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REPORT ON THE ADAPTATION FUND'S GENDER SCORECARD IMPLEMENTATION FOR FY 25

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1. INTRODUCTION

In March 2016, the Adaptation Fund Board (the Board) adopted its first [Gender Policy and Action Plan \(2017-2019\)](#), with the aim to uphold women's rights as universal human rights and to attain the goal of gender equality and the empowerment of women and girls in all Fund operations through a gender mainstreaming approach. In March 2021, the Board reaffirmed its commitment by approving an [updated Gender Policy \(AF GP\) and Gender Action Plan \(GAP 2021-2023\)](#). The AF GP not only emphasized equal opportunities for all, regardless of their background, age, race, ethnicity, religion, class, language, or ability, but also instituted measures to systematically assess and monitor how projects affect the resilience of women and men to climate change impacts. This approach ensures that the outcomes and impacts of the Fund-supported activities are tracked, with particularly attention to how they address gender-differentiated vulnerabilities and enhance the agency of both women and men in responding to climate change challenges.

In line with the GAP 2021-2023, the Gender Scorecard (GSC) was developed to improve data collection and analysis for tracking gender mainstreaming in projects at entry and during implementation and at exit. Its objective is to enable the AFB Secretariat to track and annually report the progress of the AF GP implementation at the Fund's portfolio level.

The AF GSC consists of two main components: (i) the Gender Scorecard – Quality at Entry, which aims to collect data for projects at the entry stage (both Concept Note and Full Proposal), and (ii) the Gender Scorecard – Quality During Implementation and at Exit, which gathers data on projects during implementation and at exit based on the annual project performance reports, mid-term review reports and final evaluation reports submitted by the Implementing Entities (IE). Each scorecard includes indicators designed to assess the integration of a gender-responsive perspective within their projects in different stages of the project cycle.

The Secretariat started the pilot implementation of the GSC for the fiscal year 2024 (FY24), and FY24 Gender Scorecard Implementation Report is presented in the Report on the Fund's Gender Scorecard Implementation for FY24 (Document AFB/B.44/Inf.1)¹.

Building on the lessons learned from this pilot phase in FY24, the Secretariat has advanced the GSC implementation into its second year (FY25), further enhancing its support for IE in mainstreaming gender-responsiveness throughout the project lifecycle. This report presents the outcomes of the FY25 GSC implementation, highlighting key findings and progress in gender mainstreaming across the AF portfolio.

¹ Available at <https://www.adaptation-fund.org/document/report-on-the-funds-gender-scorecard-implementation-for-fy24/>.

2. METHODOLOGY

This report has been developed based on the data collected through the application of the AF Gender Scorecard for FY25. During this period, the GSC was applied to projects at entry and projects during implementation. Data for “quality at entry” was obtained from Concept Notes (CN) and Full Proposals (FP) for single country projects and multi-country/regional projects at their first submission received between July 1, 2024, and June 30, 2025. Therefore, the GSC for “quality at entry” was applied to CN and FP at the first submission, prior to technical review by the Secretariat. For the “quality during implementation” section, the data was sourced from the project performance reports (PPR) cleared by the Secretariat within the same timeframe.

3. FINDINGS

This section presents the results of applying the GSC to the AF-funded projects at entry and during implementation for FY25.

3.1 QUALITY AT ENTRY

Table 1 shows the distribution of the first-time CN and FP submissions during FY25. In total, 35 project/programme proposals were reviewed, with CN comprising 37% and FP representing 63%. Of the CN and FP reviewed, 40% originated from National Implementing Entities (NIE), 26% from Regional Implementing Entities (RIE), and 34% from Multilateral Implementing Entities (MIE). Geographically, Africa accounted for 40% of the projects, Asia Pacific for 31%, Eastern Europe for 6%, and Latin America and the Caribbean for 23%.

Table 1: FY25 GSC- reviewed CN and FP at first submission

Project	Number	Percentage
Submission Type		
Concept Note	13	37.1
Full Proposal	22	62.9
Type of Implementing Entity		
National Implementing Entities (NIEs)	14	40.0
Regional Implementing Entities (RIEs)	9	25.7
Multilateral Implementing Entities (MIEs)	12	34.3
Region		
Africa	14	40.0
Asia-Pacific (APAC)	11	31.4
Eastern Europe (EE)	2	5.7
Latin America and the Caribbean (LAC)	8	22.9
Total	35	100.0

3.1.1 Gender Analysis/Assessment

The Fund's GP highlights the importance of undertaking a complementary approach towards gender equality that goes beyond merely identifying and mitigating negative impacts and risks (“do no harm”) but also involves proactively promoting opportunities to close gender gaps (“do good”). In this regard, IE are required to undertake a project -specific gender assessment at an early stage of project formulation/design to establish a gender baseline, describe gender differences, analyze gender-differentiated impacts and risks, and identify opportunities to promote the empowerment of women. The AF Gender Guidance Document² offers detailed guidance on how to conduct a gender analysis/assessment throughout the project lifecycle.

Table 2 presents the percentages of submissions containing a gender analysis (for CN) and gender assessment (for FP). It should be noted that gender analysis for a CN tends to be preliminary and less comprehensive than a gender assessment required for an FP. At their first submission, 54% of CN did incorporate a gender analysis, whereas 100% of FP included a gender assessment.

Table 2: Percentage of submissions with a gender analysis/assessment

Submission Type	Percentage
Concept Note	54.0
Full Proposal	100.0
Total	82.9

(1) Gender Analysis in Concept Note Proposal (CN)

Table 3 displays the percentage of CN that included various components of gender analysis. In FY25, the Secretariat received 13 CN. Of these, 54% included a gender analysis, either as a summary in the proposal or as an annex; 46% identified equal participation opportunities for both genders, and 46% identified gender-related risks in line with the ESP principle; and 39% described the context of gender relations, included project-specific gender statistics³ and general gender statistics⁴.

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

³ **Project/program-specific gender statistics** includes sex-disaggregated or gender-relevant data tied to the project's focus, such as access to agricultural resources, women's employment in agriculture, or use of extension services. These should align with the project's goals and outcomes to highlight gender disparities.

⁴ **General gender statistics** highlight differences and disparities between men, women, in areas such as education, employment, health, income, and political participation. This data is often broader and not necessarily tied to a specific project, focusing instead on national or sector-wide trends related to gender

Table 3: Gender Analysis Components in Concept Notes

The gender analysis....	Percentage
Identified gender related risks and impacts	46.2
Identified equal participation opportunities for women and men	46.2
Included project/program -specific gender statistics	38.5
Included general gender statistics	38.5
Described gender relations context	38.5
Total number of CN proposals reviewed	13

(2) Gender Assessments in Full Proposals (FP)

Table 4 summarizes the gender assessment components for FP. A high proportion (96%) identified gender-related risks per the ESP principle as well as equal participation opportunities for women and men and provided contextual information on gender relations. More than half (55%) included gender-specific statistics, while 86% included general gender statistics. Additionally, 59% of the FP integrated intersectionality into their analysis.

Table 4: Gender Assessment Components in Full Proposals

The gender assessment...	Percentage
Identified gender related risks and impacts	95.5
Identified equal participation opportunities for women and men	95.5
Included gender-specific statistics	54.5
Included general gender statistics	86.4
Described gender relations context	95.5
Considered intersectionality	59.1
Total number of FP proposals reviewed	22

The following sections present findings on the key elements of the gender analysis and assessments for the CN and FP, providing further details into the various components, such as the identification and documentation of gender-related risks and potential unwanted impacts; opportunities and entry points for equitable participation and benefits for both women and men; gender statistics pertinent to the project area; and gender-responsive stakeholders consultation. Furthermore, this section highlights examples from the CN and FP in relation to these elements.

(a) Gender-related risks

As previously indicated, 46% of CN and 96% of FP (at their first submission) included a gender analysis, which identified and substantiated the presence or absence of risks of unwanted gender-related impacts, aligning with the ESP principle 5 related to gender equality and women's empowerment.

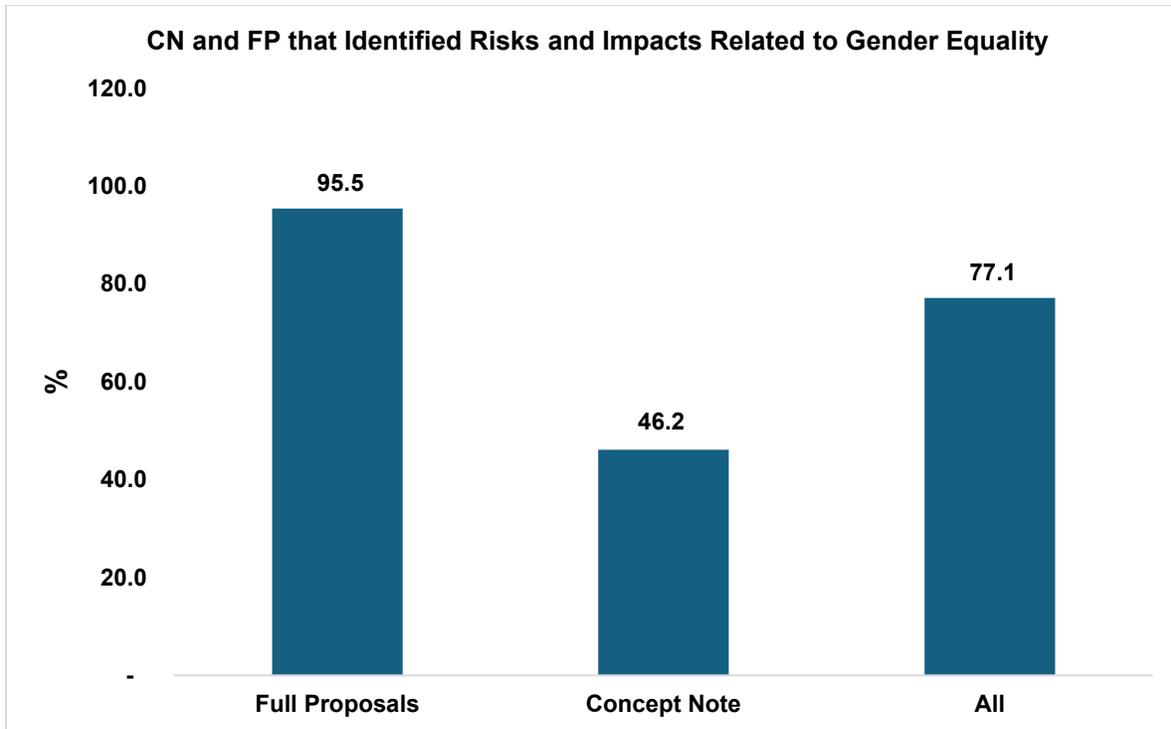


Figure 1: CN and FP that Identified Risks and Impacts Related to Gender Equality

Gender-related risks and impacts were identified across submitted FP. For example, for projects in Bosnia and Herzegovina⁵, Somalia⁶, Lesotho⁷ and Kenya⁸, the gender assessments clearly outlined the systemic barriers women face, including limited access to land, finance, educational opportunities, and decision-making roles. Other projects also acknowledged risks tied to patriarchal norms, exclusion from governance, and unequal workloads^{9,10,11}. Most assessments recognized that without targeted interventions, existing gender inequalities could persist or deepen, and they proposed strategies to mitigate these risks through inclusive planning, capacity development, and gender-responsive programming.

⁵ Increasing Climate Change Resilience in the Agricultural sector of Bosnia and Herzegovina – Staza, International Fund Agricultural Dev, Bosnia and Herzegovina/Eastern Europe

⁶ Green and Resilient Ecosystems for Somali Livelihoods (Hal-abuur), International Fund Agricultural Dev, Somalia/Africa

⁷ Improving adaptive capacity of vulnerable and food-insecure populations in Lesotho Phase II (IACoV-2), UN World Food Programme, Lesotho/Africa

⁸ Adaptation for Water Access and Resilience in Ewaso Nyiro River Basin, National Environment Management Authority, Kenya/Africa

⁹ Building Climate Resilient District in Indonesia: Case of Sigi District, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

¹⁰ Strengthening Community Adaptation toward Climate Change through ProKlim in Ecoregion Neck of Sulawesi Island, , Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

¹¹ Sustainable Landscape Governance; Towards Climate Resilience of Community in Tempe Lake Ecosystem, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

Box 1: Identified Risks and Impacts Related to Gender Equality

Exclusion from Decision-Making and Governance

- Women are underrepresented in local planning, climate governance, and institutional leadership. In Indonesia women tend to be less involved among the authorities and generally underrepresented in local decision-making structures ((Kemitraan/Indonesia/ Rote & Sabu).
- Patriarchal norms and customary laws limit women's agency and voice in community and household decisions (Kemitraan/Indonesia /Tempe Lake).

Limited Access to Resources and Opportunities

- Women face barriers to land ownership, credit, agricultural inputs, and training. They also have limited access to technologies, finance, and markets, highlighting the need for improved time- and energy-saving technologies as well greater representation in local planning and decision-making processes (IFAD/ Bosnia and Herzegovina).
- Gendered labor divisions restrict women to unpaid or low-value roles in agriculture and climate adaptation. In the Balkans, due to high unemployment rates, many women tend to stay at home, taking on primary responsibility for the household's food production and its water and energy supply (IFAD/ Bosnia and Herzegovina).

Disproportionate Vulnerability to Climate Impacts

- Women bear disproportionate burdens during climate shocks due to caregiving roles and lack of adaptive capacity. In Indonesia tidal floods, droughts, and climate change have gendered impacts that increased burdens on women, especially during disasters (e.g., managing household needs and coping with loss of income) (Kemitraan/Indonesia/Sigi).
- Risks of exclusion from project benefits and resilience-building efforts if gender is not mainstreamed. In Kenya, unregulated recycling environments presents a moderate risk of child labor and the exclusion of women from safer or higher-paid positions (NEMAKE/Kenya).

(b) Opportunities/entry points for equal participation and benefits for women and men

The AF GP aims to ensure equal participation and equitable benefits for all genders in AF-supported projects. To this end, the IEs are required to identify opportunities for involvement, address vulnerabilities, and promote gender equality throughout the project lifecycle. 96% of FP and 46% of CN at their first submission, identified opportunities/entry points for equal participation and benefits for women and men. Box 2 presents these opportunities and entry points identified across projects proposals.

Box 2: Opportunities and Entry Points for Equal Participation and Benefits for Women and Men

Participation and Leadership

- Establishment of minimum targets or quotas for women's participation in project planning, implementation, and monitoring (*Kemitraan/Sigi District; IFAD/Lebanon; WFP/Lesotho, IFAD/Bosnia and Herzegovina*).
- Inclusion of women in decision-making bodies such as Village Development Committees, co-management boards, and climate governance structures (*CAF/RESILTUR – Dominican Republic*).
- Specific arrangements to support women's participation in consultations, such as organizing separate focus groups and providing gender-sensitive facilitation (*WFP/Lesotho; IFAD/Somalia*).

Economic Empowerment and Livelihoods

- Grant schemes with quotas or top-up support for women applicants and women led businesses (*IFAD/Bosnia and Herzegovina; IFAD/Lebanon*).
- Support for women-led businesses and income-generating activities in agriculture, ecotourism, fisheries, and non-wood forest products (*IFAD/Somalia; CAF/RESILTUR – Dominican Republic; Kemitraan/Indonesia*).

Capacity Building and Skills Development

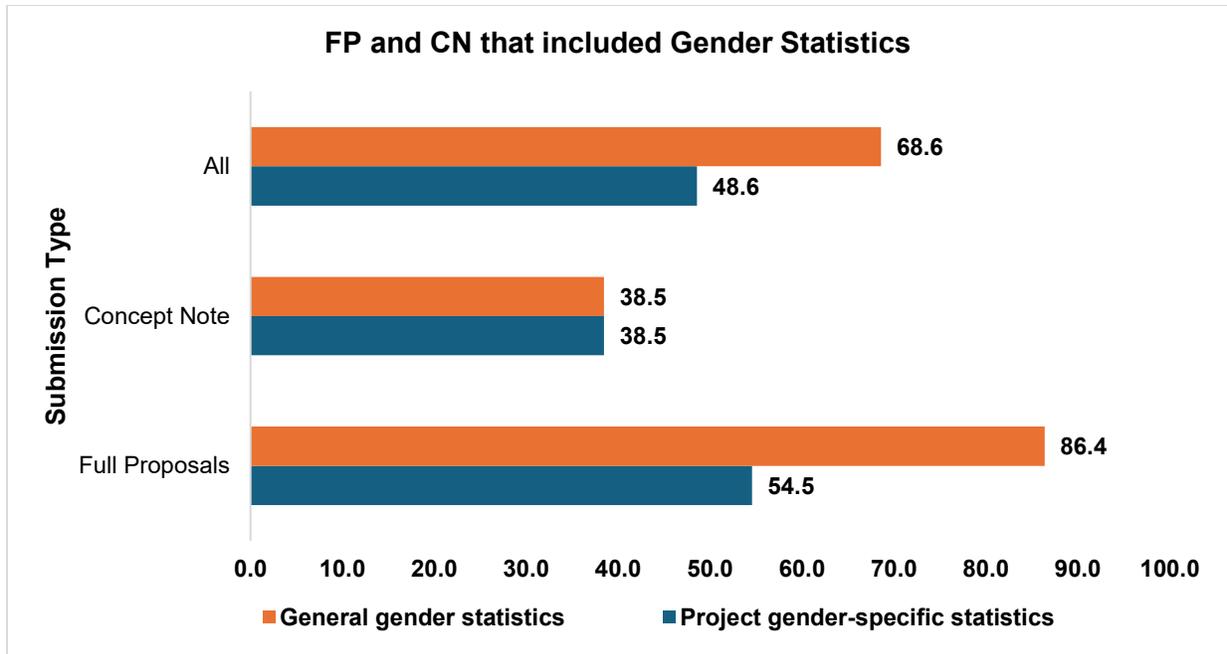
- Gender-sensitive training in climate adaptation, sustainable agriculture, leadership, entrepreneurship, and financial literacy (*IFAD/Lebanon; CAF/RESILTUR – Dominican Republic*).
- Climate schools and exchange visits targeting women and youth (*Kemitraan/Indonesia*).
- Gender-focused training for technical teams and government staff (*CAF/RESILTUR – Dominican Republic*).

Access to Resources and Services

- Ensuring women's access to land, credit, technology, and markets (*IFAD/Lebanon*).
- Gender-responsive climate services and agricultural extension (*WFP/Lesotho*).
- Inclusion of women in resource mapping and planning processes (*IFAD/Somalia; Kemitraan/Indonesia*).

(c) Gender statistics

Gender statistics are vital for gender analysis/assessment, as they provide important insights into contextual gender dynamics and support the development of well-informed, effectively targeted project interventions. In total, 39% of the CN and 55% of the FP included project-specific gender statistics. Additionally, 86% of FP and 39% of CN respectively included general gender statistics. The text box below highlights key gender statistics included in the reviewed CN and FP.



Box 3: Key Gender Statistics Included in CN and FP

1. Project/Program-Specific Gender Statistics

- Women make up 61% of Lesotho's agricultural workforce and 70% of unpaid farm labor, yet own far less land than men, while spending 22 hours weekly on unpaid work, 6 hours more than men (*UN World Food Programme, Lesotho*).
- Only 13% of agricultural land in Lebanon is owned by women, despite women comprising 43% of the rural agricultural workforce (*IFAD, Lebanon*).
- In Somalia, 67.8% of women and 60.1% of men are employed in agriculture; in rural areas, male engagement is 51.0% versus 42.4% for women, while in nomadic areas, women's engagement is 22.7% compared to 14.4% for men, but women have limited access to extension services and credit. (*IFAD, Somalia*).

2. General Gender Statistics

- In Bosnia and Herzegovina, 48% of women have experienced some form of abuse including intimate partner violence, non-partner violence, stalking, or sexual harassment, since the age of 15 (*IFAD, Bosnia and Herzegovina*).
- In the Dominican Republic, the male employment rate is 74.4% versus 46.5% for women; unemployment is 8.2% for women and 3.2% for men. (*Development Bank of Latin America, Dominican Republic*).
- In Lebanon, women's labor force participation is 26% compared to 76% for men; unemployment is 10% for women and 5% for men; only 17% of women are self-employed versus 43% of men, and just 4% of companies have a woman as a top manager (*IFAD, Lebanon*).

3.2.1 Gender-Responsive Stakeholder Consultation

The Adaptation Fund emphasizes the importance of gender-responsive stakeholder consultations in the development of project proposals. These consultations are crucial for understanding the different needs, priorities, and challenges various stakeholders face, especially women and other marginalized groups. 94% of all submissions (96% for CN & 92 % for FP) integrated such stakeholder consultations into their project proposals.

Project proposals are expected to adopt a gender-responsive participatory approach to ensure the meaningful participation of women and vulnerable groups. Most FP (77%) and 23% of CN included participation of stakeholders with gender remit. Half (55%) of FP provided sex-disaggregated participant lists or outlined specific arrangements to promote women's participation.

Table 5: Gender-Responsive Stakeholder Consultation in CN and FP (%)

The Stakeholder Consultation ...	CN	FP	All
Includes list of participants disaggregated by sex	N/A ¹²	54.5	N/A
Adopts specific arrangements to promote women's participation	N/A	54.5	N/A
Includes the participation of stakeholders with gender remit	22.7	77.3	56.1
Percentage with gender-responsive consultation	95.5	92.3	94.3
Total number of CN/FP proposals reviewed	13	22	35

Box 4: Arrangements to promote women's participation in the consultations

Creating Safe and Inclusive Spaces for Women's Voices

Organizing separate focus group discussions for women and youth gave them space to speak freely about their roles, needs, and vulnerabilities. These sessions enabled deeper understanding of gender-specific issues such as economic participation, climate impacts, and gender-based violence (CAF/Dominican Republic; WFP/Lesotho; NEMAKE/Kenya)

Designing Consultations to Remove Participation Barriers

Efforts included tailoring meeting formats, adjusting timing, location, and facilitation methods to accommodate women's domestic responsibilities and literacy levels. Some projects set minimum participation targets (e.g., 30% women) and used affirmative action to ensure women's leadership and decision-making roles (Kemitraan/Indonesia).

Intersectional Engagement

Projects also emphasized intersectional inclusion, ensuring participation of indigenous women, women with disabilities, and other marginalized groups. Additionally, collaboration with government agencies (e.g., Ministry of Gender) and NGOs ensured institutional support for women's participation (Kemitraan/Indonesia).

¹² N/A-This indicator was not assessed for CN

3.3.1 Gender-Responsive Indicators

Including gender-responsive indicators that align with the gender assessment in the project proposal is crucial for measuring the effectiveness of gender-responsive actions during the implementation. This approach ensures that projects and programmes effectively address the specific needs and vulnerabilities of women and girls and promote gender equality. In this reporting period, 77% of FP included gender-responsive indicators. These indicators focused on monitoring and assessing key areas such as women's participation in leadership and training, gender-inclusive planning, disaggregated beneficiary data, economic empowerment, and awareness-building activities. Examples of gender-responsive indicators in FP are summarized in the text box below:

Box 5: Examples of Gender-Responsive Indicators

- Number of gender-sensitive protected area strategies and action plan developed integrating climate change.
- Number of gender-sensitive protected area co-management plans prepared.
- Number of women participants in gender sensitization workshop.
- Number of trainings on gender awareness conducted at cluster level/canton.
- Percentage of Climate Adaptation Plans includes inputs from women.
- Percentage of women from existing groups participating in validation of Local Climate Adaptation Plan.
- Number of women included in exchange visits.
- Number of gender analyses carried out to inform landscape investment plans.
- Training on enhancing women's decision-making ability and input.
- Percentage of women involved in Village Development Committees.
- Percentage women amongst those benefitting from climate resilient landscape management activities.
- Percentage of knowledge products prepared and disseminated which include a focus on gender.
- Women-led tree nurseries established.
- Number of news stories covering the roles of women and vulnerable groups.
- Number of women and vulnerable groups participating in training and planning.
- Percentage of women participants in ecosystem-based adaptation (EbA) activities.

3.4.1 Gender-Responsive Interventions and Gender Action Plan (GAP)

IE are required to develop project-specific gender action plans based on the findings of the gender assessment. These should outline gender-responsive measures that address differing gender needs, support equitable participation, and promote fair distribution of benefits, resources, and rights. Gender-responsive interventions are crucial to the success of projects and programmes in terms of achieving the goal of gender equality and empowerment of women and girls. Of the total FP reviewed, 82% included gender-responsive interventions, which aimed to address the disproportionate impacts of climate change on women by targeting key gaps that include participation gaps (low women's representation), economic barriers (limited access to funding/tools), social norms (cultural exclusion), and capacity gaps (training disparities). Some examples from the project proposals are outlined below.

Table 6: Examples of gender responsive interventions in FP

Focus Area	Intervention
Participation & Leadership	<ul style="list-style-type: none"> • Gender-sensitive co-management plans incorporating participatory mechanisms for women in protected area governance (CAF/Dominican Republic). • Mandatory women's representation in community committees (VDCs/CDAs, water forums) (IFAD/Somalia). • Separate women's consultations to ensure input in climate adaptation planning. (IFAD/Bosnia).
Economic Empowerment & Livelihoods	<ul style="list-style-type: none"> • Quotas for women in grants/entrepreneurial support (30–50%) (IFAD, Lebanon/Somalia). • Women-led value chains (ecotourism, Non-Wood Forest Products, fisheries) (CAF/ Dominican Republic, Kemitraan/Indonesia). • Labor-saving technologies (fodder processors, water harvesting) to reduce burdens (Kemitraan/Indonesia).
Addressing Gender Norms & Intersectionality	<ul style="list-style-type: none"> • Culturally adapted training to enable women's voices in male-dominated spaces (Kemitraan/Indonesia). • Analysis of intersecting vulnerabilities (disability, clans, gender identity) (IFAD/Somalia). • Inclusive infrastructure (disability access, childcare at meetings) (CAF/ Dominican Republic).
Capacity Building & Training	<ul style="list-style-type: none"> • Gender Action and Learning System (GALS) for household-level empowerment (IFAD/Somalia). • Literacy-sensitive methods (timing, location, visual tools) (IFAD, Lebanon). • Training for female officials (40% target in national policies) (IFAD/Bosnia).

The reviewed FP introduced innovative gender interventions, namely affirmative actions, innovative gender-responsive tools, intersectionality and accessibility mechanisms. For the project in Lebanon and Somalia, interventions included the use of innovative gender-responsive tools such as the Gender Action Learning System (GALS) for capacity building¹³ and participatory monitoring frameworks like CGIAR's "How are we doing?"¹⁴. These tools empower communities and stakeholders through participatory, inclusive, and locally driven processes that challenge traditional top-down approaches. By fostering behavioral change, peer learning, and reflective monitoring, they integrate gender justice into decision-making and development planning, enabling sustainable and equitable outcomes across households and communities. Other interventions address intersectional vulnerabilities by using gender as an entry point to uncover and respond to overlapping forms of exclusion, including those based on disability, clan identity, and other social markers¹⁵. Gender serves as a lens to reveal and address overlapping social exclusions like disability and clan identity. In Indonesia the project adopts behavioral norms by tailoring meetings to cultural contexts to enhance women's participation¹⁶. In Dominican Republic's the proposed interventions integrate inclusive infrastructure for women, children, and

¹³ Climate Change Resilience and Ecosystem Connectivity (CC-REC), IFAD/Lebanon

¹⁴ Green and Resilient Ecosystems for Somali Livelihoods (Hal-abuur) IFAD/Somalia

¹⁵ Green and Resilient Ecosystems for Somali Livelihoods (Hal-abuur) IFAD/Somalia

¹⁶ Village Based Coastal Adaptation and Resilience in Lombok Province of West Nusa Tenggara Kemitraan/Indonesia

people with disabilities¹⁷ while in Lebanon's the proposed interventions include affirmative action with 30% grant allocation to women¹⁸. These innovative approaches ensure meaningful inclusion by addressing root causes of exclusion such as power imbalances, intersecting vulnerabilities, and cultural barriers.

GAPs are essential tools in projects proposals, ensuring that gender equality is systematically integrated into project design, implementation, and monitoring. They serve to translate gender assessment findings into practical actions that promote inclusive participation, equitable benefits, and long-term empowerment. During this reporting period 55% of the FP included gender actions plans. The GAPs are well mainstreamed across project components with key features explained in the box below.

Box 6: Key Features of GAPs

Inclusive Participation and Representation

- The GAPs mandate a minimum quota for women's participation or representation across project activities eg 30% (Kemitraan/Indonesia).
- Separate consultations with women are conducted to ensure their input in Local Climate Adaptation Plans (LCAPs), with a target of 70% of plans incorporating women's feedback (IFAD/ Bosnia and Herzegovina).

Economic Empowerment and Livelihood Support

- Women are prioritized in grant financing, with 50% of approved grants allocated to women and 10% extra matching compared to men (IFAD/Bosnia and Herzegovina).
- Demo-plots and trials are customized to women's preferences, especially in vegetable production, with 20 plots targeted (IFAD/ Bosnia and Herzegovina).
- Women to be trained in climate-adaptive agricultural practices (WFP/Lesotho).

Capacity Building and Awareness

- Gender-awareness trainings are delivered to local institutions and communities, with 9 gender-specific sessions planned across clusters (IFAD/ Bosnia and Herzegovina).
- Training programs are tailored to women's needs, including timing, location, and literacy levels (IFAD/ Bosnia and Herzegovina).
- A dedicated gender assessment is conducted using participatory methods, with women comprising 50% of interlocutors in focus group discussions (IFAD/Somalia).

Monitoring, Accountability, and Budgeting

- Gender indicators are integrated into the Monitoring & Evaluation (M&E) framework and the Environmental and Social Management Plan (ESMP) (Kemitraan/Indonesia).
- Many activities allocate 50–100% of their budgets to gender-sensitive actions (e.g., exchange visits, workshops, grants) (IFAD/ Bosnia and Herzegovina).
- Responsibilities are clearly assigned to gender experts, field officers, and PMU/APCU teams across all components.

¹⁷ Enhancing Climate Resilience of Ecosystems and Livelihoods through adaptation actions in the Tourism sector in La Isabela and Estero Hondo, in The Dominican Republic (RESILTUR)
CAF/Dominican Republic

¹⁸ Climate Change Resilience and Ecosystem Connectivity (CC-REC), IFAD/Lebanon

3.5.1 Grievance Mechanisms

Grievance mechanisms (GM) provide a platform for stakeholders including women to voice concerns and seek redress complaints related to projects. The Fund requires that the project's grievance mechanism effectively address gender-related complaints and cover all activities, areas, stakeholders, and affected people. These mechanisms reflect the IE's commitment to addressing and resolving project-related complaints, including those concerning gender equality. During this reporting period, 64% of FP reviewed included a grievance mechanism to receive and address complaints related to gender inequalities. The features of the grievance mechanisms in the proposals are listed below.

Box 7: Features for Grievance Mechanisms (GM) in the FP

Comprehensive GMs: The GMs applies to all project activities, locations, and stakeholders, including affected communities and provides both field-level resolution and escalation to a Grievance Redress Committee (GRC) at the Project Execution Unit level (IFAD/Somalia, Kemitraan/Indonesia).

Accessibility: GMs ensures easy access for all stakeholders by offering multiple submission channels (local project staff, community meetings, direct contact with national agencies), imposing no restrictive conditions, and prioritizing inclusivity, particularly for vulnerable groups like people with disabilities. It accommodates diverse needs by using local languages and adapting to varying literacy levels (WFP/Lesotho, IFAD/Somalia).

Procedures and Process; GM contains clear complaint handling processes which includes procedures for receiving, addressing, and escalating complaints (especially gender-related concerns). For example, all written or verbal complaints to be registered in the Project Management Unit ((PMU) database. Fact-finding is conducted with the petitioner, village/community leader, and PMU officer, and once the petitioner approves the remedy and it is implemented, the complaint is formally resolved (Kemitraan/Indonesia).

Principles Guiding the GMs: The GMs upholds fairness, transparency, and confidentiality, ensuring fairness, respect for human rights, regulatory compliance, consistent standards, equality, honesty, and transparency in all processes, while maintaining strict confidentiality for grievances and complainants unless disclosure is required for resolution. For example, GM process gives equal opportunities to all parties involved, explicitly maintains confidentiality unless disclosure is required (WFP/Lesotho).

3.2 QUALITY DURING IMPLEMENTATION

During FY 25 the Secretariat reviewed 56 PPRs for GSC ‘quality during implementation.’ The findings are based on the information contained in PPRs submitted annually by IE (mainly the Gender Compliance Section but also the ESP Section and Lessons Learned Section). It should be noted that in some instances PPRs contain limited information and therefore may not fully capture the gender mainstreaming efforts undertaken on the ground. Nevertheless, the implementation of the FY25 GSC provided valuable insights into current gender mainstreaming efforts in the Fund-supported projects and identified areas where further improvement is possible. Table 7 provides an overview of the PPRs reviewed during this period.

Table 7: PPRs reviewed for FY 25 GSC during implementation

Project Feature	Number of PPRs	Percentage
Type of Implementing Entity		
National Implementing Entities (NIEs)	16	28.6
Regional Implementing Entities (RIEs)	6	10.7
Multilateral Implementing Entities (MIEs)	34	60.7
Region		
Africa	15	26.8
Asia-Pacific (APAC)	16	28.6
Middle East	3	5.4
Eastern Europe (EE)	2	3.6
Latin America and the Caribbean (LAC)	20	35.7
Total	56	100

Table 8: Results of GSC during project implementation

Indicator	Frequency	Percentage
Projects that reported challenges/issues regarding gender equality and women's empowerment during implementation	34	60.7
Projects that reported IE has put in place arrangements to comply with AF GP	51	91.1
Projects that reported EE has put in place arrangements to comply with AF GP	53	94.6
Projects that identified capacity gaps affecting AF GP compliance	3	5.4
Projects completed gender-responsive interventions	38	67.9
Projects that reported lessons learned related to gender-responsive interventions	49	87.5
Projects that reported having received grievances related to gender-related issues	2	3.6

3.2.1 Gender Equality and Women Empowerment Issues

The PPR template includes a section for IE to annually report on issues and challenges related to gender equality and women's empowerment (GEWE) encountered during project implementation. Out of the 56 PPRs, 61% reported that GEWE-related issues were identified during implementation. These encompassed a range of practical and structural issues affecting women's participation, leadership, economic empowerment, and access to capacity-building opportunities within project activities.

(a) Gender Norms and Power Dynamics

Gender roles, norms and deeply embedded power dynamics were raised as key GEWE issues encountered during project implementation. The project in Paraguay reported that cultural norms and a lack of tailored engagement created intersectional barriers that excluded indigenous women from climate adaptation planning¹⁹. The project in Chile and Ecuador noted that rigid gender roles influenced women's participation in workshops, training sessions and other project-related activities and events due to scheduling constraints²⁰. Additionally, deep-rooted gender norms often assign women the dual responsibility of unpaid care work and physically demanding agricultural labor, without fair access to productive resources²¹. In Tanzania, both cultural and customary practices impeded women's involvement in livelihood activities²². In Indonesia, entrenched gender norms and legal barriers continue to restrict girls' and women's rights by limiting their agency, mobility, and access to resources²³. In Lesotho, persistent gender stereotypes contributed to low male participation in activities traditionally perceived as women's domain, such as nutrition clubs²⁴.

Cultural and social norms, particularly male dominance and gender stereotypes undermined women's confidence and participation and led to their "inequitable representation in planning and implementation"²⁵. Moreover, some projects continued to be male dominated due to established political structures²⁶. The project in Bangladesh reported leadership roles in community-based adaptation were predominantly held by men, which could increase the risk of unequal benefit distribution²⁷. To address gendered social norms, projects implemented gender-

¹⁹ Ecosystem Based Approaches for Reducing the Vulnerability of Food Security to the Impacts of Climate Change in the Chaco region of Paraguay, UN Environment Programme, Paraguay/Latin America & Caribbean

²⁰ Reducing climate vulnerability and flood risk in coastal urban and semi urban areas in cities in Latin America (Chile, Ecuador), Development Bank of Latin America

²¹ Strengthen the Resilience of Smallholder Farmers to the Effects of Climate Change through the Adoption of Proven Innovative Technologies and Practices, The Interprofessional Fund for Agricultural Research, Côte d'Ivoire/Africa

²² Strategic Water Harvesting Technologies for Enhancing Resilience to Climate Change in Rural Communities in Semi-Arid Areas of Tanzania (SWAHAT), National Environment Management Council, Tanzania, United Republic of/Africa

²³ EMBRACING THE SUN: Redefining Public Space as a Solution for the Effects of Global Climate Change in Indonesia's Urban Areas, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

²⁴ Improving adaptive capacity of vulnerable and food-insecure populations in Lesotho, UN World Food Programme, Lesotho/Africa

²⁵ Building Climate Resilience in Liberia's Cocoa and Rice Sectors, International Fund Agricultural Dev, Liberia/Africa

²⁶ Building urban climate resilience in south-eastern Africa (Madagascar, Malawi, Mozambique, Union of Comoros) by UN-Habitat

²⁷ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme, Bangladesh/Asia-Pacific

sensitive planning, awareness campaigns on societal roles and vulnerability²⁸, gender coaching and leadership training for women, and facilitated group therapy sessions²⁹.

Gender-based violence (GBV) was recognized as both an impediment to women's empowerment and a consequence of unequal dynamics. The project in Malawi recognized an increase in GBV linked to women's economic empowerment and infrastructure development³⁰. In Indonesia GBV, including rising cases of sexual and psychological abuse, child marriage, and violence was linked to the influx of outside workers becoming a deterrent to women's and children's participation in project activities.³¹ To address these GBV related challenges, projects implemented measures such as risk identification, community sensitization on gender equality and GBV (notably during, the 16 Days of Activism Against GBV, a global campaign held annually from November 25 to December 10 to raise awareness, mobilize action, and advocate for the prevention and elimination of violence against women and girls)³², and provision of psychosocial support³³³⁴.

(b) Participation & Leadership

Several barriers have been identified regarding the exclusion and underrepresentation of women in governance structures, local committees, and leadership roles. For example, the project in Côte d'Ivoire reported that while women constituted most smallholder farmers, they were "underrepresented and sometimes absent from decision-making bodies in their community"³⁵. Additionally, projects in Liberia³⁶, Jordan and Lebanon³⁷ reported women's underrepresentation in project governance structures and key decision-making forums³⁸. PPRs further reported that women's underrepresentation in government partner institutions, especially in leadership and technical roles, remains a challenge to advancing gender equality within the project³⁹. Scheduling project activities without considering women's time constraints linked to domestic responsibilities has also limited their participation⁴⁰⁴¹. To address these issues, projects promoted increased

²⁸ EMBRACING THE SUN: Redefining Public Space as a Solution for the Effects of Global Climate Change in Indonesia's Urban Areas, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific,

²⁹ Economic, Social and Solidarity Insertion for Resilience in the Governorate of Kairouan (IESS Adapt), International Fund Agricultural Dev, Tunisia/Africa

³⁰ Adapting to Climate Change through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, WFP, Malawi

³¹ Embracing the Sun: Redefining Public Space as a Solution for the Effects of Global Climate Change in Indonesia's Urban Areas, Partnership for Governance Reform (Kemitraan), Indonesia

³² Adapting to Climate Change through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, WFP, Malawi

³³ Economic, Social and Solidarity Insertion for Resilience in the Governorate of Kairouan – IESSAdapt, IFAD, Tunisia

³⁴ Enhancing Climate Resilience in San Cristóbal Province, Dominican Republic – Integrated Water Resources Management Programme, Dominican Institute of Integral Development (IDDI), Dominican Republic

³⁵ Strengthen the Resilience of Smallholder Farmers to the Effects of Climate Change through the Adoption of Proven Innovative Technologies and Practices, The Interprofessional Fund for Agricultural Research, Côte d'Ivoire/Africa

³⁶ Building Climate Resilience in Liberia's Cocoa and Rice Sectors, International Fund Agricultural Dev, Liberia/Africa

³⁷ Increasing the resilience of both displaced persons and host communities to climate change-related water challenges in Jordan and Lebanon, UN-Habitat, Regional (Jordan and Lebanon)

³⁸ Building Climate Resilience in Liberia's Cocoa and Rice Sectors, International Fund Agricultural Dev, Liberia/Africa

³⁹ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, UN-Habitat

⁴⁰ Reducing climate vulnerability and flood risk in coastal urban and semi urban areas in cities in Latin America (Chile, Ecuador), Development Bank of Latin America; Enhancing Climate Resilience in San Cristóbal Province, Dominican Republic - Dominican Institute of Integral Development of Dominican Republic, Integrated Water Resources Management Programme, Dominican Republic/Latin America & Caribbean

⁴¹ Reducing climate vulnerability and flood risk in coastal urban and semi urban areas in cities in Latin America (Chile, Ecuador) Development Bank of Latin America

women's participation⁴² and training opportunities⁴³, implemented flexible scheduling⁴⁴, collaborated with women's organizations⁴⁵, used gender-sensitive communication, and integrated gender equality considerations into institutional frameworks and policies⁴⁶.

(c) Access to Economic Resources and Empowerment

Projects reported challenges related to women's economic empowerment, namely limited access to productive resources such as land, finance, and income-generating opportunities. Land tenure constraints were reported in several projects. The project in Côte d'Ivoire reported that women farmers relied on informal land rentals for market gardening but faced sudden evictions due to the absence of formal contracts, limiting their ability to invest in climate-resilient techniques⁴⁷. The project in Liberia noted that women's limited land ownership constrained their participation in higher-value agricultural chains, pushing them towards low-margin activities⁴⁸. In Gambia, most women lacked primary rights to land, which excluded them from long-term agricultural benefits. Some projects also reported unintended negative consequences of women's economic empowerment⁴⁹. In Malawi, the rollout of income-generating interventions was associated with heightened risks of gender-based violence, as shifting economic dynamics within households triggered tensions⁵⁰. Other projects reported risks of increasing gender inequalities, especially when men asserted control over the resources or benefits⁵¹. To mitigate these issues, projects implemented targeted interventions to improve women's access to resources and strengthen their economic roles, like inclusive planning, household gender visioning training⁵², encouraged male participation in Village Savings and Loan (VSL) groups⁵³, shifted focus to alternative value chains (rice, vegetables, poultry) requiring less land and offering quicker returns⁵⁴, provided entrepreneurship and alternative livelihoods training for women⁵⁵, and employed gender-sensitive communication in indigenous languages and monitoring frameworks.

⁴² Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan

⁴³ Enhancing Climate Resilience in San Cristóbal province, Dominican Republic Integrated Water Resources Management and Rural Development Programme, Dominican Institute of Integral Development of Dominican Republic, Dominican Republic/Latin America & Caribbean.

⁴⁴ Increasing the resilience of both displaced persons and host communities to climate change-related water challenges in Jordan and Lebanon, UN-Habitat

⁴⁵ Economic, Social and Solidarity Insertion for Resilience in the Governorate of Kairouan (IESS Adapt), International Fund Agricultural Dev, Tunisia/Africa

⁴⁶ Economic, Social and Solidarity Insertion for Resilience in the Governorate of Kairouan (IESS Adapt), International Fund Agricultural Dev, Tunisia/Africa

⁴⁷ Strengthen the Resilience of Smallholder Farmers to the Effects of Climate Change through the Adoption of Proven Innovative Technologies and Practices, The Interprofessional Fund for Agricultural Research, Côte d'Ivoire/Africa

⁴⁸ Building Climate Resilience in Liberia's Cocoa and Rice Sectors by IFAD, Liberia/Africa

⁴⁹ Rural Integrated Climate Adaptation and Resilience Building Project (RICAR), UN World Food Programme, Gambia/Africa

⁵⁰ Adapting to Climate Change Through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, UN World Food Programme, Malawi/Africa

⁵¹ Rural Integrated Climate Adaptation and Resilience Building Project (RICAR), UN World Food Programme, Gambia/Africa

⁵² Adapting to Climate Change Through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, UN World Food Programme, Malawi/Africa

⁵³ Adapting to Climate Change Through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, UN World Food Programme, Malawi/Africa

⁵⁴ Building Climate Resilience in Liberia's Cocoa and Rice Sectors by IFAD, Liberia/Africa

⁵⁵ Enhancing Climate Resilience in San Cristóbal province, Dominican Republic Integrated Water Resources Management and Rural Development Programme, Dominican Institute of Integral Development of Dominican Republic, Dominican Republic/Latin America & Caribbean

(d) Training and Capacity Building

PPRs reported significant challenges in delivering effective capacity building and training, particularly in ensuring equitable access and participation for women. In Paraguay, challenges were noted in engaging indigenous women in training activities⁵⁶. In Lao PDR, concerns about institutional gender gaps were observed with low female participation in training, which risked limiting women's involvement in urban planning and infrastructure development⁵⁷. In Sierra Leone, projects highlighted the need for enhanced training on gender equality and women's empowerment, particularly through implementing Gender Action Learning Systems (GALS) and raising awareness on GEWE issues⁵⁸.

Additionally, several projects highlighted limited institutional capacity and training gaps among project implementers and government institutions. The project in Paraguay acknowledge that project team lacked the sufficient skills and strategies to effectively engage with indigenous communities and women⁵⁹. In Lao PDR, the project identified a shortage of female professionals in engineering and urban planning within government institutions in small towns⁶⁰. To address training and capacity related challenges, projects implemented measures such as hiring gender and Indigenous Peoples specialists, conducting gender and intercultural studies⁶¹, setting female participation quotas in technical training workshops^{62,63}, mandating gender and human rights training for staff, and promoting inclusive platforms and community-based action planning for grassroots capacity building⁶⁴.

3.2.2 Implementation arrangements to comply with AF GP

The PPR template mandates that IE document measures to ensure GP compliance at both the IE and Executing Entity (EE) levels, reflecting the Fund's emphasis on institutionalizing gender capacity. An analysis of 56 PPRs reveals that 91% of IEs reported on GP implementation arrangements at the IE level, while 94% detailed measures at the EE level. Data provided for the respective measures implemented by IEs and EEs show recurring themes that include institutional arrangements and staffing, policy and legal framework, gender action plans and inclusive & participatory approaches.

(a) Institutional Arrangements and Staffing

⁵⁶ Ecosystem Based Approaches for Reducing the Vulnerability of Food Security to the Impacts of Climate Change in the Chaco region of Paraguay, UN Environment Programme, Paraguay/Latin America & Caribbean

⁵⁷ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, Lao People's Democratic Republic/Asia-Pacific, UN-Habitat

⁵⁸ Promoting Climate Resilience in the Cocoa and Rice Sectors as an Adaptation Strategy in Sierra Leone, International Fund Agricultural Dev, Sierra Leone/Africa

⁵⁹ Ecosystem Based Approaches for Reducing the Vulnerability of Food Security to the Impacts of Climate Change in the Chaco region of Paraguay, UN Environment Programme, Paraguay/Latin America & Caribbean

⁶⁰ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, Lao People's Democratic Republic/Asia-Pacific, UN-Habitat

⁶¹ Ecosystem Based Approaches for Reducing the Vulnerability of Food Security to the Impacts of Climate Change in the Chaco region of Paraguay, UN Environment Programme, Paraguay/Latin America & Caribbean

⁶² Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan, Bhutan Trust Fund for Environmental Conservation, Bhutan/Asia-Pacific

⁶³ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, Lao People's Democratic Republic/Asia-Pacific, UN-Habitat

⁶⁴ Ger Community Resilience Project (GCRP), UN-Habitat, Mongolia/Asia-Pacific

To ensure compliance with the AF GP, projects reported IE and EE adjusted institutional staffing and accountability structures. Measures put in place include incorporating gender expertise into project governance and daily operations through dedicated project Gender Specialists/Focal Points who provide technical guidance, monitor GP compliance, and deliver staff training⁶⁵⁶⁶⁶⁷. Some projects established dedicated gender units to institutionalize gender-responsive practices⁶⁸, while others worked to achieve gender balance in staffing and decision-making bodies. The implementation of quotas facilitated women's participation in decision-making roles in committees and field operations⁶⁹⁷⁰. In Mongolia, sex-disaggregated databases were developed to monitor participation in community groups, ensuring that women's voices were incorporated into resilience planning⁷¹.

(b) Policy and Legal Framework

IE and EE took deliberate steps to align their implementation arrangements with national gender policies and the AF GP, ensuring that gender considerations are integrated in institutional frameworks and operational procedures. For example, in Dominican Republic, EE aligned their arrangements with the National Plan for Gender Equity and continued to implement their institutional gender policies in compliance with the AF GP⁷². In Côte d'Ivoire, the project developed a gender policy aligned with the AF GP, incorporating gender analysis-based social selection of beneficiaries, capacity building for executing entities and stakeholders, and gender-specific criteria in beneficiary selection⁷³. Additionally, in Argentina and Uruguay, the IE promoted the importance of institutional compliance with the AF GP by raising internal awareness and supporting territorial women's groups to enhance women's participation in project activities⁷⁴.

(c) Gender Action Plans (GAPs)

Most PPRs reported the development and implementation of GAPs. Projects in Cameroon, Tunisia and Paraguay developed and integrated GAPs tailored to their specific local contexts. In Cameroon, the GAP was designed through a rigorous process of local validation⁷⁵, while the project in Tunisia aligned its GAPs with the Graduation Approach to connect gender and livelihoods⁷⁶. The project in Paraguay, integrated its GAP within its Environmental and Social

⁶⁵ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme, Bangladesh/Asia-Pacific

⁶⁶ Scaling up climate-smart agriculture in East Guinea Bissau, Banque Ouest Africaine de Developpement, Guinea-Bissau/Africa

⁶⁷ Implementing Measures for Climate Change Adaptation and Disaster Risk Reduction Mitigation of School Facilities in Haiti, United Nations Educational, Scientific and Cultural Organization, Haiti/Latin America & Caribbean

⁶⁸ Building Climate Resilience in Liberia's Cocoa and Rice Sectors, International Fund Agricultural Dev, Liberia/Africa

⁶⁹ Enhance community, local and national-level urban climate change resilience to water scarcity, caused by floods and droughts in Rawalpindi and Nowshera, Pakistan, UN-Habitat

⁷⁰ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, Lao People's Democratic Republic/Asia-Pacific, UN-Habitat

⁷¹ Ger Community Resilience Project (GCRP), UN-Habitat, Mongolia/Asia-Pacific

⁷² Enhancing Climate Resilience in San Cristóbal province, Dominican Republic Integrated Water Resources Management and Rural Development Programme, Dominican Institute of Integral Development of Dominican Republic, Dominican Republic/Latin America & Caribbean

⁷³ Strengthen the Resilience of Smallholder Farmers to the Effects of Climate Change through the Adoption of Proven Innovative Technologies and Practices, The Interprofessional Fund for Agricultural Research, Côte d'Ivoire/Africa

⁷⁴ Climate Change adaptation in vulnerable coastal cities and ecosystems of the Uruguay River (Argentina, Uruguay) Development Bank of Latin America,

⁷⁵ Increasing Local Communities' Resilience to Climate Change through Youth Entrepreneurship and Integrated Natural Resources Management, International Fund Agricultural Dev, Cameroon/Africa

⁷⁶ Economic, Social and Solidarity Insertion for Resilience in the Governorate of Kairouan (IESS Adapt), International Fund Agricultural Dev, Tunisia/Africa

Management Plan to safeguard indigenous women’s participation in food security⁷⁷. GAPs were often integrated into project documents like operations manuals, M&E frameworks, and work plans (e.g., Central America, Bangladesh)⁷⁸, with some projects emphasized validation and regular review (e.g., Cameroon, Bangladesh)⁷⁹. Other projects recruited and inducted ESG experts to review, monitor and document gender action plans and ensure compliance with the gender policies⁸⁰.

(d) Inclusive & Participatory Approaches

IE reported implementing gender-sensitive targeting, participatory planning, and community empowerment as part of their implementation arrangements to comply with the AF GP. For example, in Côte d'Ivoire, gender-specific criteria guided beneficiary selection⁸¹; in Sierra Leone, the project achieved a 40% target for both women and youth⁸²; in Costa Rica gender equity was included as a main criterion for including possible beneficiaries⁸³ and in The Gambia, targeting criteria were designed to prevent the marginalization of women⁸⁴. Participatory approaches, such as gender-sensitive diagnostics, inclusive decision-making platforms, and community-led planning, were key implementation arrangements employed in projects in Sierra Leone, Gambia, and Paraguay. Additionally, other initiatives fostered agency by forming women’s groups (Indonesia’s coastal management, Paraguay’s savings cooperatives)^{85,86}, conducting gender-balanced consultations and prioritizing female employment (Bhutan’s water committees, WMO’s separate FGDs for women)^{87,88}, and running awareness campaigns (Lesotho’s nutrition drives among marginalized groups⁸⁹, South-eastern Africa importance of women in urban resilience⁹⁰).

(e) Capacity Building and Training

Capacity building was prioritized across projects to operationalize compliance of the AF GP, with targeted training for staff, partners, and communities. In Bhutan, the project team and

⁷⁷ Ecosystem Based Approaches for Reducing the Vulnerability of Food Security to the Impacts of Climate Change in the Chaco region of Paraguay, UN Environment Programme, Paraguay/Latin America & Caribbean

⁷⁸ Use of Nature-based Solutions to Increase Resilience to Extreme Climate Events in the Atlantic Region of Central America (Belize, Guatemala, Honduras), Central American Bank for Economic Integration

⁷⁹ Increasing Local Communities’ Resilience to Climate Change through Youth Entrepreneurship and Integrated Natural Resources Management, International Fund Agricultural Dev, Cameroon/Africa

⁸⁰ Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan, Bhutan Trust Fund for Environmental Conservation, Bhutan/Asia-Pacific

⁸¹ Strengthen the Resilience of Smallholder Farmers to the Effects of Climate Change through the Adoption of Proven Innovative Technologies and Practices, The Interprofessional Fund for Agricultural Research, Côte d'Ivoire/Africa

⁸² Promoting Climate Resilience in the Cocoa and Rice Sectors as an Adaptation Strategy in Sierra Leone, International Fund Agricultural Dev, Sierra Leone/Africa

⁸³ Reducing the Vulnerability by Focusing on Critical Sectors (Agriculture, Water Resources and Coastlines) in order to Reduce the Negative Impacts of Climate Change and Improve the Resilience of these Sectors, Fundecooperacion Para el Desarrollo Sostenible, Costa Rica/Latin America & Caribbean

⁸⁴ Rural Integrated Climate Adaptation and Resilience Building Project (RICAR), UN World Food Programme, Gambia/Africa

⁸⁵ Enhancing the adaptation capability of coastal community in facing the impacts of climate change in Negeri (village), Asilulu, Ureng and Lima of Leihitu District Maluku Tengah Regency Maluku Province, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

⁸⁶ Ecosystem Based Approaches for Reducing the Vulnerability of Food Security to the Impacts of Climate Change in the Chaco region of Paraguay, UN Environment Programme, Paraguay/Latin America & Caribbean

⁸⁷ Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan, Bhutan Trust Fund for Environmental Conservation, Bhutan/Asia-Pacific

⁸⁸ Agricultural Climate Resilience Enhancement Initiative (ACREI) (Ethiopia, Kenya, Uganda), World Meteorological Organization, Regional/Other

⁸⁹ Improving adaptive capacity of vulnerable and food-insecure populations in Lesotho, UN World Food Programme, Lesotho/Africa

⁹⁰ Building urban climate resilience in south-eastern Africa (Madagascar, Malawi, Mozambique, Union of Comoros), UN-Habitat

local authorities underwent mandatory workshops on gender-responsive budgeting and planning⁹¹, while in Tunisia's the project trained PMU staff on participatory methodologies such as the Gender Action Learning System (GALS) to integrate gender-transformative approaches into livelihood programs⁹². Several PPRs also reported GALS training, for example combined with Farmer Field Schools (FFS) in Sierra Leone⁹³ or institutionalized through "champions" who cascaded gender equality in farming communities in Liberia⁹⁴.

(f) Monitoring, Evaluation, and Reporting

IE and EE facilitated compliance with the AF GP by institutionalizing gender accountability, primarily through incorporating sex and/gender-disaggregated indicators into M&E frameworks. For example, in Micronesia, the project updated its results framework and M&E system to integrate gender indicators⁹⁵. In Cambodia and Mongolia' sex-disaggregated attendance templates were used to document meeting attendance, promoting gender parity and women's engagement^{96,97}. Similarly, in Lesotho, collection and reporting of sex- and age- disaggregated data was maintained to support inclusive and gender-sensitive programming⁹⁸. Regular reporting cycles, such as Bangladesh's quarterly GAP reviews and biannual gender audits in regional programs, were reported to support continuous compliance with the AF GP⁹⁹. Projects such as the SPREP's in Federated States of Micronesia included training for PMUs on gender data analysis to identify gender components in monitoring activities as part of arrangements to comply with the AF GP¹⁰⁰.

3.2.3 Gender-responsive interventions

Gender-responsive interventions are integral to achieving sustainable, inclusive and effective climate adaptation. 67.9% of PPRs reported the completion of gender-responsive interventions as projected in the reporting period, which encompasses activities related to 1) shifting gender norms; 2) participation and leadership; 3) access to economic resources; 4) capacity building and training.

(a) Gender Norms and Power Dynamics

Projects reported implementing gender-responsive interventions to enhance awareness of gender roles and rights through targeted training, sensitization activities, and inclusive

⁹¹ Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan, Bhutan Trust Fund for Environmental Conservation, Bhutan/Asia-Pacific

⁹² Economic, Social and Solidarity Insertion for Resilience in the Governorate of Kairouan (IESS Adapt), International Fund Agricultural Dev, Tunisia/Africa

⁹³ Promoting Climate Resilience in the Cocoa and Rice Sectors as an Adaptation Strategy in Sierra Leone, International Fund Agricultural Dev

⁹⁴ Building Climate Resilience in Liberia's Cocoa and Rice Sectors, International Fund Agricultural Dev, Liberia/Africa

⁹⁵ Enhancing the Climate Resilience of vulnerable island communities in Federated States of Micronesia, Secretariat of the Pacific Regional Environment Programme, Micronesia, Federated States of/Asia-Pacific

⁹⁶ Climate Change Adaptation through Protective Small-scale Infrastructure Interventions in Coastal Settlements of Cambodia, UN-Habitat, Cambodia/Asia-Pacific

⁹⁷ Ger Community Resilience Project (GCRP), UN-Habitat, Mongolia/Asia-Pacific

⁹⁸ Improving adaptive capacity of vulnerable and food-insecure populations in Lesotho, UN World Food Programme, Lesotho/Africa

⁹⁹ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme, Bangladesh/Asia-Pacific

¹⁰⁰ Enhancing the Climate Resilience of vulnerable island communities in Federated States of Micronesia, Secretariat of the Pacific Regional Environment Programme, Micronesia, Federated States of/Asia-Pacific

community engagement. In Malawi, the project promoted gender equality by targeting women in beneficiary selection and encouraging men's participation in Village Savings & Loans (VSL) Clubs through sensitization, while household visioning sessions facilitated joint decision-making and heightened awareness of gender roles¹⁰¹. In Lesotho, over 5,500 women received training in food preservation, handling, and nutrition, thereby strengthening their expertise and reducing gender disparities in food system knowledge and practices¹⁰². In Gambia, the project conducted awareness-raising and sensitization sessions for both women and men, particularly community leaders, on land tenure rights and rental conditions, with a focus on equal rights¹⁰³.

(b) Participation & Leadership

Most projects' interventions actively promoted women's involvement in leadership roles, and community decision-making processes, both at the project and community level. In Guinea-Bissau, the project promoted equal participation of men and women in selecting capacity building beneficiaries¹⁰⁴. In the Dominican Republic, the ASOCARs (water management committees), were consolidated to allocate leadership positions equally between men and women, along with the establishment of the Provincial Gender Roundtable, a space to promote women's participation¹⁰⁵. In Gambia, support was provided to women and youth change agents to participate in a national climate change dialogue organized by the National Youth Council, including the development of guidelines and tools to help them implement climate adaptation practices through incentives for climate-resilient construction¹⁰⁶. In Lao PDR, the project promoted women's leadership and active participation in planning and maintaining water and sanitation infrastructure, with a target of at least 50% of beneficiaries being women¹⁰⁷. These interventions helped ensure that women's priorities shaped project design and outcomes, leading to more responsive and sustainable climate adaptation solutions. For example, in Indonesia, achieving nearly equal representation of women among project beneficiaries was reported to contribute to sustainable economic empowerment as well as improved water and sanitation facilities at the program location¹⁰⁸.

(c) Access to Economic Resources and Empowerment

Projects reported implementing interventions designed to increase women's access to productive resources such as agricultural inputs and training, grants, climate-resilient housing, climate-resilient livelihoods support, and integration into market systems. In Bangladesh, women-led households (widows, abandoned women, separated or divorced women) were prioritized as beneficiaries for climate-resilient housing and other project interventions, with women making up

¹⁰¹ Adapting to Climate Change through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, WFP, Malawi

¹⁰² Improving adaptive capacity of vulnerable and food-insecure populations in Lesotho, UN World Food Programme

¹⁰³ Rural Integrated Climate Adaptation and Resilience Building Project (RICAR), UN World Food Programme, Gambia/Africa

¹⁰⁴ Scaling up climate-smart agriculture in East Guinea Bissau, Banque Ouest Africaine de Developpement, Guinea-Bissau/Africa

¹⁰⁵ Enhancing Climate Resilience in San Cristóbal province, Dominican Republic Integrated Water Resources Management and Rural Development Programme, Dominican Institute of Integral Development of Dominican Republic, Dominican Republic/Latin America & Caribbean

¹⁰⁶ Rural Integrated Climate Adaptation and Resilience Building Project (RICAR), UN World Food Programme, Gambia/Africa

¹⁰⁷ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, UN-Habitat

¹⁰⁸ Safekeeping-Surviving-Sustaining towards Resilience: 3S Approach to Build Coastal City Resilience to Climate Change Impacts and Natural Disasters in Pekalongan City, Central Java Province, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

at least 50% of beneficiaries receiving livelihood technology, skills, and materials¹⁰⁹. In Malawi, the project promoted financial inclusion by providing women with start-up grants and facilitating their participation in Village Savings and Loan Clubs, thereby improving access to climate-resilient livelihoods¹¹⁰. In Mauritius and Seychelles, projects offered training to beneficiaries, most of them women, who signed social contracts to participate in project activities and receive daily stipends as part of improved livelihood support¹¹¹. In Vietnam, project activities generated employment for marginalized groups, including women through active involvement of the Local Women's Union¹¹²

(d) Capacity Building and Training

Projects implemented gender-responsive capacity building interventions to equip women with technical skills, leadership training, and inclusive participation in climate-related planning and decision-making. In Cameroon, the project trained women on bamboo processing and eco-entrepreneurship¹¹³ while in Sierra Leone, female cocoa farmers were trained in climate-smart techniques¹¹⁴. In the Dominican Republic, women in ASOCARs (water committees) received governance training¹¹⁵. In Lao PDR, women received training in developing climate-resilient town master plans¹¹⁶, while in Guinea-Bissau, women in Rural Climate Change Forums (RCCFs) were trained in adaptation planning¹¹⁷. In Bhutan, engineers, 70% of them women, were trained in climate-resilient water infrastructure and climate change adaptation, while Community Engagement Platforms were established across 13 Gewogs to mainstream climate change adaptation and gender into local planning¹¹⁸. In Gambia, women and youth participated in national climate dialogues and received training on adaptation practices and land rights¹¹⁹. In Bangladesh, leadership training under Cyclone Preparedness Program (CPP) was intentionally gender-inclusive, with efforts made to include female participants¹²⁰. In the Ecuador/Colombia border area, formal educational programs integrated gender modules, contributing to long-term capacity development among Afro and indigenous Awá women¹²¹.

¹⁰⁹ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme, Bangladesh/Asia-Pacific

¹¹⁰ Adapting to Climate Change Through Integrated Risk Management Strategies and Enhanced Market Opportunities for Resilient Food Security and Livelihoods, UN World Food Programme, Malawi/Africa

¹¹¹ Restoring marine ecosystem services by rehabilitating coral reefs to meet a changing climate future (Mauritius, Seychelles), UN Development Programme

¹¹² Enhancing the resilience inclusive and sustainable eco-human settlement development through small scale infrastructure interventions in the coastal regions of the Mekong Delta in Viet Nam, UN-Habitat, Viet Nam/Asia-Pacific

¹¹³ Increasing Local Communities' Resilience to Climate Change through Youth Entrepreneurship and Integrated Natural Resources Management, International Fund Agricultural Dev

¹¹⁴ Promoting Climate Resilience in the Cocoa and Rice Sectors as an Adaptation Strategy in Sierra Leone, International Fund Agricultural Dev

¹¹⁵ Enhancing Climate Resilience in San Cristóbal province, Dominican Republic Integrated Water Resources Management and Rural Development Programme, Dominican Institute of Integral Development of Dominican Republic

¹¹⁶ Building climate and disaster resilience capacities of vulnerable small towns in Lao PDR, UN-Habitat

¹¹⁷ Scaling up climate-smart agriculture in East Guinea Bissau, Banque Ouest Africaine de Developpement

¹¹⁸ Adaptation to Climate-Induced Water Stresses through Integrated Landscape Management in Bhutan, Bhutan Trust Fund for Environmental Conservation

¹¹⁹ Rural Integrated Climate Adaptation and Resilience Building Project (RICAR), UN World Food Programme/Gambia

¹²⁰ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme

¹²¹ Building adaptive capacity through food and nutrition security and peacebuilding actions in vulnerable Afro and indigenous communities in the Colombia-Ecuador border area (Colombia, Ecuador), UN World Food Programme

3.2.4 Lessons learned

Through annual PPR, IEs are required to report lessons learned in the integration of gender considerations within their projects during the reporting period. 87.5% of the reviewed PPRs reported having identified lessons learned related to their gender mainstreaming.

One of the key recurring lessons was the transformative impact of inclusive participation. Projects that actively engaged women in consultations, decision-making, and implementation reported more nuanced and comprehensive understandings of community needs and more sustainable outcomes. In Bangladesh, engaging women in local consultations not only improved targeting but also facilitated the identification of potential beneficiaries for various interventions¹²². In East Africa, women-only consultations provided critical insights that informed sub-project planning and empowered women to take leadership roles in resilience and social transformation¹²³. The findings further highlighted that gender equality interventions are most effective when both women and men are actively engaged, each recognizing and assuming unique but equally valuable roles in building climate resilience¹²⁴. Notably, increased female participation in climate resilience activities, such as developing early warning systems and leading reconstruction, was linked to more effective community response to climate-induced natural disasters, as demonstrated in Mozambique and Malawi¹²⁵.

Several projects linked gender equality to economic opportunities and empowerment. For examples, lessons from the project in Bangladesh showed that supporting women's engagement in home-based income-generating activities can improve their economic empowerment¹²⁶. Additionally, providing women with productive resources lead to positive outcomes. For example, in Sierra Leon, land lease agreements increased female participation in project activities¹²⁷. Similarly in Moldova, tailored financial mechanisms (e.g., grants for women-led farms) improved women's participation in rural based agricultural enterprises¹²⁸. Furthermore, providing women with income-generating activities that align with their traditional roles, such as home-based work like poultry and gardening in Bangladesh¹²⁹, or gender-adaptive aquaculture like seaweed cultivation in Indonesia, significantly increased their participation and benefits in project initiatives¹³⁰.

Another key lesson was the importance of institutional capacity and gender mainstreaming, with strong institutions and training playing a vital role for advancing gender

¹²² Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme, Bangladesh/Asia-Pacific

¹²³ Building urban climate resilience in south-eastern Africa (Madagascar, Malawi, Mozambique, Union of Comoros), UN-Habitat

¹²⁴ Building urban climate resilience in south-eastern Africa (Madagascar, Malawi, Mozambique, Union of Comoros), UN-Habitat

¹²⁵ Building urban climate resilience in south-eastern Africa (Madagascar, Malawi, Mozambique, Union of Comoros), UN-Habitat

¹²⁶ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme

¹²⁷ Promoting Climate Resilience in the Cocoa and Rice Sectors as an Adaptation Strategy in Sierra Leone, International Fund Agricultural Dev

¹²⁸ Talent Retention for Rural Transformation – Adapt (TART-Adapt), International Fund Agricultural Dev, Moldova, Republic of/Eastern Europe

¹²⁹ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme

¹³⁰ Enhancing the adaptation capability of coastal community in facing the impacts of climate change in Negeri (village), Asilulu, Ureng and Lima of Leihitu District Maluku Tengah Regency Maluku Province, Partnership for Governance Reform (Kemitraan) of Indonesia, Indonesia/Asia-Pacific

equality. In Central America, integrating gender-responsive structures contributed to sustained progress¹³¹, while in the Dominican Republic, partnerships with the Ministry of Women's Affairs and municipal Gender Units strengthened policy implementation at the local level¹³². Projects used gender-disaggregated data to monitor developments and inform decisions. In Bangladesh, a robust monitoring and evaluation framework facilitated effective tracking and promotion of women's participation throughout the project cycle. In Micronesia, gender-disaggregated reporting also enabled identification of key roles within project communities¹³³.

Local adaptation projects show that adapting to local cultural norms especially in conservative societies has increased women's participation, for example, the project in Syria observed increased female engagement through women-only Farmer Field Schools¹³⁴, while ACREI project found that locally held trainings had higher female turnout than those requiring travel¹³⁵. In Bangladesh and Indonesia, lessons learned demonstrated that adjusting livelihood activities to align with gender roles, like home-based poultry or seaweed farming, was associated with boosted women's involvement¹³⁶.

3.2.5 Capacity Gaps and Grievances

AF-funded projects should report capacity gaps affecting their GP compliance during implementation. Data shows that 5.4% of the reviewed PPRs reported such capacity gaps were identified. However, information related to actions taken to address those gaps or the outcomes were generally not provided. Furthermore, AF-funded projects must establish a grievance mechanism to review and address gender-related complaints arising from the projects. Only 3.6 % of PPRs reported having received complaints related to gender equality. For example, in Comoros, women raised concerns about water tank security, particularly in the evenings, to prevent misuse, and called for the rapid establishment of a management committee to oversee the tanks. Additionally, both women and men in the community voiced complaints about the prolonged closure of a main passage due to drainage work, which had been replaced by a secondary route¹³⁷

¹³¹ Use of Nature-based Solutions to Increase Resilience to Extreme Climate Events in the Atlantic Region of Central America (Belize, Guatemala, Honduras), Central American Bank for Economic Integration

¹³² Enhancing Climate Resilience in San Cristóbal province, Dominican Republic Integrated Water Resources Management and Rural Development Programme, Dominican Institute of Integral Development of Dominican Republic

¹³³ Enhancing the Climate Resilience of vulnerable island communities in Federated States of Micronesi. Secretariat of the Pacific Regional Environment Programme (SPREP)

¹³⁴ Increasing the climate change resilience of communities in Eastern Ghouta in Rural Damascus to water scarcity challenges through integrated natural resource management and immediate adaptation interventions, UN-Habitat, Syrian Arab Republic/Asia-Pacific

¹³⁵ Agricultural Climate Resilience Enhancement Initiative (ACREI) (Ethiopia, Kenya, Uganda), World Meteorological Organization

¹³⁶ Adaptation Initiative for Climate Vulnerable Offshore Small Islands and Riverine Charland in Bangladesh, UN Development Programme

¹³⁷ Building urban climate resilience in south-eastern Africa (Madagascar, Malawi, Mozambique, Union of Comoros) UN-Habitat

4. CONCLUSIONS

The results of the FY25 GSC implementation demonstrate notable progress in gender mainstreaming across the Fund's portfolio. The findings from the application of GSC both the "Quality at Entry" and "Quality During Implementation" show an increased integration of gender equality and women's empowerment into projects and programmes by IE.

For quality at entry, the findings reveal robust efforts. Data shows that 83% of the reviewed CNs and FPs featured a gender analysis, at their first submission, prior to the Secretariat's technical review. These analyses typically went beyond basic assessments, frequently identifying gender-related risks, opportunities for equal participation, and providing both general and project-specific gender statistics. Nearly all FPs identified gender-related risks and impacts, describing the context of gender relations and reflecting a deepening understanding of the gendered dimensions of climate adaptation.

Projects increasingly adopted inclusive consultation methods to engage women and marginalized groups. Approaches such as separate focus groups, culturally adapted facilitation, and partnerships with gender-focused institutions enhanced participation and community ownership. The use of gender-responsive indicators and project-specific gender action plans further established a foundation for impact measurement and accountability.

Regarding quality during implementation, the GSC results identified key GEWE-related issues, institutional arrangements in place for compliance with the AF GP, gender-responsive interventions, and lessons learned. Barriers to women's participation and leadership continue to be a significant concern. Factors such as prevailing social norms, male-dominated governance structures, and the dual burden of unpaid care work and labor-intensive activities restrict women's involvement in both decision-making and project activities. While initiatives aimed at economic empowerment demonstrate potential, they sometimes lead to unintended negative consequences, such as increased risks of GBV, which underscores the need for thorough risk assessment and mitigation strategies. Capacity gaps among implementing and executing entities also hinder effective gender mainstreaming. Limited institutional expertise, inadequate training, and challenges in engaging marginalized groups, such as indigenous women, were frequently reported.

Nevertheless, projects have implemented gender-responsive interventions that address structural barriers to equality. These include initiatives that promote women's leadership, improve access to economic resources, challenge discriminatory norms, and build institutional capacity. Increasingly, projects are adopting gender-transformative approaches, seeking not only mitigate risks but also to shift power dynamics and support sustainable social change. Examples include training programs specifically designed for women's needs, inclusive infrastructure design, and the deployment of participatory tools like GALs.

The FY25 GSC underscores several key lessons:

- **Inclusive participation** enhances understanding of community needs and yields sustainable outcomes.

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- **Engaging both women and men** fosters shared ownership of gender equality initiatives.
 - **Economic empowerment** should include robust safeguards to prevent and mitigate adverse impacts and unintended consequences such as GBV.
 - **Institutional capacity is a critical enabler**—projects with dedicated gender focal points, alignment with national gender policies, and partnerships with women’s organizations demonstrate more effective implementation.

While the FY25 GSC highlights encouraging progress in gender mainstreaming, there remain areas that would benefit from additional enhancement to achieve comprehensive implementation. For instance, only a few projects reported in detail on capacity gaps and/or grievances related to gender equality. This limited reporting does not necessarily confirm the absence of such issues; rather, it may reflect that these matters are not being systematically captured or communicated. In cases where information was provided in the PPR, details on the nature of the capacity gaps or grievances, actions taken in response, and outcomes achieved were frequently omitted. This underscores the need for improved clarity and consistency of reporting mechanisms, which would enable the Fund and its partners to better identify and address emerging challenges in a timely and effective manner.

In conclusion, the FY25 GSC offers valuable insights into the status of gender mainstreaming across the AF portfolio. Strengthening institutional capacity, refining reporting mechanisms, and fostering innovation in gender-responsive programming are identified as important steps for advancing the Fund’s commitment to gender equality and the empowerment of women and girls.