



ADAPTATION FUND

16 March 2021

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Adaptation Fund Board

**ANNEX 4 TO OPG:  
GENDER POLICY AND GENDER ACTION PLAN  
(Updated version approved in March 2021;  
Initial GP and GAP approved in March 2016)**

## GENDER POLICY OF THE ADAPTATION FUND

### Background

1. Gender equality is increasingly recognized as a crosscutting issue in major multilateral environmental agreements. The 1992 Rio Declaration on Environment and Development acknowledged in Principle 20 women's "vital role in environmental management and development" with Agenda 21 focusing in its Chapter 24 on women's considerable knowledge and experience in managing and conserving natural resources.<sup>1</sup> All Rio Conventions over time have underscored the key role gender equality and the empowerment of women and girls specifically play in the realization of the respective objectives of these various conventions.<sup>2</sup> Likewise, the Agenda 2030 for Sustainable Development recognizes gender equality and women's empowerment both as its own sustainable development goal (SDG 5) as well as a catalyst for reaching other goals, including SDG 13 on urgent action to combat climate change.<sup>3</sup>

2. Over the past 15 years, a number of decisions by the United Nations Framework Convention on Climate Change (UNFCCC) have addressed the gender dimensions of climate change.<sup>4</sup> In 2010, the Conference of Parties (COP) in decision 1/CP.16 as part of the Cancun Agreements recognized that gender equality and the effective participation of women are important for long-term cooperative action on all aspects of climate change.<sup>5</sup> In 2012, Doha decision 23/CP.18 decreed the promotion of gender balance and improving the participation of women in UNFCCC negotiations and in the representation of Parties in bodies established pursuant to the Convention or the Kyoto Protocol "so that gender-responsive climate policy responds to the differing needs of men and women in national and local contexts."<sup>6</sup> The Lima Work Programme on Gender under the UNFCCC was established in 2014 in Lima in decision 18/CP.20<sup>7</sup> and was extended in decision 21/CP.22<sup>8</sup> until 2019. At COP 23 in Bonn Parties also adopted a two-year Gender Action Plan<sup>9</sup> in decision 3/CP.23 seeking "to advance women's full, equal and meaningful participation and promote gender-responsive climate policy and the mainstreaming of a gender perspective in the implementation of the Convention and the work of Parties, the secretariat, United Nations entities and all stakeholders at all levels." At COP 25,

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<sup>1</sup> UNGA (1992), Report of the United Nations Conference on Environment and Development (UNCED) Annex I: Rio Declaration on Environment and Development, A/CONF.151/26 (Vol. I); UNCED (1992), Agenda 21. See: <https://sustainabledevelopment.un.org/milestones/unced>. In 1992, the Rio+ 20 United Nations Conference on Sustainable Development (UNCSD) in 2012 confirmed that gender equality and the effective participation of women are important for effective action on all aspects of sustainable development.

<sup>2</sup> UN Convention to Combat Desertification (UNCCD) articles 5, 10 and 18, the Gender Action Plan (UNCCD decision 30/COP.13) as well as UNCCD COP decisions 9/COP.10 and 9/COP.11. See: <https://www.unccd.int/official-documents>. Convention on Biological Diversity (CBD) decisions IX/8, X/19, XI/2, XIII/1, and the CBD 2015-2020 Gender Action Plan (decision XII/7), see <https://www.cbd.int/decisions/>.

<sup>3</sup> <https://sustainabledevelopment.un.org/post2015/transformingourworld>.

<sup>4</sup> See <https://unfccc.int/topics/gender/resources/documentation-on-gender-and-climate-change>; also Women's Environment and Development Organization, WEDO/European Capacity Building Initiative, ecbi (2018). Pocket Guide to Gender Equality under the UNFCCC. [https://wedo.org/wp-content/uploads/2017/11/2018-Edition-of-Pocket-Guide-to-Gender\\_1.pdf](https://wedo.org/wp-content/uploads/2017/11/2018-Edition-of-Pocket-Guide-to-Gender_1.pdf).

<sup>5</sup> UNFCCC, Decision 1/CP.16, paragraph 7.

<sup>6</sup> UNFCCC, Decision 13/CP.18;

[https://unfccc.int/files/bodies/election\\_and\\_membership/application/pdf/cop18\\_gender\\_balance.pdf](https://unfccc.int/files/bodies/election_and_membership/application/pdf/cop18_gender_balance.pdf).

<sup>7</sup> UNFCCC, Decision 18/CP.20;

[https://unfccc.int/files/meetings/lima\\_dec\\_2014/decisions/application/pdf/auv\\_cop20\\_gender.pdf](https://unfccc.int/files/meetings/lima_dec_2014/decisions/application/pdf/auv_cop20_gender.pdf).

<sup>8</sup> UNFCCC Decision 21/CP.22; [https://unfccc.int/sites/default/files/pages\\_17-20\\_from\\_10a02.pdf](https://unfccc.int/sites/default/files/pages_17-20_from_10a02.pdf).

<sup>9</sup> UNFCCC, Decision 3/CP.23; [https://unfccc.int/sites/default/files/resource/decision\\_3\\_cp23.pdf](https://unfccc.int/sites/default/files/resource/decision_3_cp23.pdf).

Parties in decision 3/CP.25 adopted the five-year ‘Enhanced Lima Work Programme on gender and its gender action plan’, invited “relevant public and private entities to increase the gender-responsiveness of climate finance with a view to strengthening the capacity of women” and requested “all constituted bodies to continue to include in their regular reports information on progress towards integrating a gender perspective into their processes.”<sup>10</sup> It recognizes the need for progressing gender-responsive actions across all areas of the Convention and with respect to the Paris Agreement. The Paris Agreement prominently underscored that Parties in their climate actions should be guided by respect for human rights, gender equality and the empowerment of women in its preamble and in Article 7.5 and stressed the importance of following “a country-driven, gender-responsive, participatory and fully transparent approach” for adaptation action.<sup>11</sup>

## Rationale

3. Both the 2030 Agenda for Sustainable Development, especially Sustainable Development Goal 13 (SDG 13) on climate change, and the Paris Agreement recognize that holding the increase in global average temperature to well below 2° C through effective mitigation measures is crucial and that these efforts must progress in tandem with actions focused on adequately protecting people, livelihoods and ecosystems from the adverse impacts of climate change through measures that enhance adaptive capacity, strengthen resilience and reduce vulnerability. The strategic thinking reflected in SDG 13 and the Paris Agreement includes underlying assumptions about the importance of human agency, knowledge, institutions and social change processes in order to be successful. The Adaptation Fund (the Fund), which serves the Paris Agreement since 1 January 2019<sup>12</sup>, operates in this overarching framework and contributes to an implied theory of change derived from the Paris Agreement and SDG 13, as elaborated in the Fund’s Medium-Term Strategy (MTS) for the 2018-2022 period,<sup>13</sup> by addressing the urgent and immediate adaptation needs in developing countries that are particularly vulnerable to the adverse effects of climate change and by committing to a gender mainstreaming approach in doing so.

4. The Fund finances concrete adaptation projects and programmes in developing countries that are Parties to the Kyoto Protocol “aimed at addressing the adverse impacts of and risks posed by climate change” and “at producing visible and tangible results on the ground by reducing vulnerability and increasing the adaptive capacity of human and natural systems to respond to the impacts of climate change, including climate variability.”<sup>14</sup>

5. The Fund’s MTS<sup>15</sup> updates and refines the Fund’s mandate to better serve the evolving needs of Parties to the UNFCCC. It articulates the Fund’s own Theory of Change including the vision, goal, impact, mission, strategic foci and cross-cutting themes. The Fund’s gender policy and its mandates are an integral part of the Fund’s strategic focus and underlying theory of

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<sup>10</sup> UNFCCC, Decision 3/CP. 25; [https://unfccc.int/sites/default/files/resource/cp2019\\_13a01E.pdf](https://unfccc.int/sites/default/files/resource/cp2019_13a01E.pdf); paras. 12 and 14.

<sup>11</sup> UNFCCC, Adoption of the Paris Agreement; <http://unfccc.int/resource/docs/2015/cop21/eng/l09.pdf>.

<sup>12</sup> See Decision 1/CMP.14 and Decision 13/CMA.1 <https://unfccc.int/sites/default/files/resource/08a1e.pdf>.

<sup>13</sup> Adaptation Fund Medium Term Strategy; <https://www.adaptation-fund.org/document/medium-term-strategy-2018-2022/>.

<sup>14</sup> Adaptation Fund Operational Policies and Guidelines (OPG), para. 10., <https://www.adaptation-fund.org/document/operational-policies-guidelines-parties-access-resources-adaptation-fund/>.

<sup>15</sup> Medium Term Strategy; <https://www.adaptation-fund.org/document/medium-term-strategy-2018-2022/>.

The elaboration in this paragraph is taken from part II of the MTS.

change. Without a commitment to gender equality, the Fund's vision<sup>16</sup>, goal<sup>17</sup> and desired impact<sup>18</sup> cannot be realized. This is also explicitly and implicitly recognized in the Fund's mission statement, which elaborates four cross-cutting themes. The mission of the Fund is to serve the Paris Agreement by accelerating and enhancing the quality of adaptation action in developing countries by supporting country-driven projects and programmes, innovation, and multi-level learning for effective adaptation. All of the Fund's activities (its processes and projects/programmes) are to be designed and implemented with the following four cross-cutting themes in mind: 1) engaging, empowering and benefitting the most vulnerable communities and social groups; 2) advancing gender equality and the empowerment of women and girls; 3) strengthening long-term institutional and technical capacity for effective adaptation; and 4) building complementarity and coherence with other climate finance delivery channels. The Fund will pursue this mission during the 2018-2022 period through three strategic foci on action, innovation, and learning and sharing. It commits with strategic focus 1 on action (SF 1) to support eligible countries to undertake high quality adaptation projects and programmes consistent with their priority needs, goals and strategies; with strategic focus 2 on innovation (SF 2) to support the development and diffusion of innovative adaptation practices, tools and technologies; and with strategic focus 3 on learning and sharing (SF 3) to support learning and sharing about adaptation finance and action. Gender equality considerations are instrumental for the success of these strategic foci.

6. Gender norms and related cultural rules are part of what structures the interactions and reactions to climate threats and opportunities in human systems by influencing roles, expectations, attitudes and behaviors of human beings. Climate change impacts women and girls, men and boys differently because of existing gender inequalities, gender discrimination and social exclusion that could be perpetuated by systemic power imbalances and structural barriers. These often restrict women's and girls' access to and control over resources, legal rights or political participation and decision-making, threaten their peace and security, and thereby undermine their adaptive capabilities. This is why women and girls are often disproportionately affected by climate change as its negative impacts are aggravated by existing gender inequality and systemic and structural patterns of discrimination and social exclusion, which also reduce the effectiveness of sustainable development and poverty alleviation measures. By striving for gender equality and supporting gender equitable processes, such as empowering women and girls and working towards changing gender norms in its activities, the Fund increases the adaptive capacity of human systems in line with its mission to support effective adaptation. It does so by acknowledging that men and boys, women and girls have differing adaptation needs, priorities and capabilities and by responding to those in a gender-differentiated way. This includes providing targeted support to women and girls as positive change agents with deep knowledge of adaptation-relevant systems, such as those related to food, water or energy, at the forefront of climate change and by actively addressing the disproportionately higher vulnerability of women and

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<sup>16</sup> Ibid, p.18. The Fund's vision is defined as follows: "Developing country Parties are successfully enhancing adaptive capacity, strengthening resilience and reducing vulnerability in climate change through participatory, transparent and accountable processes. Their actions address the special needs of vulnerable social groups, communities and ecosystems; are based on and guided by the best available science and knowledge; and are purposefully contributing towards sustainable development and the eradication of poverty."

<sup>17</sup> Ibid. The Fund's goal is defined as follows: "People, livelihoods and ecosystems are adequately protected from the adverse impacts of climate change."

<sup>18</sup> Ibid. The Fund's impact is defined as follows: "Adaptive capacity is enhanced, resilience strengthened and the vulnerability of people, livelihoods and ecosystems to climate change reduced."

girls to climate change impacts and natural disasters due to persisting gender inequalities.<sup>19</sup> It will thus apply the findings of the Intergovernmental Panel on Climate Change (IPCC) which already in 2007 determined the role of gender to be an important consideration for the development of interventions to enhance adaptive capacity and to facilitate adaptation.<sup>20</sup> The IPCC Special Report on 1.5°C Global Warming in 2018 confirms that adaptive capacity depends on gender roles and further finds that, if poorly designed or implemented, adaptation projects in a range of sectors can increase gender and social inequality. Conversely, efforts to reduce poverty and gender inequalities and to enhance food, health and water security can reduce vulnerability to climate change.<sup>21</sup>

7. The Fund's gender policy builds on the existing gender policies and gender action plans of other climate funds.<sup>22</sup> It systematically integrates key principles elaborated in the Fund's own environmental and social Policy (ESP), especially the principles on **access and equity**, on consideration of **marginalized and vulnerable groups** and of **human rights**. It highlights the principle of **gender equality and women's empowerment** as the goal that the Fund strives to attain through its processes.<sup>23</sup> It acknowledges and integrates the need to apply an **intersectional analysis** in addressing gender-related differences in vulnerability and ability to decrease vulnerability and adapt to climate change impacts as a lens to understand the complexity and particularity of inequalities in the lives of women and girls, men and boys, including their systemic barriers and root causes. Those are dependent on a multitude of factors such as the economic profile and societal structure of the country or subnational region, specific climate impacts, variety of livelihoods, a host of sociocultural factors such as class, age or race as well as other change processes in societies, such as those brought on by globalization, migration, urbanization and economic development. It is expected for those changes to lead to new adaptation challenges for women and girls, and men and boys respectively. To ensure resilience

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<sup>19</sup> Although references are made throughout the Gender Policy (GP) and Gender Action Plan (GAP) of the Adaptation Fund, to targeted actions in support of empowering women and girls as a way to address their often disproportionately higher vulnerability to climate change impacts, the Fund's GP and GAP in applying a gender mainstreaming approach recognizes that in certain situations, as determined by a gender analysis, men and boys could be more vulnerable to climate change impacts than women and girls and in need of targeted support, and that not only women and girls but also men and boys are required to fully engage in promoting gender equality.

<sup>20</sup> 4<sup>th</sup> IPCC Assessment Report, Working Group 2.

[https://www.ipcc.ch/site/assets/uploads/2018/03/ar4\\_wg2\\_full\\_report.pdf](https://www.ipcc.ch/site/assets/uploads/2018/03/ar4_wg2_full_report.pdf).

<sup>21</sup> IPCC, 2018: Summary for Policymakers. In: Global Warming of 1.5°C. An IPCC Special Report on the impacts of global warming of 1.5°C above pre-industrial levels and related global greenhouse gas emission pathways, in the context of strengthening the global response to the threat of climate change, sustainable development, and efforts to eradicate poverty. [https://www.ipcc.ch/site/assets/uploads/sites/2/2019/05/SR15\\_SPM\\_version\\_report\\_LR.pdf](https://www.ipcc.ch/site/assets/uploads/sites/2/2019/05/SR15_SPM_version_report_LR.pdf)

<sup>22</sup> For the elaboration of the Fund's Gender Policy and its update, the Gender Mainstreaming Policy of the Global Environment Facility (GEF) and its Gender Equality Action Plan (GEAP), its updated Policy on Gender Equality and the GEF Gender Implementation Strategy were considered. See GEF (2012), Policy on Gender Mainstreaming, Policy SD/PL/02; GEF (2014), Gender Equality Action Plan, GEF/C.47/09; GEF (2017), Policy on Gender Equality (GEF/C.53/04; GEF (2018), GEF Gender Implementation Strategy (GEF/C.54/06). The initial Green Climate Fund (GCF) Gender Policy and Gender Action Plan, as well as the Updated Gender Policy and Action Plan 2020-2023 were also taken into account. See GCF (2015), Gender Policy and Gender Action Plan, GCF/B.09/23, Annexes XIII and XIV, pp. 84-91; and GCF (2019), Updated Gender Policy and Action Plan 2020-2023, GCF/B.24/17, Annexes XXIII and XXIV, pp. 249-264.

<sup>23</sup> The focus on gender equality in the Fund's initial gender policy upgraded some earlier references to gender equity in some Fund policies and operational procedures, such as the first version of the ESP. The Office of the High Commissioner for Human Rights (OHCHR) cautions against a reliance on the term "gender equity," which can be used in a way that perpetuates stereotypes about women's roles in society, and advises instead the use of gender equality as the legal term under existing human rights instruments with corresponding obligations for signatory states.

OHCHR (2014), Women's Rights are Human Rights, HR/Pub/14/2, pp. 33-34  
; <http://www.ohchr.org/Documents/Publications/HR-PUB-14-2.pdf>.

of entire societies, those gender-differentiated adaptation needs must be addressed in a comprehensive, forward-looking and adaptive manner.

8. The Fund's gender policy is human rights-based and congruent with international instruments in acknowledging the centrality of women's rights as universal human rights, in particular with the Universal Declaration of Human Rights (UDHR), the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the International Labor Organization's (ILO) core conventions<sup>24</sup>, the Millennium Development Goals (MDGs)<sup>25</sup>, follow up Sustainable Development Goals (SDGs) and the 2030 Agenda for Sustainable Development.<sup>26</sup> It supports the equal right of women and girls, men and boys to access and benefit from the Fund's resources in order to increase their adaptive capacity and reduce their vulnerability to climate change impacts, facilitating a transition towards a gender transformative approach.

### Definitions

9. The Fund's gender policy makes reference to a number of key gender concepts.<sup>27</sup> They underline and describe the ambition of the Fund's gender approach to achieve increasing levels of gender integration through continuous improvements with the ultimate goal of achieving gender equality in all of its operations. This progress towards gender equality can be illustrated as a continuum of gender integration levels and approaches (Figure 1).

### Figure 1: Illustrating the Gender Integration Continuum<sup>28</sup>

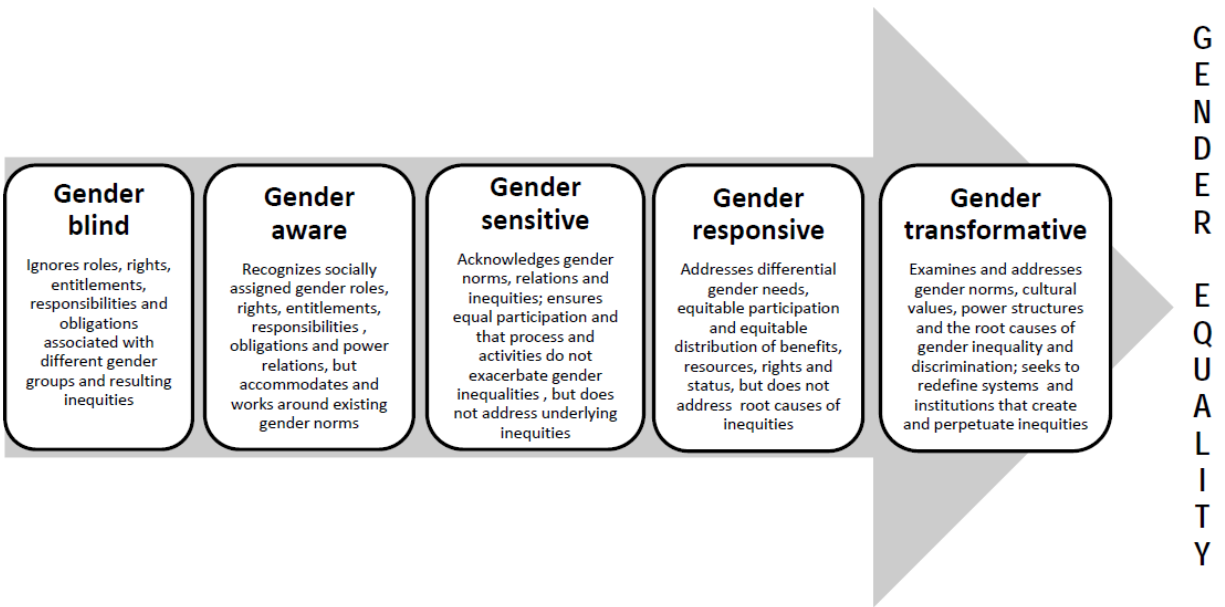
<sup>24</sup> Conventions relevant for gender equality among the eight ILO Core Conventions include: (i) Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (1951); (ii) Convention concerning the Abolition of Forced Labour (1957); (iii) Convention concerning Discrimination in Respect of Employment and Occupation (1958); <http://www.ilo.org/global/standards/introduction-to-international-labour-standards/conventions-and-recommendations/lang--en/index.htm>.

<sup>25</sup> <http://www.un.org/millenniumgoals/>.

<sup>26</sup> <https://sustainabledevelopment.un.org/post2015/transformingourworld>.

<sup>27</sup> If not otherwise indicated, relevant definitions build on and are adapted from UN Women, Office of the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women (OSAGI); <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>; or the Annex to the GEF (2017) Policy on Gender Equality, or the UN Women Training Centre Gender Equality Glossary; <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=letter&hook=G&sortkey&sortorder=asc&fullsearch=0&page=1>.

<sup>28</sup> Adapted from Interagency Gender Working Group, IGWG/USAID (2017) Gender Integration Continuum; [https://www.igwg.org/wp-content/uploads/2017/05/FG\\_GendrIntegrContinuum.pdf](https://www.igwg.org/wp-content/uploads/2017/05/FG_GendrIntegrContinuum.pdf).



- (a) **Gender:** refers to the roles, behaviors, activities, rights, and attributes that a given society at a given time considers appropriate for women and girls and men and boys. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and girls and men and boys, gender also refers to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and girls and men and boys in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context and intersects with other important criteria for socio-cultural analysis including class, race, poverty level, ethnic group and age.<sup>29</sup>
- (b) **Gender aware:** refers to the knowledge and recognition of the differences in socially assigned gender roles, rights, entitlements, responsibilities and obligations while accommodating and working around existing gender norms.
- (c) **Gender balance:** refers to the goal of having the same number of women and men in decision-making bodies and among staff in the different levels of organizational structures.
- (d) **Gender blind:** refers to the failure to recognize that the roles, rights, entitlements, responsibilities and obligations of women and girls, men and boys are assigned to them in specific social, cultural, economic, and political contexts and backgrounds and result in inequities.

<sup>29</sup> UN Women Training Centre Gender Equality Glossary; <https://trainingcentre.unwomen.org/mod/glossary/view?id=36&mode=letter&hook=G&sortkey&sortorder=asc&fullsearch=0&page=0>.

- (e) **Gender equality:** refers to the equal rights, responsibilities and opportunities and access of women and men, boys and girls and the equal consideration of their respective interests, needs and priorities. As gender equality concerns and benefits men and women, boys and girls, not only women and girls but also men and boys are required to fully engage in promoting gender equality and in changing gender roles. Equality between women and men is a human rights issue as well as a precondition for, and indicator of, sustainable, people-centered development.<sup>30</sup>
- (f) **Gender equity:** refers to the process of being fair to women and men, girls and boys. It recognizes the need for potential differential treatment that is fair and positively addresses a bias or historical or social disadvantage or power imbalance that is due to gender roles or norms or differences between the sexes. It is about fair and just treatment that takes into account the different needs of women and girls, men and boys, cultural barriers and (past) discriminations of the specific group.<sup>31</sup>
- (g) **Gender gap:** refers to any disparity and inequality between women and men's condition or position or role in society. It concerns inequalities in terms of their participation, their access to opportunities, rights, power to influence and make decision, incomes and benefits, and control and use of resources.
- (h) **Gender identity:** refers to a person's innate, deeply felt internal and individual experience of gender.
- (i) **Gender mainstreaming:** refers to a globally supported strategy for promoting gender equality.<sup>32</sup> Mainstreaming involves the process of assessing the implications for women and girls, men and boys of any planned action, including legislation, policies or programmes, in any area and at all levels, thereby increasing the effectiveness of interventions. It is a strategy for making the experiences and concerns of all people regardless of gender an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that different gender groups benefit equally, and inequality is not perpetuated. The ultimate goal of mainstreaming is to achieve gender equality.<sup>33</sup>
- (j) **Gender responsive:** refers to the consideration of gender norms, roles and relations and to addressing inequality generated by unequal norms, roles and relations through changes within a given social setting through remedial action.
- (k) **Gender sensitive:** refers to the consideration of gender norms, roles and relations but does not necessarily address inequality generated by unequal norms, roles or relations through remedial action beyond creating gender awareness.
- (l) **Gender transformative:** refers to approaches actively striving to examine, question, and change rigid social and gender norms, cultural values and to address power inequalities between persons of different genders and the root causes of gender inequality and

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<sup>30</sup> Ibid.

<sup>31</sup> ecbi (2018), p.64

<sup>32</sup> UN OSAGI. Gender mainstreaming had been established as a global strategy for promoting gender equality in the Beijing Platform for Action (1995) through the Beijing Declaration and Platform for Action. See [https://www.un.org/en/events/pastevents/pdfs/Beijing\\_Declaration\\_and\\_Platform\\_for\\_Action.pdf](https://www.un.org/en/events/pastevents/pdfs/Beijing_Declaration_and_Platform_for_Action.pdf). In addition, this was affirmed by the United Nations Economic and Social Council (ECOSOC) in ECOSOC Agreed Conclusions (1997/2).

<sup>33</sup> ecbi (2018), pp.64-65.



discrimination as well as seeking to redefine systems and institutions that create and perpetuate inequities.<sup>34</sup> The goal of this approach is to transform adverse gender norms and power dynamics into positive ones, thus accelerating achievement of gender equality.

- (m) Intersectionality:** refers to how gender overlaps with other sociocultural factors, such as race, ethnicity, migratory status, religion or belief, health, status, age, class, caste, sexual orientation, gender identity, and inclusion and exclusion. Looking through the lens of intersectionality is critical for understanding the complexity and particularity of inequalities in the lives of women and girls, men and boys.<sup>35</sup>
- (n) Women’s empowerment:** refers to the process by which women gain power and control over their own lives and acquire the ability to make strategic choices through an expansion of agency throughout women’s lives, especially via participation and decision-making. It generally refers to differential or pro-active support to increase:
- (i) women’s awareness and sense of self-worth and rights;
  - (ii) women’s right to have and determine choices;
  - (iii) women’s right to have access to opportunities and resources;
  - (iv) women’s right to have power to control their own lives both within and outside the home; and
  - (v) women’s ability to influence the direction of social, political and economic change to create a more just social, political and economic order, nationally and internationally.<sup>36</sup>

## Objectives

10. The Fund and its implementing partners shall strive to uphold women’s rights as universal human rights and to attain the goal of gender equality, the empowerment of women and girls and the equal treatment of people regardless of gender, including the equal opportunities for access to Fund resources and services, in all Fund operations through a gender mainstreaming approach.

11. The Fund’s gender policy has the following objectives:

- (a) To ensure that the Fund will achieve more effective, sustainable and equitable adaptation outcomes and impacts in both its internal and external procedures that pro-actively analyze and seek to address dynamic interlinkages between enhancing gender equality, the empowerment of women and girls, adaptation needs and other societal challenges, vulnerabilities and exclusions that women and girls, men and boys

<sup>34</sup> For a discussion of gender transformative approaches, see CARE USA (2015), Measuring gender-transformative change. [https://care.org/wp-content/uploads/2020/05/working\\_paper\\_aas\\_gt\\_change\\_measurement\\_fa\\_lowres.pdf](https://care.org/wp-content/uploads/2020/05/working_paper_aas_gt_change_measurement_fa_lowres.pdf); also CARE (2019), Gender-transformative Adaptation; [https://reliefweb.int/sites/reliefweb.int/files/resources/CARE\\_Gender-Transformative-Adaptation\\_2019.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/CARE_Gender-Transformative-Adaptation_2019.pdf).

<sup>35</sup> UNICEF (2017). Gender Equality. Glossary of Terms and Concepts, p.6; available at: <https://www.unicef.org/rosa/media/1761/file/Gender%20glossary%20of%20terms%20and%20concepts%20.pdf>.

UN Women (2018). Turning Promises into Action. Gender Equality in the 2030 Agenda for Sustainable Development, Box 1.2, p.31; available at: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2018/sdg-report-gender-equality-in-the-2030-agenda-for-sustainable-development-2018-en.pdf?la=en&vs=4332>.

<sup>36</sup> European Institute of Gender Equality (EIGE), <https://eige.europa.eu/thesaurus/terms/1102>.

- and their communities face, and doing so in an intersectional manner, and that do not exacerbate but instead redress existing gender-based inequalities and close existing gender gaps;
- (b) To provide women and men regardless of their background, age, race, ethnicity, religion, class, language, ability, gender identity or other sociocultural factors with an equal opportunity to participate in, contribute to and benefit from Fund-supported activities to strengthen their agency, build their resilience, and increase their capability to adapt to climate change impacts and interlinked challenges; recognizing the need for targeted efforts in order to ensure women's full and effective participation and to address the role of men in contributing to gender-responsive adaptation measures and the societal changes that this requires;
  - (c) To address and mitigate against assessed potential project/programme risks for women and men, girls and boys in relation to concrete adaptation actions financed by the Fund in line with the Fund's Environmental and Social Policy;
  - (d) To contribute to addressing the knowledge and data gaps on gender-related vulnerabilities and to accelerate learning about effective gender-equal adaptation measures and strategies;
  - (e) To consider and meaningfully integrate the experiences, capabilities, and as appropriate and relevant, the traditional, local and indigenous knowledge of affected women and girls, men and boys and their diverse communities throughout Fund processes by following a gender-responsive, participatory, inclusive and fully transparent approach to stakeholder engagement for effective adaptation measures.

### **Guiding Principles**

12. The Fund's gender policy is based on a set of key guiding principles as elaborated below:

#### *Commitment*

13. The gender policy commits the Fund to work within its operational framework and with its partners to uphold women's human rights and to contribute to gender equality and the empowerment of women and girls in all its internal and external procedures in line with international human rights instruments and applicable international and domestic law. The Fund will strive to devote the necessary resources and capacities, including by strengthening its own gender expertise, technical support and oversight capacities, to implement the gender policy effectively. The Fund will do so through:

- (a) Adopting and promoting methods, tools and installing mechanisms to proactively advance gender equality, including addressing power imbalances and facilitating the transformation of unequal gender roles, and reduce existing gender discriminations and social, political and economic disparities in its funding operations and throughout the project cycle, recognizing the intersectionality of existing gender inequalities and exclusions; and
- (b) Measuring and reporting the outcomes and impacts of its activities on the resilience of women and girls, men and boys to climate change impacts and their ability and agency to address gender differentiated vulnerability to climate change in an intersectional manner.

*Comprehensiveness in scope and coverage*

14. The Fund applies its gender policy to all its adaptation activities irrespective of project/programme size or focus, whether implemented by multilateral, regional or national implementing entities accredited to the Fund.

15. The policy will be implemented throughout the Fund's operational processes with guidelines to be issued by the Secretariat for the benefit of the Fund's external partners, Designated Authorities (DAs) and Implementing Entities (IEs).

16. Fund IEs will be required to undertake an initial project/programme-specific gender assessment with a view to establishing a gender baseline, describing gender differences, analyzing gender-differentiated impacts and risks as per the ESP process ("do no harm"), and to detailing opportunities to pro-actively address gender gaps given their intersectionalities as well as to promote the empowerment of women and girls for the proposed activity ("do good"). Fund IEs will articulate corresponding gender-responsive measures addressing differential gender needs, equitable participation and equitable distribution of benefits, resources and rights as part of the overall project/programme, ideally as a project/programme-specific gender action plan; they will be required to select gender-responsive indicators, collect gender-disaggregated data, and to design gender-responsive implementation, results measurement and monitoring arrangements.

17. Fund projects and programmes will be screened for gender responsiveness at various stages of the project cycle, including the processes of review, endorsement and approval of the project proposals, monitoring and evaluation by the relevant Fund bodies and external partners (the Secretariat, the Project and Programme Review Committee, the Ethic and Finance Committee, DAs and IE, independent evaluators selected by IE and the Adaptation Fund Technical Evaluation Reference Group (AF-TERG)). Stakeholders should be meaningfully and comprehensively consulted in a gender-responsive way throughout the project/programme life cycle.

*Accountability*

18. The Fund is accountable for its gender mainstreaming efforts and its gender-responsive adaptation results and outcomes, including through regular annual reports, as appropriate, in a transparent and comprehensive manner<sup>37</sup>. Quantitative and qualitative gender monitoring for project/programme impacts is to be integrated into the Fund's Results-based Management (RBM) framework. Portfolio-wide the Fund accounts for the number of men and women beneficiaries through efforts to improve high-quality, comprehensive and participatory gender-disaggregated data collection of Fund activities that also takes into consideration multidimensional factors.

19. The Board, as operating entity of the Fund, supported by the Secretariat, is accountable for results of the implementation of the gender policy.

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<sup>37</sup> Parties to the UNFCCC in Decision 3/CP.25 adopted the Enhanced Lima Work Programme on Gender and its Gender Action Plan, which invites the Adaptation Fund (as well as the GEF, the GCF and other financial institutions) to contribute to progress under Activity D2, which reads: "Raise awareness of the financial and technical support available for promoting the strengthening of gender integration into climate policies, plans, strategies and action, as appropriate, including good practices to facilitate access to climate finance for grass-roots women's organizations and indigenous peoples and local communities." [https://unfccc.int/sites/default/files/resource/cp2019\\_13a01E.pdf](https://unfccc.int/sites/default/files/resource/cp2019_13a01E.pdf).

20. IE applicants are required to document an institutional capacity and commitment to apply the Fund's gender policy and to demonstrate their ability to implement it during the accreditation process. Already accredited IEs have to demonstrate their institutional capacity and commitment to implement the Fund's gender policy as part of the re-accreditation process. An IE may demonstrate its ability and commitment to implement the gender policy through:

- (a) An institutional framework and capacity for gender mainstreaming, such as designated expert staff, and a commitment at highest management level to gender equality;
- (b) Own policies, strategies or action plans that address gender equality and gender-responsive activities, or demonstration through related implementation track-records;
- (c) An ability to undertake socioeconomic and gender assessments, or similar methods to assess the potential roles, benefits, impacts and risk for women and men;
- (d) An ability to identify measures to avoid, minimize and/or mitigate adverse gender impacts; and/or
- (e) A monitoring and evaluation process that accounts for gender mainstreaming efforts, including the collection and analysis of gender-disaggregated data, and can provide social and gender expert support during project implementation.

21. The ability of Fund IEs to comply with the Fund's gender policy may be enhanced through the Fund's readiness programme and other means in order to meet the requirements of this policy. All IEs will apply the gender policy requirements to the project/programme proposals submitted for funding. Project formulation grants, project formulation assistance grants and technical assistance grants may be requested by eligible IEs for that purpose. Moreover, reporting requirements in the project performance report (PPR) apply to all projects/programmes.

22. IE applicants that seek accreditation with the Fund shall be assessed by the Accreditation Panel for their capacity and commitment to implement the Fund gender policy. They are expected to demonstrate its capacity through the requirements elaborated above.

23. All IE applicants and IEs shall identify a grievance mechanism, which can be pre-existing, national, local, or institution- or project-specific, able and competent to provide men and women affected by Fund supported projects and programmes with an accessible, transparent, fair and effective process for reviewing and addressing gender-related complaints and grievances.<sup>38</sup>

### *Competencies*

24. The Board is encouraged to consider relevant gender expertise and gender balance in the composition and the designation of its Board members and alternates to serve on the Project and Programme Review Committee (PPRC) and the Ethics and Finance Committee (EFC).

25. The Fund will work with DAs and IEs, including through the accreditation process and the readiness programme, to enhance their capacity to understand and implement the Fund's gender

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<sup>38</sup> The Ad hoc Complaint Handling Mechanism (ACHM) of the Adaptation Fund could serve as a backstop as it is complementary to the Adaptation Fund's Risk Management Framework, including the grievance mechanism of implementing entities. For further information, see [https://www.adaptation-fund.org/wp-content/uploads/2016/12/Ad-Hoc-Complaint-Handling-Mechanism\\_final\\_March2017.pdf](https://www.adaptation-fund.org/wp-content/uploads/2016/12/Ad-Hoc-Complaint-Handling-Mechanism_final_March2017.pdf).

policy. IEs and IE applicants may seek readiness programme support from the Fund, including technical assistance grants for the gender policy, project formulation grants, and other readiness support which could be available upon the Board's approval. The Fund will also make available to Designated Authorities and Implementing Entities learning materials and technical resources on advancing gender equality and the empowerment of women and girls. They may also obtain gender training and capacity building through their partnerships with other organizations (such as domestic, bilateral, multilateral and international organizations, including NGOs).

### *Resource Allocation*

26. The Fund's resource allocation for concrete adaptation projects and programmes contributes to gender equality and supports the empowerment of women and girls. All projects and programmes should allocate and budget adequate resources for the implementation of gender integration efforts. Fund projects and programmes without articulated gender considerations shall not receive Fund resources.

### *Knowledge management and communications*

27. To accelerate learning on the implementation of gender-responsive adaptation actions and to contribute to addressing existing knowledge, data and institutional capacity gaps among its partners, the Fund will document the experiences and knowledge gained from the implementation of its gender policy. In particular, it will focus on identifying and sharing good practices and lessons learned from recipient countries and implementing entities. The Fund will actively engage in knowledge exchange on gender and adaptation finance with partner and peer organizations, in particular by seeking complementarity and coherence with gender mainstreaming efforts of other existing climate funds, especially the GCF and the GEF.

28. The Fund will communicate its commitment to gender equality, its gender policy and related implementation guidance to its partners and the wider public and seek periodic feedback and participatory assessment from stakeholders and partners on the implementation of the Fund's gender policy, including possible future improvements.

### **Review and Revisions**

29. The gender mainstreaming approach of the Fund's gender policy and its ambition to achieve increasing levels of gender integration through continuous improvements with the ultimate goal of achieving gender equality in all of its operations are long-term undertakings demanding a sustained commitment and a regular tracking of its progress. It is part of the strategic focus of the Fund and a determinant for the success of its strategic planning and programming efforts. The implementation of the objectives and principles of the gender policy is supported by a Gender Action Plan with priority areas for targeted and time-bound measures, clear responsibilities and select indicators. As experience is gained and lessons are learned in the implementation of the gender policy throughout the Fund's operations, the Fund as a learning institution might adjust its approach. In light of this, the Fund will review and update its gender policy concurrent with its time-bound multi-year Gender Action Plan and taking into account the outcome of the Fund mid-term strategy planning processes.

## Gender Action Plan FY 2021-2023 (GAP-2) for the Adaptation Fund

1. The Adaptation Fund (the Fund) approved its initial Gender Policy (GP) and Gender Action Plan (GAP) for FY 2017-2019 in March 2016 (decision B.27/28). A mandated review at the end of this period took stock of progress made in the implementation of the Fund's GP through the time-bound framework and the targeted actions outlined in the first GAP.<sup>1</sup> The results were encouraging: the assessment report detailed significant progress toward integration of gender equality considerations in the Fund's operations during the initial three year phase. It highlighted in particular how the awareness and understanding of and support for the Fund's gender mainstreaming goal have substantially grown among all its partners, thus confirming a joint commitment to advancing gender equality and the empowerment of women and girls<sup>2</sup> through all Fund activities. Advancing gender equality and the empowerment of women and girls were also enshrined as a cross-cutting theme in the Fund's Medium-Term Strategy 2018-2022 (MTS)<sup>3</sup> articulated and approved during this period.

2. Despite strong advancements over the past several years, meeting the gender mainstreaming objective of the Fund is still a work in progress. It is not a static goal to be accomplished, but instead requires a sustained commitment and iterative processes. In light of this, the assessment report articulated the need to consolidate and further advance initial progress made in the operational codification of gender policy requirements into Fund policies, frameworks and guidelines during the first GAP. It also detailed important lessons learned and identified remaining challenges to be addressed for the Fund to build on the gender mainstreaming momentum created during the first GAP implementation phase and to move towards a further deepening of the Fund's gender mainstreaming approach and related outcomes. This is in line with the Fund's role in the context of an implied theory of change derived from the Agenda for Sustainable Development, especially Sustainable Development Goal 13, and the Paris Agreement and contributes to the Fund's own theory of change. Without a commitment to gender equality, the Fund's vision<sup>4</sup>, goal<sup>5</sup> and

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<sup>1</sup> Document AFB/B.34/Inf.9 ; available at :

<https://www.adaptation-fund.org/document/assessment-report-on-progress-in-the-implementation-of-the-adaptation-funds-gender-policy-and-gender-action-plan/>

<sup>2</sup> Although references are made throughout the Gender Policy (GP) and Gender Action Plan (GAP) of the Adaptation Fund, to targeted actions in support of women and girls as a way to address their often disproportionately higher vulnerability to climate change impacts, the Fund's GP and GAP in applying a gender mainstreaming approach recognizes that in certain situations, as determined by a gender analysis, men and boys could be more vulnerable to climate change impacts than women and girls, and that not only women and girls but also men and boys are required to fully engage in promoting gender equality.

<sup>3</sup> At the thirtieth Adaptation Fund Board meeting in October 2017, the Board adopted the Medium Term Strategy, as contained in Annex 1 of the document AFB/B.30/5/Rev.1, and at its thirty-first meeting the Board adopted the Implementation Plan of the MTS (AFB/B.31/5/Rev.1). Available at: <https://www.adaptation-fund.org/document/implementation-plan-medium-term-strategy/>.

<sup>4</sup> Ibid, p.18. The Fund's vision is defined as follows: "Developing country Parties are successfully enhancing adaptive capacity, strengthening resilience and reducing vulnerability in climate change through participatory, transparent and accountable processes. Their actions address the special needs of vulnerable social groups, communities and ecosystems; are based on and guided by the best available science and knowledge; and are purposefully contributing towards sustainable development and the eradication of poverty."

<sup>5</sup> Ibid. The Fund's goal is defined as follows: "People, livelihoods and ecosystems are adequately protected from the adverse impacts of climate change."

desired impact<sup>6</sup> cannot be realized. This is also explicitly and implicitly recognized in the Fund's mission<sup>7</sup> statement, which elaborates four cross-cutting themes, one of which is advancing gender equality and the empowerment of women and girls.

3. The purpose of the second phase Gender Action Plan (GAP-2) for the Fund is to provide a framework and accountability tool by setting clear-time bound goals, select indicators, and priority actions for the time-frame FY 2021-2023. It builds on actions and measures undertaken by the Fund and its partners during the implementation phase of the Gender Action Plan FY 2017-2019 (GAP-1) by consolidating initial gender mainstreaming progress achieved during the period. In addition, it is to particularly strengthen efforts to move the Fund and its partners beyond narrowly focusing on gender safeguards and prevention of gendered harm to pro-actively addressing how adaptation measures can promote gender equality, the empowerment and agency of women and girls, and consider and address, to the extent possible, gender differentiated vulnerability to climate change in an intersectional manner as well as support the sociocultural and institutional changes among its partners necessary to sustain such progress. The Fund recognizes a clear link between those gender goals and the adaptation-related objectives of the Fund as mutually reinforcing: not only will fulfilling the mandate of the Fund be impossible without a gender mainstreaming approach, but addressing gender issues and promoting gender equality in an integral way throughout the Fund's work also contributes to and strengthens the effectiveness, efficiency and sustainability of the adaptation interventions supported by the Fund. GAP-2 will guide the Fund and all its implementation partners in taking the steps necessary to address persistent gender mainstreaming challenges confronting the Fund and its partners as elaborated in the assessment report. It will also highlight new opportunities and approaches for more effective and sustained gender mainstreaming outcomes in the Fund's current and future operations. This new framework will be linked to the second implementation phase of the Fund's updated GP as approved by the Board. It will also provide regular updates to the Adaptation Fund Board (the Board) on progress made and priority actions implemented, thus helping the Board to exercise its oversight and guidance. The updated GP and progress in implementing GAP-2 will be reviewed three years after becoming operational, including through quantitative and qualitative evaluation and a participatory implementation assessment involving core Fund stakeholders. This review will take into account the outcome of the Fund mid-term strategy implementation.

4. In order to further advance gender equality and the empowerment of women and girls through Fund operations, policies and projects/programmes over the period FY 2021-2023, GAP 2 focuses on operationalizing the guiding principles of the updated GP through targeted measures in a number of priority areas (see Table 1). It will build on and extend the work begun under the first phase of the GAP and focus particularly on improving provision of further detailed guidance to Fund partners,

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<sup>6</sup> Ibid. The Fund's impact is defined as follows: "Adaptive capacity is enhanced, resilience strengthened and the vulnerability of people, livelihoods and ecosystems to climate change reduced."

<sup>7</sup> Ibid. The mission of the Fund is to serve the Paris Agreement by accelerating and enhancing the quality of adaptation action in developing countries by supporting country-driven projects and programmes, innovation, and multi-level learning for effective adaptation. All of the Fund's activities (its processes and projects and programmes) are to be designed and implemented with the following four cross-cutting themes in mind: 1) engaging, empowering and benefitting the most vulnerable communities and social groups; 2) advancing gender equality and the empowerment of women and girls; 3) strengthening long-term institutional and technical capacity for effective adaptation; and 4) building complementarity and coherence with other climate finance delivery channels.

expanding and better targeting of readiness support, as well as creating and regularizing opportunities for joint learning and sharing of knowledge on gender and adaptation, including through exchanges of good practice experiences. It will address the need to ensure sufficient resources for adaptation actions in support of gender equality, including enhancing staff capacity and resources in the Adaptation Fund Board Secretariat (the Secretariat) to help Fund partners with targeted capacity building and technical guidance. GAP 2 will also seek to strengthen the comprehensive application of operational procedures for gender-responsive project/programme development, monitoring and evaluation and results measurement developed during the GAP’s first phase.

**Table 1: Linking Gender Policy Guiding Principles and Gender Action Plan Priority Areas**

| Gender Policy guiding principles        | Corresponding actions reflected in Gender Action Plan priority areas  |
|---|---|
| Commitment                              | Governance and Institutional Structure<br>Results-based management<br>Operational Guidelines/ Project Cycle Support |
| Comprehensiveness in Scope and Coverage | Governance and Institutional Structure<br>Operational Guidelines/ Project Cycle Support                             |
| Accountability                          | Governance and Institutional Structure<br>Results-Based Management  |
| Competencies                            | Capacity Building   |
| Resources Allocations                   | Resource Allocations, Accessibility and Budgeting   |
| Knowledge Management and Communications | Learning and Knowledge Generation/ Management   |

5. An initial summary work plan with key actions/outputs, select indicators, responsibilities and timed targets is presented in Table 2, followed by a narrative description further detailing concrete implementation measures required for each priority area.



**Table 2: Work Plan for the Adaptation Fund Gender Action Plan, FY 2021-2023 (GAP-2)**

| Priority Areas                                | Actions   | Select Indicators   | Responsibility                           | Timing       |
|---|---|---|--|--------------|
| <b>Governance and Institutional Structure</b> | 1. Approve the updated gender policy and gender action plan   |   | Board                                    | FY 2021      |
|   | 2. Issue regular progress reports to the Board with increased coverage and detail on the implementation of the gender policy and the gender action plan: <ul style="list-style-type: none"> <li>• Bi-annually through the Secretariat's activities report</li> <li>• Annually through the Annual Performance Report (APR)</li> </ul>  | Regular progress reports that are publicly available and results proactively shared.  | Secretariat                              | FY 2021-2023 |
|   | 3. Further enhance staff capacity and expertise on gender in the AFB Secretariat, including strengthening the mandate and role of the designated gender focal point   | Number and percentage of AFB Secretariat staff with gender expertise.<br><br>Baseline: as assessed in early 2021  | Secretariat                              | FY 2021-2023 |
|   | 4. Increase gender expertise in the Board, especially in the Project and Programme Review Committee (PPRC)  |   | Board                                    | ongoing      |
|   | 5. Safeguard and support the institutional gender capacity of Implementing Entities through verification of compliance with gender capacity-related criteria in the accreditation and re-accreditation process; and through iterative readiness support upon approval by the Board  | Number and percentage of IEs during 2021-2023 receiving readiness support<br>a) for compliance with gender-capacity related criteria for accreditation and re-accreditation or for project formulation; or<br>b) for technical assistance on gender | Secretariat and Accreditation Panel      | FY 2021-2023 |
|   | 6. Ensure and improve alignment of Fund projects/programmes with national gender and climate change policies and international women's rights obligations   |   | Designated Authorities                   | FY 2021-2023 |
|   | 7. Ensure and improve gender-responsive project design, implementation, monitoring, reporting and evaluation of Fund projects/programmes and provide technical support and capacity building on gender to executing entities and local communities and stakeholders as needed. Utilize readiness support, project formulation grants, innovation grants and project scale up grants to support these tasks. | Number and percentage of IEs requesting gender-related financial support (recorded annually).<br><br>Total amount of gender-related financial support provided (calculated in USD per year).  | Implementing Entities<br><br>Secretariat | FY 2021-2023 |

|   |  |  |  |              |
|---|--|--|--|--------------|
|   | 8. Consider developing specific guidance sheets for various Fund actors and partners, in addition to guidance document already developed for IEs, detailing and clarifying their respective role and contribution for the full implementation of the GP (such as Board, DAs, AF CSO Network)   | At least one stakeholder-specific guidance sheet issued and communicated to target group.  | Secretariat  | FY 2022-2023 |
| <b>Operational Guidelines and Project/Programme Cycle Support</b> | 1. Further update and expand the existing guidance document for IEs on compliance with the Fund gender policy; complement it as needed or requested with additional targeted and more detailed guidance products and sections<br><br>Develop additional guidance products for IEs, for example on: <ul style="list-style-type: none"> <li>Models/templates for initial gender assessment, including gender-related data baseline elaboration</li> <li>Design and selection of “SMART”<sup>8</sup> gender-responsive indicators and monitoring arrangements</li> <li>Sector-specific gender guidance sheets</li> </ul>  | Number of additional guidance products issued and communicated to IEs  | Secretariat (with approval by the Board as needed)<br><br>AF-TERG in an advisory role, as needed | FY 2022-2023 |
|   | 2. Further clarify and update (as needed) existing operational policies, templates and guidance documents to bring them in line with the objectives of the updated gender policy, in particular: <p>2.1. <i>Guidance Document for Implementing Entities on Compliance with the Adaptation Fund Gender Policy</i></p> <p>2.2. <i>Request for Project/Programme Funding from the Adaptation Fund (OPG Annex 5)</i></p> <p>2.3. <i>Instructions for Preparing a Request for Project and Programme Funding from the Adaptation Fund</i></p> <p>2.4. <i>Adaptation Fund Project/Programme Review Criteria</i></p> <p>2.5. <i>Guidance Document for Implementing Entities on Compliance with the Adaptation Fund Environmental and Social Policy</i></p> | Update to existing operational policies, templates and guidance documents (as needed) issued and actively communicated to IEs (including with training sessions as needed) | Secretariat with approval by the Board   | FY 2021-2022 |

<sup>8</sup> An approach that details that indicators need to be specific, measurable, achievable, attributable and accurate, relevant and realistic, and timely, time-bound, targeted and trackable. For instance, an example of a SMART criteria checklist is available at [https://www.thecompassforsbc.org/sites/default/files/strengthening\\_tools/IndicatorsSMARTcheck.pdf](https://www.thecompassforsbc.org/sites/default/files/strengthening_tools/IndicatorsSMARTcheck.pdf).

|                                 |  |  |   |   |
|---------------------------------|--|--|---|---|
| <b>Capacity Development</b>     | <p>1. Strengthen the gender capacity of the Fund and its partners through gender trainings and other resources (including e-learning, webinars and knowledge materials), including in particular:</p> <p>1.1. At minimum annual gender trainings for Secretariat staff</p> <p>1.2. Improved gender and adaptation-specific onboarding procedures for new Secretariat staff (through development of a Fund specific module on gender and adaptation)</p> <p>1.3. Gender trainings for the Board</p> <p>1.4. Targeted inclusion of and outreach to Fund partners, specifically DAs and IEs</p> <p>1.5. Increased attention to gender considerations as cross-cutting theme in all readiness events, webinars and knowledge materials</p>   | <p>Number of Fund stakeholders (staff, Board members, DAs and IEs) receiving gender trainings (tracked annually)</p>   | <p>Secretariat at the request of the Board and of Fund partners, especially DAs and IEs</p>     | <p>Annually</p> <p>FY 2022-2023</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>                            |
|                                 | <p>2. Collaborate with other climate funds (GCF, GEF), the UNFCCC and/or specialized agencies such as UN Women in order to establish a roster of gender expert consultants</p>   | <p>Progress on the establishment of roster of gender expert consultants</p>  | <p>Secretariat (in collaboration with AF partners)</p>  | <p>Start FY 2021</p>  |
|                                 | <p>3. Consider establishing a Gender Advisory Group with experts drawn from among Fund partners and specialized technical agencies</p>   |  | <p>Secretariat with approval by the Board</p>   | <p>FY 2021/22</p>   |
| <b>Results-based Management</b> | <p>1. Fully implement the recently updated <b>Strategic Results Framework</b></p>  |  | <p>Secretariat</p>  | <p>FY 2021-2023</p>   |
|                                 | <p>2. Apply an improved <b>Performance Monitoring and Evaluation System</b> through the following actions:</p> <p>2.1. Enhance guidance on gender-disaggregated data collection through an update of <i>Methodologies for Reporting AF Core Impact Indicators</i></p> <p>2.2. Finalize the update of the <i>Results Framework and Baseline Guidance – Project Level</i></p> <p>2.3. Improve the understanding of IEs on updated <i>Project Performance Report (PPR) Template &amp; PPR Results Tracker</i>, including through outreach and capacity building via the <i>PPR Results Tracker Guidance</i> document</p> <p>2.4. Provide further guidance for IEs on how to report, through the updated PPR template &amp; PPR Results Tracker, on their project performance related to gender and their compliance with the Fund’s Gender Policy and continue to post the PPRs submitted by IEs on the AF website.</p> | <p>Guidance on gender-disaggregated data collection is issued and communicated to IEs</p> <p>Guidance on utilizing the updated PPR Template &amp; PPR Results Tracker for reporting on gender-related outputs and outcomes is issued and communicated to IEs</p> | <p>Secretariat with the approval of the Board</p> <p>AF-TERG in an advisory role, as needed</p> | <p>FY 2021-2023</p> <p>FY2021-2022</p> <p>FY 2021</p> <p>Ongoing</p> <p>Start in FY 2021, then annually</p> |

|  |  |   |                      |                           |
|--|--|---|----------------------|---------------------------|
|  | <p>3. Finalize development of a comprehensive Fund <b>Gender Score Card</b> to be applied on a pilot basis to monitor progress in the implementation of the gender policy portfolio-wide annually, to be reviewed and adjusted as needed in FY 2023. The gender score card will track and report annually on:</p> <p>(a) For quality at entry: the percentage of Fund projects/programmes that at the time of a first submission as a full proposal have 1) conducted a gender assessment (and the adequacy of this assessment); and 2) incorporated gender-responsive elements into implementation arrangements (including, <i>inter alia</i>, a results framework with gender-responsive indicators and indirect beneficiaries, as well as the existence of a gender-responsive grievance mechanism).</p> <p>(b) For quality during implementation and at exit: in drawing on reporting from the IE's annual <b>Project Performance Reports (PPRs)</b>, <i>inter alia</i>, 1) the percentage of projects/programmes with reported gender issues during implementation and detailing efforts to address these; 2) the existence of and effectiveness of arrangements to comply with the GP during the reporting period; and 3) the percentage of projects/programmes having received gender-related grievances during the reporting period.</p> | <p>Percentage of Fund projects/programmes that at the time of a first submission as a full proposal have a) conducted a gender assessment; and 2) incorporated gender-responsive elements into implementation arrangements.</p> <p>Percentage of Fund projects/programmes with reported gender issues during implementation and detailing efforts to address these.</p> | Secretariat          | FY 2021 and then annually |
|  | <p>4. In revising the <b>Evaluation Framework</b>, set out rules and guidelines for IEs to inform how mid-term evaluation and final evaluation of regular projects and programmes address gender equality and the empowerment of women and girls, such as:</p> <p>4.1. Requiring the IE to select independent evaluators with adequate gender knowledge and to include assessment of the project's contribution to gender equality and the empowerment of women and girls</p>  | <p>(a) Number and percentage of project/programmes in mid-term and final evaluation during 2021-2023 reporting on gender-disaggregated data including gender-disaggregated indicators"</p>  | TERG/<br>Secretariat | FY 2021-2023              |

|   |   |  |  |               |
|---|---|--|--|---------------|
|   | 4.2 Integration of gender-responsive processes and gender equality outcomes in the effectiveness evaluation of the Fund's portfolio<br>4.3.Updating evaluation guidance documents, especially <i>Guidelines for Project/Programme Final Evaluation</i><br>4.4. Development of new guidelines for the mid-term evaluation (MTE) of projects and programmes | (b) Number and percentage of projects/programmes in mid-term and final evaluation during 2021-2023 reporting on efforts and outcomes to reduce the vulnerability and increase the adaptive capacity of all gender groups |  |               |
| <b>Resource Allocation, Accessibility and Budgeting</b> | 1. Include adequate resources in the Fund's administrative budget as well as the AF-TERG administrative budget for the implementation of the gender policy, including concrete measures under the gender action plan  | Total amount (in USD) and percentage of the annual administrative budget earmarked by the Secretariat to support gender expertise, training, communications, monitoring and evaluation                                   | Board/ Secretariat/AF-TERG   | Annual budget |
|   | 2. Enhance expenditure tracking for the implementation of the Fund's gender policy through inclusion in the Fund's budget and reconciliation (including through consideration of the use of a gender marker)  |  | Board/ Secretariat   | Annual budget |
|   | 3. Approve only project/programme proposals with sufficiently articulated gender considerations   | 100% of approved project/programme proposals have articulated gender considerations  | Board  | FY 2021-2023  |
|   | 4. Further develop and facilitate the Fund's financing modality in line with the MTS mandate as a way to increase accessibility of Fund resources for sub-national and local institutions and civil society organizations, including gender and women's groups and institutions via small grants provision  |  | Secretariat with approval by Board/ IEs  | FY 2021-2023  |
|   | 4. Ensure adequate budgeting of gender mainstreaming activities of projects/programmes and transparently include these in project/programme budgets   | Percentage of approved/programmes including the cost of targeted gender activities in their budgets  | IEs/ Executing Entities  | FY 2021-2023  |
| <b>Learning and Knowledge Generation/ Management</b>    | 1. Further develop and expand the dedicated gender website subpage ( <a href="https://www.adaptation-fund.org/knowledge-learning/knowledge-themes/gender/">https://www.adaptation-fund.org/knowledge-learning/knowledge-themes/gender/</a> ) as an online repository of gender and adaptation topics  | Progress on expanding the Fund's gender website subpage as an online repository of gender and adaptation topics  | Secretariat and Fund partners (DAs, IEs, AF Civil Society Network other climate funds, specialized agencies) | ongoing       |
|   | 2. Develop, disseminate and promote use of training modules, e-learning tools, and relevant guidelines.   | Number of completed gender-specific analytical pieces issued or shared and actively communicated with Fund partners  | Secretariat  |               |
|   | 3. Document, showcase and share good practice examples and experiences of gender mainstreaming efforts in Fund's projects and programmes  |  | Secretariat, AF-TERG and Fund partners (DAs, IEs, AF Civil Society Network other climate funds,              |               |

|  |   |   |  |                                   |
|--|---|---|--|-----------------------------------|
|  |   |   | specialized agencies)  |                                   |
|  | 4. Provide support for increased South-South cross-project learning opportunities on gender and adaptation  | Number of South-South learning activities on gender and adaptation  | Secretariat/ Board   |                                   |
|  | 5. Provide support in expanding and regularizing exchange on gender learning in the <i>Community of Practice for Direct Access Entities (CPDAE)</i>   |   | Secretariat/ CPDAE   |                                   |
| <b>Collaboration and Communication</b> | 1. Support and actively participate in knowledge exchange fora/opportunities on gender and adaptation/climate change with a particular focus on: <ul style="list-style-type: none"> <li>Joint learning with other climate funds including GEF and GCF</li> <li>Engagement and collaboration in the UNFCCC and Subsidiary Bodies</li> <li>Specialized adaptation fora</li> </ul> |   | Secretariat  | FY 2021-2023                      |
|  | 2. Actively communicate the Fund's commitment to gender equality, the empowerment of women and girls and its gender policy and action plan as part of the Fund's overall information sharing and communication outreach   | 100% of introductory Fund outreach and information materials (such as website, flyers, videos) highlight the Fund's gender commitment | Board/ Secretariat, AF-TERG and Fund partners (DAs, IEs, AF Civil Society Network) | FY 2021-2023                      |
|  | 3. Request Fund partners to provide periodic feedback on the implementation progress of the Fund's gender policy and action plan  | Participatory stakeholder assessment on GP and GAP implementation progress is conducted and results are publicly communicated         | Secretariat  | At least once during FY 2021-2023 |
|  | 4. Conduct a final evaluation three years after implementing the Fund's updated gender policy and at the end of the second phase of the gender action plan (GAP-2) and communicate assessment results to the Board and with the public.   |   | Board/ Secretariat/ AF-TERG/ independent evaluators/ gender experts                | FY 2024                           |

## I. Governance and Institutional Structure

6. Further progress in the full and effective implementation of the Fund's gender mainstreaming goal as articulated in its updated gender policy could be achieved through the targeted actions and key outputs elaborated and monitored through select indicators under its time-bound second phase gender action plan. This is the joint responsibility of the Adaptation Fund Board (the Board) supported by the Secretariat and the Implementing Entities (IEs) receiving funding from the Adaptation Fund. The Secretariat plays a key role in coordinating the implementation of the updated gender policy in close collaboration with the IEs, which are responsible for overseeing the execution of concrete gender-responsive adaptation projects/programmes by the Executing Entities (EEs) and their partners on the ground.

7. The Secretariat will continue to update the Fund's operational policies and processes, as necessary and appropriate, to improve their alignment and compliance with the updated gender policy and submit them to the Board for approval. The Secretariat will also issue additional project/programme-relevant guidance for the Fund's IEs to help them address their persistent challenges arising in implementing gender-responsive adaptation measures. It will provide for the implementation of the gender policy through the accreditation and re-accreditation process, readiness support, and the Fund's project/programme approval and monitoring and results management processes. The Secretariat will report regularly to the Board on the progress made in implementing the updated gender policy and GAP under projects and programmes financed by the Adaptation Fund, bi-annually through the Secretariat's activities report and annually through the Annual Performance Report (APR). These results will be publicly available and proactively communicated by the Secretariat. The Secretariat will also continue to support the Board in reporting on the Fund's gender-related work and progress through its annual report to the Conference of the Parties serving as the meeting of the Parties to the Kyoto Protocol (CMP) and the Conference of the Parties serving as the meeting of the Parties to the Paris Agreement (CMA). The Secretariat will seek to further enhance staff capacity and expertise on gender and adaptation, for instance, by instituting regular gender trainings for all staff. While the gender focal point will continue to serve as the main gender contact point for the Fund's IEs and to coordinate the implementation of the Fund's gender policy and action plan, further efforts will be devoted in strengthening the capacity of other Secretariat staff members to address gender implications in their respective areas of technical expertise related to the project/programme cycle.

8. The Adaptation Fund Board, which has the authority of approving the gender policy, oversees the implementation of the gender action plan by reviewing regular monitoring reports prepared by the Secretariat and by supporting sufficient staff and financial resources for its full operationalization. The Board, as operating entity of the Fund, supported by the Secretariat, is accountable for results of the implementation of the gender policy. It will therefore strive to increase its own gender expertise and understanding of gender and adaptation issues, especially in the Project and Programme Review Committee (PPRC). As the Board makes all project/programme funding decisions, it will not approve Fund projects and programmes that do not contain sufficiently articulated gender considerations or revisions to take such considerations into account.

9. The Designated Authority (DA) may provide comments and ensure project/programme proposals take into consideration the country's own gender policies and its obligations under applicable international and domestic law related to women's human rights as well as actions to assist the country in addressing the adverse effects of climate change and build climate change adaptation resilience when endorsing the project/programme proposal.

10. The IEs through the accreditation and re-accreditation process are required to demonstrate the institutional capacity and commitment through policies, procedures and competences to implement the Fund's updated gender policy and the Fund's Environmental and Social Policy (ESP). They are responsible for gender-responsive project design, implementation, monitoring, reporting and evaluation of Adaptation Fund projects and programmes and will provide technical support and capacity building on gender at the project/programme-level to executing entities, local communities

and stakeholders as needed. IEs may request readiness support such as technical assistance grants and/or project preparation support, such as project formulation grant and project assistance grant from the Fund to develop or further strengthen their own respective gender policies, institutional frameworks and competencies on gender in order to fulfill their responsibility in implementing the Fund's gender policy. Additionally, they may seek innovation grants, project scale up grants and learning grants accessible under the MTS to facilitate project-level learning and innovation and South-South sharing on gender integration in adaptation measures, including as a way to upscale and replicate successful gender-responsive products, technologies and approaches.

11. To help various Fund actors and partners other than the IEs to better understand their role, responsibilities and potential contributions for the full implementation of the Fund's gender mainstreaming goal, the Secretariat will explore the opportunity to develop specific guidance sheets targeted at the Board, DAs or the AF CSO Network respectively. This would complement the existing guidance document for implementing entities on compliance with the Fund's gender policy and underscore that progress towards its implementation is the responsibility of all partners and actors in the Fund.

## II. Operational Guidelines and Project/Programme Cycle Support

12. The updated gender policy will be implemented throughout the Fund's operational processes. While during the initial GAP implementation period significant progress has been made including in updating existing operational policies, templates and guidelines, not all targeted actions were completed in the first phase. Further work and refinement are needed in order to reflect some newly introduced approaches in the updated GP, such as taking into account the intersectionality of gender. ***A Guidance Document for Implementing Entities on Compliance with the Adaptation Fund Gender Policy***<sup>9</sup> developed under the initial GAP, which provides IEs with an overview of how the gender policy affects their responsibilities and obligations throughout the project/programme cycle, will be further strengthened and complemented with more targeted and more detailed guidance products or sections as needed or requested.

13. To respond to continued challenges experienced by IEs during gender-responsive project design and implementation, additional and targeted guidance products for IEs will be produced to address and further elaborate applying a fit-for-purpose approach, *inter alia*, on the following key issues:

- (a) Model outlines or templates for an initial gender analysis and gender assessment which is required at the earliest stage of project/programme preparation: to determine the different needs, capabilities, roles and knowledge resources of women and men with a view to identifying how changing gender dynamics might drive lasting change; and to develop a gender-related data baseline against which results of gender-responsive approaches and actions can be measured;

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<sup>9</sup> <https://www.adaptation-fund.org/document/guidance-document-implementing-entities-compliance-adaptation-fund-gender-policy-2/>.



- (b) Design and selection of SMART<sup>10</sup> gender-responsive indicators and results monitoring arrangements, including proven methodologies and approaches for sex-disaggregated data collection and analysis; and
- (c) Sector-specific guidance sheets on gender and adaptation, detailing specific gender considerations in main adaptation areas such as water management, agriculture and food security, disaster risk management or ecosystem restoration.

14. For comprehensive gender-responsive project/programme design, reporting and analysis and the screening of gender-responsiveness by the relevant Fund bodies and external partners at various stages of the project/programme cycle, the Secretariat with the approval of the Board, will continue the further update and refinement of existing operational policies, templates and guidance documents, as necessary and appropriate, in order to bring them in line with the objectives of the updated gender policy. Particular attention in such updates will be given to integrate the strengthened mandate of Fund projects/programmes articulated in the updated gender policy with the aim to move beyond preventing gender discrimination and gendered harm toward pro-actively promoting gender equality and the empowerment of women and girls through funded actions. These updates will be made available on the Fund's website and communicated actively to the Fund's partners, including with targeted training sessions as needed.

15. Examples of the operational policies, templates and guidance documents which may need further clarification, update and strengthening in line with the strengthened GP mandates include the following:

- (a) The ***Guidance Document for Implementing Entities on Compliance with the Adaptation Fund Gender Policy***<sup>11</sup>, mandated under the initial GAP and finalized in March 2017, needs to be updated to provide IEs with more clarity on how to pro-actively promote gender equality and the empowerment of women and girls in a way that takes into account, inter alia, the intersectionality of gender with other sociocultural factors. Such an update will consider the demand of IEs to further elaborate and illustrate good practices for integrating gender-responsive elements throughout the project cycle and for efforts to achieve increasing levels of gender integration through continuous improvements, starting with providing further details on how to move beyond a gender risk assessment to conduct a more forward looking initial project/programme gender assessment.
- (b) The ***Request for Project/Programme Funding from the Adaptation Fund*** (OPG Annex 5)<sup>12</sup>, although updated during the initial GAP implementation period, needs more consistent integration of GP objectives to ensure that IEs systematically report on gender from the project/programme outset. The accompanying ***Instructions for Preparing a***

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<sup>10</sup> When used with respect to indicators, the acronym SMART usually stands as shorthand for desirable attributes of indicators to be specific, measurable, achievable, attributable and accurate, relevant and realistic, and timely, time-bound, targeted and trackable.

<sup>11</sup> <https://www.adaptation-fund.org/wp-content/uploads/2017/03/GenderGuidance-Document.pdf>.

<sup>12</sup> <https://www.adaptation-fund.org/document/opg-annex-5/>.

***Request for Project or Programme Funding from the Adaptation Fund***<sup>13</sup> amended in November 2013 needs to be updated to comply with the GP. Similarly, the document listing the ***Adaptation Fund Project/Programme Review Criteria***<sup>14</sup> needs to be revised to be brought in line with both the Fund's GP and the ESP.

- (c) While the ***Guidance Document for Implementing Entities on Compliance with the Adaptation Fund Environmental and Social Policy***<sup>15</sup> was revised during GAP-1, it should be further updated with more examples, suggestions and recommendations on how IEs could fulfil their commitment to gender equality and the empowerment of women and girls in its intersectionality with other ESP principles. The need of considering the intersectionality of gender with other sociocultural factors is articulated in the updated GP.

### III. Capacity Development

16. In order to further strengthen the effective implementation of the updated GP, the Secretariat during the second GAP period will increase its focus on further increasing the gender capacity of the Fund and its partners. The Secretariat will build on and further develop a variety of formats and resources, such as gender seminars and trainings, gender knowledge products, e-learning modules made available via the Fund website, targeted and general audience webinars and written and video materials. For the Board, this will include organizing gender training or providing gender resources as requested by the Board and organizing gender-related events which will contribute to enhanced knowledge and understanding on gender and the Fund's gender work and mandate.

17. The Secretariat will focus on increasing its own internal gender capacity by improving the gender literacy of its entire staff. It will conduct at minimum annual gender trainings with a focus on gender integration opportunities and challenges in the Fund's project/programme cycle. In order to complement and expand an introduction to gender mainstreaming concepts and procedures through its existing onboarding procedures, the Secretariat will consider developing a Fund-specific onboarding module on gender and adaptation for its new staff. Additionally, the Secretariat can complement its own gender capacity with consultants.

18. As requested by the Board, and in response to articulated needs, the Secretariat will consider organizing gender training and capacity-building measures for DAs and IEs through a variety of formats and approaches. For DAs, this could focus on targeted outreach informing them about the accessibility and availability of Fund's gender materials and training resources, such as e-learning courses and modules. For IEs, capacity-building could be further strengthened through expanding targets of the support beyond NIEs. The selective opening of capacity building efforts to EEs will also be considered given their roles of executing the projects/programmes on the ground. Further efforts for capacity building during the GAP-2 implementation period will be focused on improving the integration of gender equality as a crosscutting theme into all Fund's training modules in its various readiness support activities (including e-learning, webinars, workshops, conferences and

<sup>13</sup> <https://www.adaptation-fund.org/wp-content/uploads/2015/03/OPG-ANNEX-4-2-Instructions-Nov2013.pdf>

<sup>14</sup> <https://www.adaptation-fund.org/wp-content/uploads/2015/03/Review-Criteria-5.12.pdf>.

<sup>15</sup> <https://www.adaptation-fund.org/document/environmental-and-social-policy-approved-in-november-2013/>.

seminars) addressing various aspects of the project/programme cycle, such as results measurement or knowledge management. This is in addition to continuing with more traditional, more narrowly targeted capacity building efforts to familiarize IEs with the mandates and requirements under the updated GP and the ESP more broadly. Project/programme-specific IE gender capacity building can also be supported via project formulation grants and project formulation assistance grants. Additionally, innovation grants, learning grants, and project scale up grants are accessible under the MTS to facilitate project-level learning and innovation and South-South sharing on gender integration in adaptation measures.

19. The Secretariat will collaborate with other climate funds (specifically the GEF and the GCF), the UNFCCC Secretariat and specialized agencies such as UN Women to provide partners with access to existing or planned rosters of gender expert consultants in those organizations. The Secretariat will also coordinate with partners from bilateral, multilateral and international organizations as well as NGOs with gender capacity to help in responding to other support requests.

20. During the GAP-2 period, the Secretariat will consider possible models for drawing on the gender related expertise and advice in networks and organizations. One of the options would be to establish an Adaptation Fund Gender Advisory Group, with a specific mandate and terms of reference, which requires the approval of the Board. The Advisory Group could consist of experts drawn from among Fund partners from DAs, IEs and civil society and from specialized technical agencies (for example UN Women). A role of the Gender Advisory Group could be to collaborate with the Secretariat on the development of more detailed gender guidance and efforts to ground Fund GP implementation efforts in regional, (sub-)national or sectoral experience and knowledge and to support the establishment of Fund gender mainstreaming best practice.

#### IV. Results-based Management

21. The Fund will further strengthen its portfolio-wide and project/programme-specific accountability for gender mainstreaming through the implementation of its improved results-based management (RBM) framework.<sup>16</sup> In this regard, targeted actions during GAP-2 implementation period will focus in particular on the application/implementation of a strengthened Fund **Strategic Results Framework**, which was updated in March 2019 to align with the initial GP and additional new mandates under the Fund's MTS<sup>17</sup> and an improved **Performance Monitoring and Reporting System** now ready for implementation during GAP-2. The existing **Evaluation Framework** is in the process of update by the AF-TERG, and more detailed evaluation guidance needs to be developed to meet the Fund's gender mainstreaming objectives. These actions aim to respond to the need to strengthen the capacity and practice of IEs to consistently integrate gender equality considerations and report on gender equality results throughout the Fund project/programme implementation in order to deepen gender mainstreaming progress during GAP-2. They will include a focus on further improving guidance to IEs and on targeted efforts to build the capacity of IEs to utilize the updated

<sup>16</sup> Report of the Tenth Adaptation Fund Board (AFB/B.10/7/Re.1, Decision B.10/13, Annex IV (August 2010).

<sup>17</sup>[https://www.adaptation-fund.org/wp-content/uploads/2019/03/AFB.EFC\\_24.4.Rev1\\_Review-of-the-Strategic-Results-Framework-and-Fund-Level-Efficiency-Framework.pdf](https://www.adaptation-fund.org/wp-content/uploads/2019/03/AFB.EFC_24.4.Rev1_Review-of-the-Strategic-Results-Framework-and-Fund-Level-Efficiency-Framework.pdf).

frameworks and templates. During GAP-2, the Secretariat will also finalize the development and pilot the application of an Adaptation Fund **Gender Score Card** to monitor the compliance with the updated GP portfolio-wide by measuring the gender quality of Fund projects/programmes at entry, during implementation and at exit.

### Performance Monitoring and Reporting System

22. As part of its **Performance Monitoring and Reporting System** the Fund tracks two approved impact-level results focusing on the increased gender-differentiated adaptive capacity in communities and increased ecosystem resilience via a set of five associated core indicators, which allow aggregation of indicators for a diverse portfolio of projects and programmes. During GAP-2, the Secretariat will improve guidance to and active communication with IEs on how to design projects to produce gender-disaggregated data and how to collect and process such data, through an update of the current document on **Methodologies for Reporting AF Core Impact Indicators**<sup>18</sup>. This responds to an identified need articulated by IEs during the assessment of progress during the first implementation phase of the GP.

23. Similarly, an ongoing update to the **Results Framework and Baseline Guidance – Project Level**<sup>19</sup> will be completed and disseminated to IEs. This document will comprehensively collate the different reporting forms and templates and explain to IEs how to complete them to meet the Fund's reporting objectives on results achieved, including on gender equality and the empowerment and agency of women and girls. The Secretariat will consider targeted capacity-building efforts, such as webinars targeting the IEs, to improve their understanding of and capacity to fulfil the multiple quantitative and qualitative reporting requirements of the Fund's Performance Monitoring and Reporting System.

24. A core part of the Fund's RBM at the project/programme level is the **Project Performance Report (PPR)** annually submitted by IEs during the implementation of Fund projects/programmes. During GAP-2 period, IEs will utilize fully updated templates and guidance documents in order to report comprehensively against gender equality results achieved. The updated **Project Performance Report (PPR) Template**<sup>20</sup> requires IEs to report comprehensively in a dedicated document section on GP compliance and also includes under a 'lessons learned' section a request for qualitative gender outcome reporting beyond gender-disaggregated data, while the included **Project Performance Report (PPR) Results Tracker**, which was updated in March 2019, requests IEs to report on all five Fund core indicators with gender-disaggregated information where relevant. The **Guidance Document to Complete Project Performance Report (PPR) for Projects Funded by the Adaptation Fund**<sup>21</sup> has been available upon the approval of the Board on 6 March 2020.<sup>22</sup>

<sup>18</sup> <https://www.adaptation-fund.org/wp-content/uploads/2016/04/AF-Core-Indicator-Methodologies.pdf>.

<sup>19</sup> <https://www.adaptation-fund.org/wp-content/uploads/2015/01/Results%20Framework%20and%20Baseline%20Guidance%20final%20compressed.pdf>

<sup>20</sup> Available at <https://www.adaptation-fund.org/projects-programmes/project-performance/>.

<sup>21</sup> Available at <https://www.adaptation-fund.org/wp-content/uploads/2020/03/Guidance-Documents-to-Complete-PPR-2.pdf>.

<sup>22</sup> Adaptation Fund Board Decision B.34-35/20.

The existing **Results Tracker Guidance Document**<sup>23</sup> was likewise updated in September 2019. Accountability for IE's implementation outcomes, including their compliance with the updated GP, will be strengthened through significantly expanded comprehensiveness and detail of reporting regarding gender equality outcomes during project/programme implementation from 2021 onward as well as through the Fund's continued posting of the PPRs online as mandated under the MTS.<sup>24</sup>

25. The Fund's five core indicators<sup>25</sup> will be supplemented by a Fund **Gender Score Card**, which is under review, and upon the finalization, will be applied on a pilot basis during the GAP-2 to monitor the implementation of the updated GP portfolio-wide through tracking efforts by the Secretariat. The Gender Score Card could be reviewed and updated, as necessary and appropriate in 2023. The Secretariat will report the Fund's portfolio gender score to the Board through its Annual Performance Report (APR). The gender score card will include two composite set of indicators and benchmarks looking at the quality of gender integration efforts throughout project/programme implementation, with specific indicators and benchmarks still to be determined. They could include:

- (a) For quality at entry: the percentage of Fund projects/programmes that at the time of a first submission as a full proposal have 1) conducted a gender assessment (and the adequacy of this assessment); and 2) incorporated gender-responsive elements into implementation arrangements (including, *inter alia*, a results framework with gender-responsive indicators and detailing the gender-disaggregated number of direct and indirect beneficiaries as well as the existence of a gender-responsive grievance mechanism).
- (b) For quality during implementation and at exit: in drawing on reporting from the IE's annual **Project Performance Reports (PPRs)**, *inter alia*, 1) the percentage of projects/programmes with reported past gender issues during implementation and efforts to address them; 2) the existence of and effectiveness of arrangements to comply with the GP during the reporting period; and 3) the percentage of projects/programmes having received gender-related grievances during the reporting period.

### Evaluation Framework

26. The Fund's **Evaluation Framework**<sup>26</sup> describes concepts, roles, and use of evaluation within the Adaptation Fund and the institutional framework and the responsibilities of different entities participating in the Fund. It also establishes requirements for how Fund activities should be evaluated in line with international principles, norms and standards. With the mandate of the Fund under its updated gender policy as well as its MTS to advance gender equality and the empowerment

<sup>23</sup>[https://www.adaptation-fund.org/wp-content/uploads/2019/10/Results-Tracker-Guidance-Document-Updated\\_July-2019.pdf](https://www.adaptation-fund.org/wp-content/uploads/2019/10/Results-Tracker-Guidance-Document-Updated_July-2019.pdf).

<sup>24</sup> See MTS, p. 29. Available at <https://www.adaptation-fund.org/wp-content/uploads/2018/03/Medium-Term-Strategy-2018-2022-final-03.01-1.pdf>.

<sup>25</sup> The Adaptation Fund has two approved impact-level results focusing on the increased adaptive capacity of communities and increased ecosystem resilience. These impacts are tracked via a set of five associated core indicators. This allows for the Fund to aggregate quantitative indicators at the portfolio level for a diverse array of Fund project and programmes covering several different sectors and a diversity of activities on the ground.

<sup>26</sup> [http://www.adaptation-fund.org/wp-content/uploads/2015/01/Evaluation\\_framework.pdf](http://www.adaptation-fund.org/wp-content/uploads/2015/01/Evaluation_framework.pdf)

of women and girls as a core determinant of the Fund's operational success, it is thus important for the Evaluation Framework (approved in 2011 and amended in 2012) to reflect gender equality outcomes in its update, particularly its assessment criteria for the effectiveness of the Fund's portfolio. The Adaptation Fund Technical Evaluation Reference Group (AF-TERG) is in the process of reviewing and revising the Evaluation Framework involving the Board, implementing entities, the Secretariat, and evaluation experts.

27. To account for gender equality outcomes in Fund programming on an individual project level, all regular Fund projects and programmes that complete implementation are subject to final evaluation by an independent evaluator selected by the IE. In addition, regular Fund projects and programmes with more than four years of implementation are also to be evaluated at their mid-point of implementation. These evaluations need to include an assessment of the project/programme's contribution to gender equality and empowerment of women and girls. To that purpose, the IEs will select an independent evaluator or evaluation team with adequate gender knowledge. Some relevant guidance for IEs and related recommendations are contained in the **Guidance document for Implementing Entities on Compliance with the Adaptation Fund Gender Policy**, and those could be integrated in an update of the **Guidelines for Project/Programme Final Evaluation**.<sup>27</sup> In addition, considering that many of the Fund projects/programmes approved since the adoption of the initial GP in March 2016 would come up for mid-term evaluation, new **Guidelines for Project/Programme Mid-Term Evaluation** need to be developed, and this could include, for example, guidance to IEs on how to develop terms of reference for independent evaluators with the capacity to assess the gender-responsiveness and gender equality outcomes of evaluated projects/programmes. The update and further development of these documents could be done by the AF-TERG and the Secretariat.<sup>28</sup>

28. All small size concrete projects and programmes, as well as readiness grant projects, will be subject to a final evaluation if deemed appropriate by the Board,<sup>29</sup> and thus could also be held to account for their gender equality outcomes. Final evaluation reports will be submitted to the Board through its Secretariat. In addition, the Board reserves the right to carry out independent reviews or evaluations of the projects and programmes as and when deemed necessary, and this could include an evaluation of their gender equality outcomes.

## V. Resource Allocation, Accessibility and Budgeting

29. Adequate resources (human, financial and material) will be included in the Fund's administrative budget for the implementation of the updated gender policy, such as those needed for the concrete measures identified under GAP-2 to carry out readiness and implementation

<sup>27</sup> The existing Guidelines for Project/Programme Final Evaluation were approved before the adoption of the GP and GAP. They are available at [https://www.adaptation-fund.org/wp-content/uploads/2015/01/Guidelines%20for%20Proj\\_Prog%20Final%20Evaluations%20final%20compressed.pdf](https://www.adaptation-fund.org/wp-content/uploads/2015/01/Guidelines%20for%20Proj_Prog%20Final%20Evaluations%20final%20compressed.pdf).

<sup>28</sup> See Annex III of the report of the 31<sup>st</sup> AFB meeting; <https://www.adaptation-fund.org/wp-content/uploads/2018/07/AFB.B.31-final-report.pdf>.

<sup>29</sup>See OPG, para. 70, <https://www.adaptation-fund.org/document/operational-policies-guidelines-parties-access-resources-adaptation-fund/>.

support, capacity building, monitoring and evaluation and learning and knowledge management. Equally adequate resources (human, financial and material) will be included in the AF-TERG's administrative budget for the development and piloting of gender-relevant evaluation guidance, and in support of specific Board requests to carry out independent evaluations of gender equality outcomes. These expenditures will be tracked and reported on through inclusion in the Fund's and AF-TERG's budgets and reconciliations (including through consideration of the use of a gender marker for gender-related expenditures).

30. The Board will support the adequate resourcing of the Fund's gender mainstreaming efforts through its approval of the Fund's administrative budget as well as through decision-making on all project/programme funding. It will not approve Fund projects and programmes that do not contain sufficiently articulated gender considerations or do not make necessary revisions to take such considerations into account.

31. In line with the action pillar of the MTS aimed to facilitate better access to Fund resources for sub-national institutions and civil society organizations, during GAP-2 period the Fund will explore how its financing modality including the Enhanced Direct Access modality can better serve in support of adaptation measures promoting gender equality and the empowerment and agency of women and girls, such as through the provision of small grants to gender and women's groups and institutions.

32. IEs are expected to submit funding proposals that contain initial gender assessments and include resulting targeted actions to ensure the gender-responsiveness of the funded project/programme. Gender assessments should go beyond gender risk assessments ("do no harm")- establishing gender baseline, describing gender differences, analyzing gender-differentiated impacts and risks as per the Fund's ESP process- and instead be forward-looking ("do good") - considering gender issues in the context of dynamically changing realities in the face of climate change and the expected impacts of interventions planned in the proposed project/programme, and detailing opportunities to pro-actively address gender gaps considering their intersectionalities as well as to promote the empowerment of women and girls for the proposed activity. Adequate financing of those elements that address gender-responsive goals should be allocated and costed by the IE and included in the implementation budget.

## **VI. Learning and Knowledge Generation/Management**

33. As indicated in the Strategic Focus 3 of the MTS, the Fund commits to learning and sharing of knowledge as a way to enhance its own process and activities, as well as those of others, such as through support for collaborative learning and sharing across adaptation communities of practice. During the GAP-2 period, the Fund will increase its efforts to capture and share lessons on gender and adaptation. In particular, the Fund will further develop and expand its existing gender website subpage as a knowledge management tool to become an online repository of gender and adaptation related information for the Fund and its partners.

34. To contribute to learning and knowledge generation on gender-responsive adaptation processes and projects/programmes, the Fund will actively seek to collect and learn from good practices and examples from IEs, governments, civil society organizations and other partners. The Secretariat will develop, disseminate and promote gender mainstreaming training modules, e-learning tools, knowledge products, and relevant implementation and operational guidelines for use by Fund partners as well as the wider community of climate change practitioners. Together with input from IEs, DAs, executing entities and direct beneficiaries, specifically women and girls empowered by Fund activities, the Secretariat will document, showcase and share good practice examples and experiences from gender mainstreaming activities under the Fund's projects and programmes. A particular focus will be on increasing opportunities and providing targeted support for South-South cross-project learning on gender and adaptation, such as through micro-grants made available under the MTS.

35. As part of its evaluation function, and working in synchronization with the Secretariat, the AFTERG will showcase and share gender-relevant key findings and lessons from its evaluations of Fund processes and decisions, supported projects, programmes and portfolio.

36. The Secretariat will provide further clarifications or make necessary updates to the e-learning course, particularly to the module addressing Environmental, Social and Gender Policies in project/programme design and implementation to bring it in line with the objectives of the updated gender policy.

37. The Fund will seek to encourage and support a more regular exchange on gender experiences and gender learning in the *Community of Practice for Direct Access Entities (CPDAE)*.

## **VII. Collaboration and Communication**

38. The Secretariat will actively support and participate in collaborative knowledge building and exchange opportunities with existing networks of gender and adaptation/climate change experts, in particular from other climate funds and in specialized adaptation fora. A particular focus will be on joint learning and collaboration with and on seeking complementarity and coherence with the gender mainstreaming efforts of the operating entities of the UNFCCC financial mechanism, the GEF and the GCF. The Fund will also continue its engagement on gender and climate change efforts in the UNFCCC and its Subsidiary Bodies, including through regular reporting of the Fund's gender mainstreaming efforts and successes to the Conference of the Parties serving as the meeting of the Parties to the Kyoto Protocol (CMP) and the Conference of the Parties serving as the meeting of the Parties to the Paris Agreement (CMA).

39. The Fund will actively communicate its commitment to gender equality, the empowerment of women and girls as well as its updated gender policy and GAP-2 prioritized actions as part of its overall information and communication outreach, including in all of its introductory Fund outreach and information materials and through the Fund's representation in international processes and at conferences and expert gatherings.



40. The Fund will seek periodic feedback from stakeholders and partners on the implementation progress of the Fund's updated gender policy and the GAP-2, including through a participatory stakeholder assessment, in order to integrate potential improvements and lessons learned during and after the three-year second implementation phase. Results of such a stakeholder assessment will be publicly communicated.

41. The Fund will conduct a final independent evaluation in FY 2024 three years after implementing the Fund's updated gender policy and at the end of GAP-2 and communicate its findings to the Board and with the public.