



ADAPTATION FUND



Guidance Document for IE on compliance with the AF Gender Policy

Adaptation Fund

Why gender matters in climate change adaptation?

- Impact of climate change are not gender neutral
 - Men and women have differing coping and adaptive capacities & different access to and control over resources
- People experience the impacts of climate change in different ways
 - Gender roles (activities they perform)
 - Certain factors (age, socioeconomic status) can increase vulnerability to climate change
 - Climate change exacerbate socioeconomic and gender inequalities
- Not only ‘do not harm’ approach, but also ‘do something good’ approach need to apply: e.g. to tackle the existing gender gaps in decision making and participation and to amplify women’s voices in the response to the climate crisis.
- Gender-responsive adaptation contributes to gender equality,
 - By addressing drivers of inequality
 - By increasing women’s access to resources and decision-making
 - The climate crisis cannot be tackled without taking into account gender-specific needs, concerns and capacities



ADAPTATION FUND

Trajectory of AF Gender Work

**2013-
AF ESP,
Princip
le 5**

**2016 -
Approval
of AF GP
& GAP**

**2017 -
Gender
Guidance
Document**

**2021 -
Approval of
updated AF GP
& GAP**

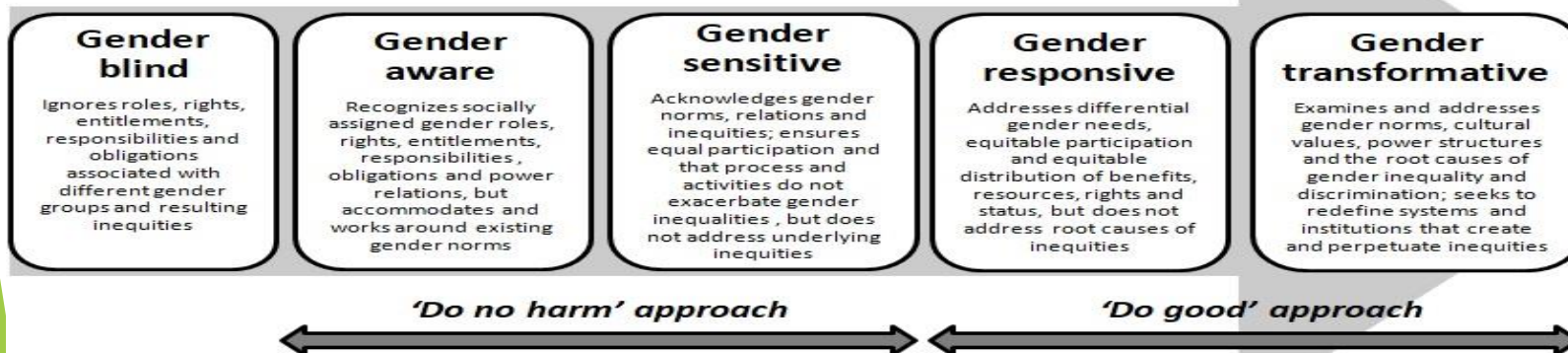
**2022 -
Updated
Gender
Guidance
Document**

**2019- Assessment
Report on
Implementation
of AF GP and GAP**

Updated AF Gender Policy and Action Plan

“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” (para. 10 AF GP).

- **Intersectionality approach** (“recognizing the intersectionality of existing gender inequalities and exclusions” - para. 13 AF GP).
- **“Do good” approach** (go beyond and empower women and girls - para. 16 AF GP).



G
E
N
D
E
R

E
Q
U
A
L
I
T
Y



ADAPTATION FUND

Updated AF Gender Guidance Document

- Provides supplemental information and practical guidance to IEs, to mainstream gender considerations throughout the AF project and programme cycle.
- Should be considered by IE in conjunction with the ESP guidance document.
- Includes guidance on i.e.,:
 - Gender-responsive stakeholder consultation
 - Gender assessment (& preliminary gender analysis)
 - Collecting gender-disaggregated data
 - Integrating gender in results framework and indicators
 - Gender-responsive project budgeting
 - Developing Gender Action Plan
 - Gender-responsive performance M&E
 - Gender-responsive knowledge management



ADAPTATION FUND

Annexes to updated Gender Guidance Document

- ✓ Annex I: Definitions & concepts
- ✓ Annex II: Checklist for Gender Analysis and Gender Assessment (slide 10 & 11)
- ✓ Annex III: Sector-specific gender assessment considerations
- ✓ Annex IV: Examples of gender-responsive indicators (slide 17)
- ✓ Annex V: Gender Action Plan Template (slide 14)



ADAPTATION FUND

Gender-Responsive Stakeholder Consultation

- Iterative process (begin early in the project preparation stage and is carried out on an ongoing basis throughout the project cycle)
- Non-discriminatory, gender-responsive and intersectional
- Provides timely disclosure of relevant and adequate information that is understandable and readily accessible to affected people
- Undertaken in an atmosphere free of manipulation, intimidation or coercion
- To be documented in the project proposal

Recommendations

- ✓ Consider consulting stakeholders from different gender groups
- ✓ Time and location of consultation play a key role
- ✓ Appropriate ways of communication
- ✓ Set minimum quotas and targets for consultation
- ✓ Plan meeting formats (ie. Female staff to conduct consultation)
- ✓ Bring stakeholder with gender expertise



Gender Assessment (1)

What?

- Tool to identify gender differences and provide empirical evidence (qualitative and quantitative data and analysis) for gender roles, needs, and available opportunities and challenges or risks for men and women within a particular context

When?

- At the early stage of the project/programme development

Why?

- It provides the analytical foundation for developing gender-responsive implementation and monitoring arrangements, including gender-responsive indicators (establish a data baseline at the project start against which implementation progress and results can be measured later)



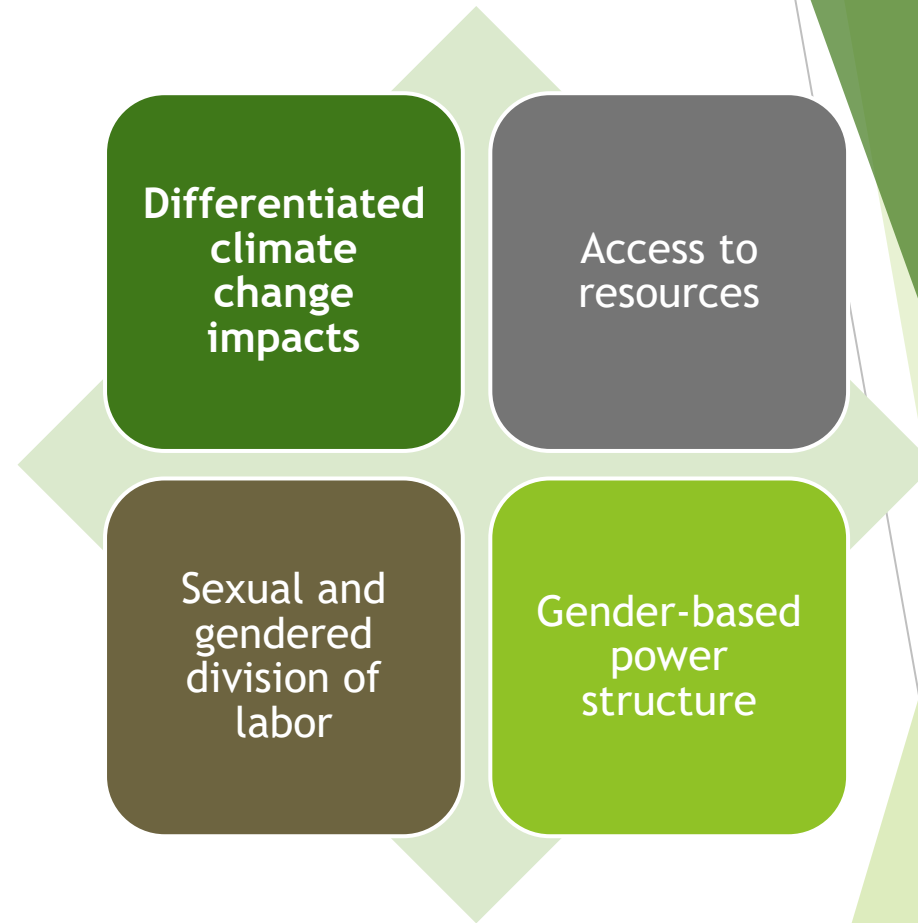
Gender Assessment (2)

Mandate:

- “Do no harm”
- “Do good”

Features:

- GA should be conducted by a gender expert/specialist
- GA should elaborate the gender-specific socio-economic, political, cultural and legal context in which the project/programme will operate:
 - Key gender statistics
 - Legal framework
 - Cultural norms



Gender Assessment (3)

Annex II provides additional information (GA Checklist)

- **Table A.II.1 - Indicative Checklist for a Preliminary Gender Analysis (at Concept Note Stage)**
- **Table A.II.2 - Indicative Checklist for a Gender Assessment (at full Project/Programme Proposal Stage)**

-> This GA Checklist is both a guiding tool for IE and a screen mechanism for the AF Project team.



ADAPTATION FUND

Gender Assessment Checklist (1)

Relevant questions:

- **Sequencing:** Is the gender assessment conducted in advance of or in parallel to the preparation of the project/programme proposal and thus serving to inform its gender-responsive implementation and monitoring arrangements?
- **Focus:** Does the GA:
 - Describe gender differences and analyze gender-differentiated impacts and risks for women and girls, men and boys and other project/programme-relevant gender-subgroups to ensure that planned adaptation activities do not perpetuate or exacerbate existing gender inequalities further (“do no harm”)?
 - Address differentiated gender needs for a transformative impact (“do good”)
- **Intersectionality:** Does the assessment employ an intersectional approach to gender analysis?
- **Data sources and collection:** Does the GA:
 - Gather project/programme-relevant gender data and determine a data baseline by using ideally a combination of both primary data methodologies (such as through focus groups, workshops, key informant interviews, and formal surveys) and secondary data (such as through formal national statistics and existing gender reports)?



ADAPTATION FUND

Gender Assessment Checklist (2)

Relevant questions:

- **Gender expertise:** Is the assessment undertaken by somebody with the relevant specialized expertise, as well as the resources (time, financial) to collect and analyze data?
- **Gender capacity-building:** Does the assessment process contribute to building the institutional gender capacity of the implementing entity? For example, will the gender expert be retained as part of the project/programme management unit during implementation?
- Does the assessment describe and detail **how the livelihoods of men and boys, women and girls may be affected differently by climate change** due to culturally established gender roles, such as the gendered division of labor (both paid and unpaid), and prevalence of gender-based violence (GBV)?
- Does the assessment describe any **anticipated gender difference in vulnerability and adaptive capacity** among men and boys, women and girls, including of different ages, ethnicity, social class, or indigeneity?



ADAPTATION FUND

Integrating gender in project goals/objectives & identifying target groups

Alignment with the project proposal template:

- ▶ Part I - background and context; reference to gender equality as an objective
- ▶ Part II - project/program justification in section A on project/program components and section B on social and economic benefits as well as in sections D, G, H and K.

Guiding questions:

- ▶ Do the project objectives refer explicitly to different gender groups, including potentially a specific targeted sub-group of men and women, such as indigenous women in forest management efforts?
- ▶ Have the project beneficiaries been identified and disaggregated to reflect as necessary sex (male and female) and different gender sub-groups (such as for example urban men, older rural women, female adolescents with disabilities)?
- ▶ Is gender balance and gender diversity considered and reflected within the target beneficiary group(s)?



Design of gender-responsive interventions measures

GAP reference: para. 16 of AF GP.

GAP Components:

- ✓ Activities
- ✓ Indicators
- ✓ Targets
- ✓ Timeline
- ✓ Responsibilities
- ✓ Costs



Guiding questions:

- ▶ Do the planned activities support the feasible, efficient and sustainable adaptation to climate change of the community as a whole, through addressing the different roles, needs, capabilities and opportunities of all gender groups?
- ▶ Do the planned activities address and strengthen the voice and agency of the most vulnerable identified sub-groups of men and women?
- ▶ Do the planned activities mitigate identified gender-differentiated risks that might be created by the project (such as the potential increase in women's unpaid labor)?
- ▶ Do the planned activities contribute to a lasting impact on the policy or institutional frameworks in the country towards gender equality?



ADAPTATION FUND

Gender Action Plan - example

Impact statement: Increased food security for differentiated gender groups and gender sub-groups in the project/programme area through better access to improved climate-resilient agricultural inputs and extension services

Outcome statement: An estimated X number/increased percentage (against a baseline) of female subsistence farmers have improved their agricultural productivity in a climate-resilient way, taking into account traditional local and indigenous knowledge.

Output(s) statement: Indigenous female subsistence farmers in the project/programme area with improved access to climate-resilient agricultural inputs and extension services

Activity	Indicator	Target	Timeline	Responsibility	Cost
Outreach and awareness activities on climate-resilient agriculture target indigenous women	5 new activities per year with the goal to reach 160 indigenous women (30% of which are from female headed households and other vulnerable sub-groups (e.g. widowed, minorities, disabled, the elderly) in total (baseline at implementation start: 0)	Expected number of indigenous women reached by project mid-term: 80	Start by year 1 Complete by year 3	Executing Entity	US\$ 20,000



Mapping potential stakeholder & implementation partners

- Gender-responsive project design
-> map potential partners /stakeholders that are affected by or could facilitate the implementation of the project.
- EE are key stakeholders as they carry out implementation activities on the ground.
- IE provide training to EE & other partners
- Examples of relevant stakeholders:
 - Government gender experts or focal points from ministries
 - Women's and gender groups
 - Community-based organizations

Guiding questions:

- ▶ Do key stakeholders consulted include individuals or groups with a gender perspective (such as ministries of women and/or social affairs or women's organizations)?
- ▶ Do EE have the necessary skills and expertise and capabilities to integrate gender adequately and implement the task in a gender-responsive way?
- ▶ Are potential partners engaged as EEs themselves committed to gender equality? Do they provide the women in their teams with leadership opportunities?



Gender-responsive results framework and indicators (1)

- Mandate: para. 16 AF GP
- Guides project implementation and M&E.
- Ensure that expected outputs respond to the differentiated needs of diverse gender groups.
- **SMART** indicators
 - Specific
 - Measurable
 - Accurate
 - Relevant
 - Time-bound
- Gender-responsive Indicators:
 - Sex- and gender disaggregated
 - Intersectionality (collect data on other conditions such as age, indigeneity, disability)



ADAPTATION FUND

Gender-responsive results framework and indicators (2)

Qualitative

- Number of men and women whose attitude over time to given positions have changed in favor of giving more power and leadership roles to representatives from marginalized gender sub-groups.
- Number of communities who perceive that they benefit from effective, climate-resilient watershed management activities.
- Percentage of women who increase their empowerment and agency within the project life.

Quantitative

- Number or proportion of women with improved access to financial resources (such as affordable loans) for climate-resilient products and services.
- A minimum percentage of participants in capacity building activities are from marginalized stakeholder groups, such as from different women sub-groups based on ethnicity, indigeneity, age or disability.
- Number of women and men who report they have regular access to weather and climate information services in the 30-disaster prone districts, and make use of them.



Gender-responsive results framework and indicators (3)

Guiding questions - Integrating gender considerations into results framework

- ▶ Do the intended outputs of the project respond to the concerns, needs and capabilities of women and girls, men and boys and different gender sub-groups?
- ▶ Is it necessary to specify targeted outputs for different gender beneficiary groups?
- ▶ Does the outcome address the needs and concerns of different gender groups in an equitable way?
- ▶ Does the project intend to bring about specified and where needed differentiated improvements for different gender groups and targeted sub-groups of women as well as men?

Guiding questions - Gender-responsive indicators

- ▶ Do indicators measure, where relevant, the gender aspects of each outcome/output, including progress over time (such as whether conditions for respective gender groups are changing such as access to resources, decision-making or benefits)?
- ▶ Are indicators gender-disaggregated?
- ▶ Are targets set to ensure a sufficient level of and progression toward gender equality, quantitatively and qualitatively? Have indicators been designed in a way that enables gender-sensitive monitoring and collection of accurate data in a culturally appropriate and intersectional way?

Gender-responsive project budgets

- It is not about whether an equal amount is spent on women and men, but whether project measures and activities are adequately funded to **address the differentiated identified adaptation needs of all gender groups and sub-groups**.
- Improves effectiveness, efficiency, transparency and accountability.
- Example: the project budget should include resources to hire a gender consultant and/or carry out related planned gender activities such as the training.



Guiding questions:

- ▶ Have the financial resources allocated to various activities been assessed to ensure that all genders will benefit equitably from the planned project?
- ▶ Does the project budget allocate adequate resources for intended gender mainstreaming activities?
- ▶ Do some activities require additional resources to ensure they are implemented in a gender-responsive and intersectional manner (for example for tailoring approaches and measures to different sub-groups of men and women?)



Gender Responsive Project implementation

- IE should focus on ensuring that the gender-mainstreamed project planning and design become effective -> to be implemented to ensure gender equality.
- Project team requires gender knowledge/expertise (appoint a Gender Expert or Focal Point).
- **GA & GAP are living documents** (should be updated/adjusted throughout the project implementation).



Guiding questions:

- ▶ Are the assumptions and information regarding the characteristics, needs and interests of men and women (from project design) still valid?
- ▶ Have any challenges arisen during project implementation hindered the equal participation of men and women in activities, decision-making processes and the distribution of resources and benefits?
- ▶ Do unintended consequences need to be mitigated that aggravate and worsen inequities and discriminations, such as a backlash against women's empowerment in the form of increased gender-based violence that need mitigation?
- ▶ Does the implementation team have gender expertise and a gender focal point?

Gender-Responsive Performance monitoring and evaluation (1)

- Monitoring:
 - Ongoing control of progress over the course of the life cycle of the intervention
 - Done by the IE regularly
 - Information is documented in required annual PPR and PPR Results Tracker (in addition to MTR for projects >4 years).
- Participatory monitoring.
- Focus on qualitative assessment of gender lessons learned.
- -> Monitoring will feed the GSC, a tool that will be developed to track progress of project implementation of the AF GP.

Guiding questions:

- ▶ Are the assumptions and information regarding the characteristics, needs and interests of men and women (from project design) still valid?
- ▶ Have any challenges arisen during project implementation that hindered the equal participation of men and women in activities, decision-making processes and the distribution of resources and benefits?
- ▶ Do unintended consequences need to be mitigated that aggravate and worsen inequities and discriminations?
- ▶ Does the implementation team have gender expertise and a gender focal point?



ADAPTATION FUND

Gender-Responsive Performance M&E (2)

- Evaluation:
 - in-depth quality assessment
 - at mid-point and at end of the project cycle
 - Measures outcomes and whether goals and objectives of the adaptation measure were achieved
- Contributes to learning and accountability.

Guiding questions:

- ▶ Does the evaluation process include a gender perspective? Will it examine both substantive (content and goal-oriented) and administrative (process) aspects?
- ▶ Do the TOR for evaluators specify the need for gender expertise?
- ▶ Will diverse groups of key stakeholders those directly and indirectly affected by an intervention be included in the evaluation?
- ▶ Is the project's results management framework adequate or can it be more gender-responsive?
- ▶ Did the required baseline data report prepared by the IE at project inception include a gender data baseline?
- ▶ To what extent was the project aligned with the specific adaptation needs and priorities of diverse gender groups?
- ▶ Were benefits and results distributed equally between different gender groups and equitably between targeted stakeholder groups?
- ▶ Has the project/programme led to more equal opportunities for diverse gender groups?

Gender-Responsive Knowledge Management

- Mandate: to accelerate learning on the implementation of gender-responsive adaptation actions and to contribute to addressing existing knowledge, data and institutional capacity gaps (para. 27 of AF GP).
- IE should report on the project's commitment to gender equality and women's empowerment in all of their outreach, communication and information sharing efforts on the project.
- Joint learning and knowledge management on gender issues by showcasing their gender mainstreaming experiences.

Guiding questions:

- ▶ Do IE publications on implemented projects pay attention to relevant gender aspects and gender-responsive implementation efforts related to gender mainstreaming?
- ▶ Are women's organizations and gender experts included as sources of information?
- ▶ Are important gender lessons learned and best practice efforts documented and communicated within and outside of the Fund to encourage replication and uptake?
- ▶ Does any publication, presentation or other form of reporting contain gender insensitive language or perpetuate gender stereotypes? Do photos portray gender diversity?



Relevant gender information & documents

- [AF Gender Policy and Gender Action Plan \(2021\)](#)
- [Guidance Document for IE on compliance with AF GP \(2022\)](#)
- [Study on Intersectional approaches to gender mainstreaming in adaptation-relevant interventions \(2022\)](#)
- [Assessing progress: Integrating gender in AF projects and programmes \(2020\)](#)



Young Hee Lee
Governance Specialist & Gender Focal Point
Adaptation Fund,
ylee12@adaptation-fund.org

Graciela Hjar
Gender Consultant
Adaptation Fund,
ghijarsantibanez@adaptation-fund.org

www.adaptation-fund.org



@adaptationfund



@adaptationfund



adaptationfund



adaptation-fund



ADAPTATION FUND