons learned and best practices through narrative reporting – sometimes these lessons are the most significant for achieving change and are the most difficult to discern.
- Use gender-sensitive data collection techniques, such as separate focus groups for women and men, so that their voices are heard.
- Interview project participants, men and women separately or together, depending on the context.
- Ensure the evaluation team is gender-sensitive and gender-balanced, with adequate gender expertise, and including both male and female evaluators.
- Ensure gender is a cross-cutting theme in each of the evaluation topics, with gender-related questions mainstreamed into M&E plans and other M&E documentation.
- Make available key gender-related evaluation reports, scorecard exercises and other documentation that proves useful for the M&E team.

- Build capacity and provide technical assistance to partners on gender-sensitive M&E, including building the capacities of national statistical entities to generate sex-disaggregated and gender-specific data.
- Use participatory methods involving women and men to increase ownership and sustainability. As feasible, tap into civil society expertise to support this process.

Reporting on Gender Outcomes

Based on gender-responsive approaches and gender-sensitive data collection that should be built into project design, implementation and M&E, reporting on gender outcomes should be a component of all project reporting processes:

- Include mechanisms to monitor and report on gender impacts in project design;
- Document and disseminate gender-relevant best practices and lessons learned throughout the project cycle; and
- Ensure that progress reports, implementation status reports, aide memoires, management information systems and completion reports present gender equality results and lessons learned.

Reporting on gender outcomes should be robust enough to inform future project identification and development as a means of deepening and increasing development co-benefits between gender equality and climate action. An optimal result would be the growing capacity to influence national climate change plans and strategies so that they become more gender responsive.

Project Implementation and M&E – KEY MESSAGES

- Project implementation and M&E should apply gender-responsive approaches and methodologies.
- Project implementation should involve and benefit women and men equally.
- Women's voice and agency should be reflected in project decision-making, activities and results.
- Mainstreaming gender in M&E requires development of gender-responsive indicators and targets, and use of sex-disaggregated data.
- Reporting on gender outcomes should inform future project identification and development and, ideally, make national climate change plans and strategies more gender responsive.



7. PROJECT APPRAISAL TO ENSURE GENDER MAINSTREAMING IN THE GCF PROJECT CYCLE

The table below presents a checklist to ensure that gender is mainstreamed across the project cycle. It illustrates what needs to be done against each of the project cycle components, and outlines guiding questions to support the integration of gender considerations.

PROJECT CYCLE	WHAT NEEDS TO BE DONE?	GUIDING QUESTIONS
Project identification and preparation stage <i>For more details, please see section 2.1 Project Identification in this manual</i>	• FLAG gender issues the project might need to address. • CONDUCT gender assessments. • RECRUIT gender specialists. • DEVELOP project components that contribute to promoting greater gender equality, and to addressing women's and men's needs.	• Was a gender analysis conducted as part of the social assessment and were relevant gender issues identified in the assessment? • Are relevant data disaggregated by sex? • Are anticipated benefits/impacts for women, men, girls and boys adequately highlighted in the proposed intervention? • Will expected project outcomes contribute to greater equality between women and men? • Will expected project outputs contribute to women's empowerment? • Are specific measures included to promote the active participation of women and men in decision-making processes?

PROJECT CYCLE	WHAT NEEDS TO BE DONE?	GUIDING QUESTIONS
Project implementation stage <i>For more details, please see section 6.1 Project Implementation in this manual</i>	• HIRE gender experts and assign responsibility for gender-specific actions. • UNDERTAKE gender training, technical assistance, or studies for counterparts and other agencies involved in execution. • INVOLVE government departments/institutes that represent women's interests and partner with non-governmental organizations/ community-based groups working on gender equality issues. • MOBILIZE communities (men, women, girls and boys) to participate in gender-based programming and follow-up activities. • PROVIDE infrastructure and amenities that help to address gender concerns, and the priority needs of women, men, girls and boys.	• Are gender-specific actions considered in programme promotion and communication strategies? • Has a budget been assigned to ensure the implementation of gender-specific components (infrastructure and non-infrastructure related components)? • Have gender dimensions of the design been incorporated into the operations manual? • Has the project conducted gender-sensitization programmes for the government, non-governmental organizations and community-based organizations, and made them aware of gender-relevant priorities, strategies and possible partnership arrangements? • Has the project conducted participatory planning and mobilization exercises to ensure the participation of communities in gender-based programme implementation?

PROJECT CYCLE	WHAT NEEDS TO BE DONE?	GUIDING QUESTIONS
Project monitoring and evaluation stage <i>For more details, please see sections 5.3 GCF Performance Measurement Framework and 6.2 Monitoring and Evaluation in this manual</i>	• INCLUDE gender-specific outputs and indicators in the overall project results framework. • INCLUDE mechanisms to monitor and report on gender impacts. • HIRE a gender specialist with a strong M&E background to assist in monitoring and evaluating gender-specific components of the project. • INCLUDE provisions for capacity development for the executing agency on gender-based M&E. • DOCUMENT and disseminate gender-relevant best practices and lessons learned.	• Have gender-specific targets been established for women and men in terms of benefits and participation? • Is the collection of sex-disaggregated data required in the monitoring and evaluation of the project? • Has baseline data been collected to enable the measurement of project outcomes/outputs for women versus men? • Do the executing agency and other institutes charged with implementing the project have the capacity to monitor/evaluate gender-based components? • Do progress reports, implementation status reports, aide memoires, management information systems and completion reports discuss gender equality results and lessons learned?

Project Implementation and M&E – KEY MESSAGE

- GCF project proponents should conduct a project appraisal to ensure gender is mainstreamed throughout all stages of the project cycle, delineating what needs to be done by whom.

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Annex 1: Example of gender assessment and action plan in the GCF project design

ARMENIA: DE-RISKING AND SCALING-UP OF INVESTMENT IN ENERGY EFFICIENT BUILDING RETROFITS

I. Introduction

This analysis aims to provide an overview of the gender situation in Armenia, identify gender issues that may be relevant to the project, and to examine potential gender mainstreaming opportunities. The assessment was based on available data from studies conducted by the Government of Armenia, donor agencies, and multilateral development banks.

II. Energy Efficiency in the Building Sector

Armenia is highly dependent on energy imports, mostly from Iran and the Russian Federation, to sustain its energy needs as it has no proven reserves of oil or natural gas.³ Its dependency on energy imports is aggravated by the poor use of energy resources, and aging power generation plants. To address the core of this energy challenge, the government approved in 2007 the National Program on Energy Saving and Renewable Energy (NPESRE) which highlights the critical importance of renewable energy and identifies a broad range of energy-saving measures to be undertaken by various economic sectors including the building sector.⁴

The unsustainable energy use in buildings intensifies development, security and climate-related challenges:⁵

- About 30% of households in Armenia are energy-poor, where energy poverty (often called ‘fuel poverty’) is defined as households spending more than 10% of their budgets on energy.
- 45% of apartments in multi-family buildings have indoor temperatures in winter below 19°C (i.e. below established international standards for human occupancy).⁶
- 50% of energy use in buildings depends on imported fossil fuels.
- 24% of CO2 emissions come from energy use in buildings.
- Over 50% of energy can be saved via energy efficient retrofits.

According to the NPESRE, with proper thermal insulation of residential and municipal buildings, a reduction in energy consumption of up to 30% can be achieved or an annual energy saving potential of about 4.02 million Gcal.

III. Existing Gender Inequality

In 2014, the population in Armenia reached 3 million, and women account for more than half of the total population (52.78%). Female-headed households represented 37.1% in 2010. The literacy rate of women aged 15 years old and higher is the same as men (about 99.7% in 2011). More girls attend secondary school than boys (100:119).

Even with a high literacy rate, Armenia is still strongly influenced by traditional gender roles and norms that designate women as being responsible for maintaining the home and childcare. Studies on usage of time reveal that women spent five times more time on housework or other unpaid work than men. Women are not regarded as decision-makers in the public sphere. Such traditional views lead women to accept discrimination as a “normal” part of life. The notion that men are usually breadwinners seems to influence decisions around hiring and promotion, but it is not reflective of the fact that women head almost a third of Armenian households.

The seats held by women in national parliaments represent only 10.7% (2014). Out of the 18 ministries in 2013, only seven ministries have women ministers/deputy ministers, and in the Ministry of Energy and Natural Resources there has been no woman as head since 2010. In the Constitutional Court, there has only been one woman member since 2010.

Women borrow more compared to men for reasons according to their needs associated with home construction, health, emergencies, school fees, weddings, and funerals. Women borrow more for health and medical purposes (18%) than men (9%). Sources of borrowing are financial institutions, private informal lenders, family or friends. There is no gender inequality on access to these sources, but men are more likely to come up with emergency funds (25%) compared to women (17.5%).

Employment is male-dominated in industry (73.8%), construction (96.4%), transportation, information and communication (82.8%); and financial, real estate, professional, scientific, technical, administrative and support activity (56.5%). This suggests that women may not have equal benefits with men in terms of job creation and employment opportunities in these sectors. Female employment is more focused on public administration, education, human health, and social work (62%), agriculture (58%); and trade, repair, accommodation and food services activities. Given this distribution in employment opportunities, the female share of graduates are in education (83%), health (77%), humanities and art (66%), and social science, business and law (57%). Female unemployment rate as a percentage of the labour force is higher (21%) compared with the male unemployment rate (17%).

Violence against women, mostly referring to domestic violence, is considered a serious problem in Armenia. Armenia has not signed or ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence which came into force on 1 August 2014.

Armenia has a United Nations Development Programme (UNDP) Gender Inequality Index (GII) of 0.325 (2013) and ranks 60th out of 148 countries. Armenia's UNDP Gender Development Index (GDI) value (2013) is 0.994, indicating that the gender gap in human development in areas of health, education, and command over economic resources (represented by estimated earned income) is very minimal (less than 1%). The world average GDI value is 0.92.

The Global Gender Gap Index (GGGI) of the World Economic Forum results for Armenia indicate high gender inequality in political empowerment. The overall GGGI trend in Armenia from 2006 to 2014 shows minimal improvement.

The Organization for Economic Cooperation and Development (OECD) Social Institutions and Gender Index (SIGI) value (2014) for Armenia is 0.236, suggesting that discrimination against women is high.

IV. Legal and Administrative Framework Protecting Women and Promoting Gender Equality

Article 14.1 of the Constitution (1995) provides for the equality of men and women before the law and prohibits discrimination on the basis of sex. The 2003 Criminal Code (Article 143) also prohibits gender discrimination. The Labour Code, adopted on 9 November 2004, sets forth gender equality on remuneration (equal pay for equal work) and considers gender discrimination and sexual harassment in the workplace as gross violation of labour discipline. The Labour Code allows pregnant women full wages while on maternity leave from 140 days and up to 180 days in the event of twins. Pregnant women and women caring for children below one year old are guaranteed workplace protection from dismissal, placement in equivalent position upon return from maternity leave, and rights to a flexible schedule. It is prohibited to employ or put these types of women in hazardous conditions.

V. Gender Issues in Energy Efficiency

Due to Armenia's high dependence on energy imports, users become vulnerable to fluctuating energy prices, reliability of supply, and potential supply gaps. In 2013, more than half of the population (64.2%) lived in urban areas and 32.3% of the urban population were below the national poverty line. Provision of space heating in residential and public buildings will be a challenge in terms of affordability and reliability. According to the World Bank, about 15% of the disposable income of poor households accounts for energy use. Electricity costs were particularly high for education buildings, and many schools close down during winter since they cannot provide adequate space heating. Given the demographics in Armenia, women suffer more from these impacts than men.

One of the major reasons for unemployment is family circumstances (82.3%) and most of the unemployed women represent those who are widowed, divorced, single and married. Given the role of women in Armenia and the higher female unemployment rate, this suggests that most women spend more time at home. The literacy rate is high and thus, women can play a key role in household energy use and energy efficiency projects. If given the opportunity, they can make and influence decisions to improve the situation. With appropriate information and awareness, they can also educate and shape their children's future energy consumption habits. Many women are interested in energy-efficiency projects, but the limited or lack of awareness prevents them from adopting new energy saving technology and efficiency options.

While there have been projects to improve energy supply and energy efficiency as well as gender assessments that have been conducted for Armenia, there have not been any comprehensive assessments on how gender is implicated in these projects or measurements of benefits that women received. In addition, in energy efficiency projects it has been assumed that men and women benefit in the same way.

In 2006, the Government of Armenia (GoA) established the Renewable Resources and Energy Efficiency Fund which aims to facilitate investments in energy efficiency and renewable energy based on the provisions set forth in the 2004 Law on Energy Efficiency and Renewable Energy. There have been studies to monitor the social benefits of the energy efficiency projects they funded, but there was no sex-disaggregated data to reflect gender balance on social benefits.

The World Bank granted USD10.66M to Armenia in 2012 mainly on energy efficiency investments in public facilities. This support allowed for the implementation of energy-efficiency retrofits in 44 facilities that reduced energy consumption by 216 million kilowatt-hours during the economic life of the investments made, and showed an average energy savings of up to 50% during the 2013-2015 winter season. There was no published sex-disaggregated data on the implications of these energy efficiency projects.

To demonstrate that there is no gender inequality in benefits from energy efficiency projects, it is important to recognize the value of establishing the baseline data.

Collection of sex-disaggregated data can show if there is gender equality on access to credit, extension, and training. There is an opportunity for this project to collect baseline sex-disaggregated data from past and ongoing energy efficiency projects in Armenia. This would include measuring not only on benefits but also access to social and financial capital to initiate small-scale changes in energy efficiency.

VI. Recommendations

Prior to implementation of building retrofit works, the Ministry of Nature Protection (MoNP), Executing Entity of this project, should collect available secondary data from past and ongoing energy efficiency projects in Armenia that can be used to establish a baseline. This can then be used to set targets to address gender equality, particularly on access to finance, training, and other benefits.

During project implementation, qualitative assessments can be conducted on the gender-specific benefits that can be directly associated with the project. This can be incorporated in the annual Project Implementation Report, Mid-Term Report, and Terminal Evaluation. Indicators to quantify the achievement of project objectives in relation to gender equality may include men and women who had access to affordable capital for energy efficiency retrofits, number of men and women employed from the jobs created by the project, training opportunities, knowledge management and information dissemination.

PROPOSED GENDER ACTION PLAN (ARMENIA)

OBJECTIVE	ACTION	INDICATOR	RESPONSIBLE INSTITUTION
OUTPUT 1: A WORKING BUILDING SECTOR MRV, KNOWLEDGE MANAGEMENT, AND MRV INFORMATION DISSEMINATED			
Gender balanced employment	Contracting women in civil works (if available), financial and customer services, and as female engineers	Number of women and men employed through jobs created from the project	MoNP and Municipality of Yerevan
	Liaise with the local labor bureau and construction companies to help inform women of the availability of jobs (direct and indirect) during construction	Number of men and women small-scale service providers such as food services during project implementation	
	Require contractors or ESCOs to employ local labor including women, as appropriate		
Ensure users' outreach, information campaign, and development of communication and dissemination strategy includes women	Consult both men and women on type of information needs during scoping	Number of women and men trained in using MRV and EMIS	MoNP and Municipality of Yerevan
	Develop information-awareness material on MRV, EMIS, EE building retrofit, details on how to access affordable capital for building retrofits, as appropriate	Number of programs to promote energy efficiency	
	Include female-headed households in workshops and ensure that they have equal participation in the project	Number of men and women users of project website	
	Conduct online survey after use of project website capturing gender of users	Number of women's group involved	
	Ensure that information material is gender sensitive		
	Mobilize women's groups to promote consumer energy efficiency awareness		

OBJECTIVE	ACTION	INDICATOR	RESPONSIBLE INSTITUTION
OUTPUT 2: SELECTED POLICY INSTRUMENTS, FACILITATED MARKET, AND DEVELOPED BUILDING SECTOR EE PROJECTS TO PROMOTE ENERGY EFFICIENCY INVESTMENTS			
Active women participation in developing new energy efficiency building codes and standards, and in developing EE projects	Encourage installers/suppliers who can act as facilitators for connecting homeowners' associations (HOAs) with lending products to involve women.	Number of women and men who participated in town hall meetings, focus group meeting, etc.	MoNP and Municipality of Yerevan
	Require banks to include women in training on appraising investments (including risk assessment) and developing pipeline projects	Number of women and men HOAs head involved as facilitators	
	Identify and invite women head of HOAs (if any) in developing lending products	Number of men and women trained on appraising investments and developing EE projects	
OUTPUT 3: AVAILABLE AND AFFORDABLE CAPITAL FOR EE BUILDING RETROFIT			
Female-headed households have equal access to affordable capital	Provide technical and administrative support to facilitate access	Number of female-headed households who received funding	MoNP and Municipality of Yerevan
	Coordinate in identifying legitimate target households	Number of male/female beneficiaries in the female-headed households	
Improved quality of life of households who received financial support	Monitor improvements through data collection	Reduction in electricity bills	The target shall emphasize the need to ensure equal access to climate-related early warning system by women and men.
		Percentage of income spent on space heating	
		Total number of men and women beneficiaries of project	
		Number of days schools are open due to improvement	
		Qualitative assessment of health improvement	

FOOTNOTES

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- ¹⁸ UN Data. Country Profiles. Armenia. <http://data.un.org/CountryProfile.aspx?crName=ARMENIA>.
- ¹⁹ UN Data. Statistics. Population below national poverty line. http://data.un.org/Data.aspx?d=MDG&f=seriesRowID%3A582f_10.
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- ²³ ADB. Armenia Country Gender Assessment. 2014. <http://www.adb.org/documents/armenia-country-gender-assessment>.
- ²⁴ Ibid, p. 73.
- ²⁵ Armenia Renewable Resources and Energy Efficiency Fund. <http://r2e2.am/en/about-us/>.
- ²⁶ <http://r2e2.am/en/2011/06/studies/>.
- ²⁷ World Bank Group–Armenia Partnership April 2015. Country Program Snapshot. p. 16. <http://www.worldbank.org/content/dam/Worldbank/document/Armenia-Snapshot.pdf>.

Annex 2: Examples of gender-responsive indicators in climate change projects

1. SAMPLE INDICATORS AT THE OUTCOME/IMPACT LEVEL

Well-being and livelihood

- Number and percentage of poor women and men with increased resilience to climate change (e.g., use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues, number/percentage of women-headed households with a resilient home)
- Number/percentage of (female-headed) households/people with (no) access to low-carbon energy or transport solutions and infrastructure
- Time saved in collecting and carrying water, fuel and forest products due to environmentally sustainable and climate change adaptation activities
- (Female-headed) household expenses on energy (electricity) / percentage change in expenditure on purchasing fuel for household energy needs by women
- Number of casualties from natural disasters, by sex
- Number of communities and the percentage of women in these communities benefiting from effective, climate-resilient watershed management

- Number of cases of respiratory disease, carbon monoxide poisoning and fire accidents, by sex (adults and children)
- Level of women's mobility (e.g., in relation to low-carbon transport)
- Level of gender violence (e.g., in relation to lack of street lighting)

Economic empowerment

- Number of female entrepreneurs with adequate access to financing for low-carbon and climate-resilient investment
- Number and percentage of women and men with increased employment and income due to climate change adaptation or mitigation activities (e.g., improved energy facilities and services, improved farm productivity, etc.)
- Number and percentage of jobs (person-days) generated for women and men in the community
- Propensity of rural women to work outside the home thanks to electrification
- Increase in labour/work effectiveness/productivity due to project
- Increased market opportunities for women-headed small and medium enterprises

Participation and decision-making

- Level of women's and men's awareness on women rights and rules for access to financial, natural and energy resources
- Evidence that policies, strategies and plans are based on gender analysis of the different impacts of climate change on poor women and men, and include gender equality objectives for each sector of climate change adaptation and mitigation
- Evidence that relevant sectoral policies, strategies and plans require

participatory approaches, and the targeting of both women and men to use and manage low-carbon and climate-resilient solutions and technologies

- Proportion of women in sectoral ministry in senior management positions

Capacity development

- Sectoral policies, strategies and reforms include gender equality objectives based on gender analysis of need, demand and supply
- Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g., adaptations to land management practices in marginal and fragile lands, adaptations related to changed rainfall patterns)
- Existence of new or improved gender equality supporting sectoral regulatory and legal documents
- Evidence of the type of incentives designed to recruit women, increase their capacity and provide career development in targeted sector agencies and service providers
- Level of institutional and staff capacity to mainstream gender in the relevant sector
- Minimum percentage of participants in capacity development activities are from marginalized stakeholder groups: women and ethnic minorities

2. SAMPLE INDICATORS AT THE OUTPUT LEVEL

Sectoral planning and policies

- Sex-disaggregated data routinely collected and applied to sectoral policy, planning, implementation, M&E

- Existence of gender-sensitive sectoral statistics and/or M&E frameworks (national/local databases)
- Evidence that national/local development policies, programmes and plans require participatory approaches, and target both women and men to use and manage low-carbon and climate-resilient solutions and technologies
- Evidence that relevant sector-enabling policies, strategies and plans require participatory approaches, and target both women and men to use and manage low-carbon and climate-resilient solutions
- Evidence that policies, strategies and plans supporting low-carbon and climate-resilient solutions are based on gender analysis of the different impacts of climate change on poor women and men/women and men from remote rural areas, and include gender equality objectives, measures, indicators and targets
- Budget allocated to measures supporting gender equality in sectoral planning and programming – gender-responsive budgeting
- Evidence that enabling policies and regulations for green small and medium enterprises include provisions supporting gender equality
- Existence of practically applied tools and techniques to incorporate women's roles in relevant sectoral planning and consultations
- Number and percentage of women and men (from remote rural areas) who attend/are actively involved in sectoral planning and consultation meetings
- Female staff in organizational set-up
- Existing institutional structure/capacity to address gender-environment-climate change nexus

Business model and technology solutions

- Number and percentage of women adopting low-carbon and climate-resilient solutions
- Number and percentage of women with new/improved income-generating opportunities due to access to low-carbon and climate-resilient solutions

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- Number and percentage of women involved in the design, distribution, management and utilization of low-carbon and climate-resilient solutions
 - Proportion of women-led businesses/small and medium enterprises engaged in design/manufacturing/maintaining/distribution of low-carbon and climate-resilient solutions
 - Number and percentage of (full-time equivalent) jobs (person-days) generated by the project for women and men, by pay rate and type of job: unskilled/technical/management/and supervisory roles (e.g., meter readers, technicians, bill collectors, customer service staff)
 - Number and percentage of enterprises established or expanded using low-carbon and climate-resilient solutions by women and men, by type of enterprise

Access to finance

- Evidence of the type of financial incentives used to encourage women's entry into the market for provision of low-carbon/climate-resilient products and services (e.g., finance packages; tax benefits and rebates; subsidies; pilot schemes; partnerships with financial institutions, the private sector or women's associations)
- Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.) for low-carbon/climate-resilient products and services
- Number of women/female-headed households benefiting from (innovative) financing and business models
- Number of low-carbon/climate-resilient supporting multilateral financial institutions and other financial institutions with a gender-sensitive credit/lending policy

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