

Readiness Write-shop
Recife, Brazil
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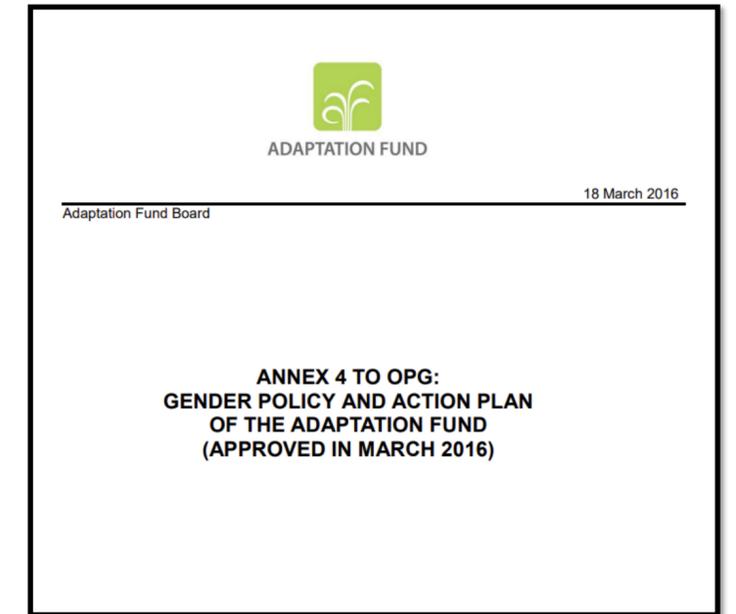
ADAPTATION FUND

COMPLIANCE WITH GENDER POLICY (GP)



Gender Policy (ESP)

- Aims to **mainstream gender** and ensure projects and programmes provide women and men with an **equal opportunity** to build resilience, address their **differentiated vulnerabilities** and increase their capability to adapt to climate change impacts
- GP is operationalised during two key processes:
 1. Accreditation
 2. Project and programme review





Key Considerations



■ Gender Policy Compliance – Checklist Overview

■ Gender Risk Screening (under ESP)

- Identify risks that may reinforce gender inequality or reverse women's empowerment.
- Screen for risks, not benefits (e.g., avoid saying "project empowers women" in risk section).

■ Gender Assessment

- Conducted *early* in the design stage (not retroactively).
- Includes both *quantitative* data (e.g., gender-disaggregated stats) and *qualitative* insights (e.g., social roles, norms).
- Helps shape project objectives, design, and implementation strategies.

■ Comprehensive Integration

- Gender considerations must be mainstreamed into all project components, sectors, and locations throughout the project life cycle.



Key Considerations



Inclusive Consultations

- Women and marginalized groups must be consulted meaningfully and safely.
- Proposal should explain *how* consultation outcomes shaped project design.

Gender-Responsive Monitoring & Evaluation

- Ensure M&E tracks gender outcomes using sex-disaggregated indicators.
- Assess whether the project contributes to gender equality and women's empowerment over time.

Grievance Redress Mechanism

- Must be accessible, confidential, and responsive to gender-based concerns.
- Both *form* (e.g., access points, anonymity) and *substance* (e.g., sensitivity to complaints) matter.



Gender-Responsive Consultations – Key Requirements

✓ **Design responsiveness:**

Proposal must reflect how consultation outcomes influenced the project design.

✓ **Implementation arrangements:**

Include frameworks to ensure that stakeholder voices continue to be heard during execution.

✓ **Documentation of the process:** Includes:

- a) List of consulted stakeholders (with details on roles and dates).
- b) Tailored consultation methods per stakeholder group.
- c) Summary of findings, including concerns and suggestions raised.





Gender-Responsive Consultations – Key Requirements



■ Gender-Responsive Consultations – Key Requirements

✓ **Initial gender analysis or assessment** conducted early in project preparation to:

Understand gender-specific needs, roles, and capacities.

Identify how changing gender dynamics may support lasting impact.

✓ **Inclusive consultative process:**

Engages both direct and indirect stakeholders, including vulnerable and marginalized groups.

Specifically considers gender-related concerns.

✓ **Stakeholder identification:**

All stakeholders involved in consultations are named in the proposal.

Attention is given to women, minorities, and Indigenous Peoples (where relevant).

✓ **Consultation scope:**

Covers not only project design but also safeguards processes and anticipated outcomes.



Gender Action Plan



✓ Gender Action Plan:

- While not required as a **separate document**, a **project-specific Gender Action Plan** must be **articulated in the proposal**.
- The GAP indicators should be **integrated in the overall project's results framework**.
- It must include **clear actions, responsibilities, timelines, and indicators** to ensure gender-responsive implementation.
- This is essential for operationalizing the Gender Policy.



GAP Example (Panama proposal)



Program Activity / Output	Gender Risk or Gap	Action / Response	Target / Indicator	Assumptions / Notes
1.1.1 Farm Management Plans	Low number of women landowners	Target 33% women participants in training even if not landowners	20 women (out of 60 participants)	Promote participation of women from farming households
1.1.2 Apiaries / Beekeeping	Limited female income from agriculture	Target training and equipment provision to female-headed households	8 women (40%) of 20 participants	Income baseline required for tracking impact
1.1.3 Oyster Farming	Male-dominated value chain	Ensure 30% women participation in pilot associations	12 women (30%) of 32	Integrate support to women in downstream activities (e.g. processing)
1.1.4 School Garden Programs	Underrepresentation of women in agriculture leadership	Prioritize training for women and school-linked mothers	120 women (60%) of 200 participants	Parents engaged through "learn-by-doing" in schools
1.1.5 Aquaponics / Tilapia Projects	Value chain exclusion of women	Ensure 36 women (37%) among aquaculture trainees	36 women of 96 total	Include women in feed prep, maintenance, and marketing
1.1.6 Community Tourism	Barriers to economic participation	Reserve 40% of slots for women	40 women (40%) of 100 participants	Baseline survey needed to track income impact
1.1.7 Value-added Fishing	Gender imbalance in productive fishing roles	Promote 50:50 gender parity in projects	50 women (50%) of 100 participants	Gender-targeted training and role definition critical
1.3 Water Management Boards	Low representation in leadership	Support women's election/appointment to boards	30% women	Gender sensitization for board elections
1.4 Ecosystem Restoration	Women's role in NBS often invisible	Prioritize female participation in training and restoration	40 women (40%) of 100 participants	Build local champions among women for NbS
2.1 Environmental Land Use Plans	Unequal access to technical planning roles	Promote gender balance in planning committees	40% women in participation	Attendance sheets and training evaluations required
3.1 Capacity Building	Knowledge gaps among women leaders	Prioritize training for women community leaders	10 women (50%) of 20 participants	Training should include both technical and empowerment content



Gender Policy (GP)

Checklist	Concept Note	Full Proposal
Was a gender assessment conducted?	✓ Initial Gender Assessment	✓ Complete Gender Assessment and Gender Action Plan (GAP)
Does the initial gender assessment provide qualitative and quantitative data for gender roles, activities, needs, and available opportunities and challenges or risks for men and women relevant to the project?	✓	✓
Have the findings of the initial gender assessment been integrated as gender-responsive implementation and monitoring arrangements, including gender-responsive indicators?		✓
Are gender equality and women's empowerment issues listed that may affect the project or its GP compliance?		✓
Does the results framework include gender-responsive indicators broken down at the different levels (objective, outcome, output)?		✓
Will arrangements be put in place by the Implementing Entity to comply with the GP?		✓
Will arrangements be put in place by each Executing Entity to comply with the GP?		✓
Have any capacity gaps affecting GP compliance been identified? If so, what remediation is included in the project?		✓
Does the project include a grievance mechanism capable and known to stakeholders to accept grievances and complaints related to gender equality and women's empowerment?		✓
For projects with USPs, does the proposal include adequate provisions to ensure that the USPs will also be GP compliant?		✓



Resources



- Adaptation Fund Gender Policy and Action Plan: [Available](#)
- Guidance document for Implementing Entities on compliance with the Adaptation Fund Gender Policy: [Available](#)