

Readiness Write-shop
Manila, Philippines
May 2026



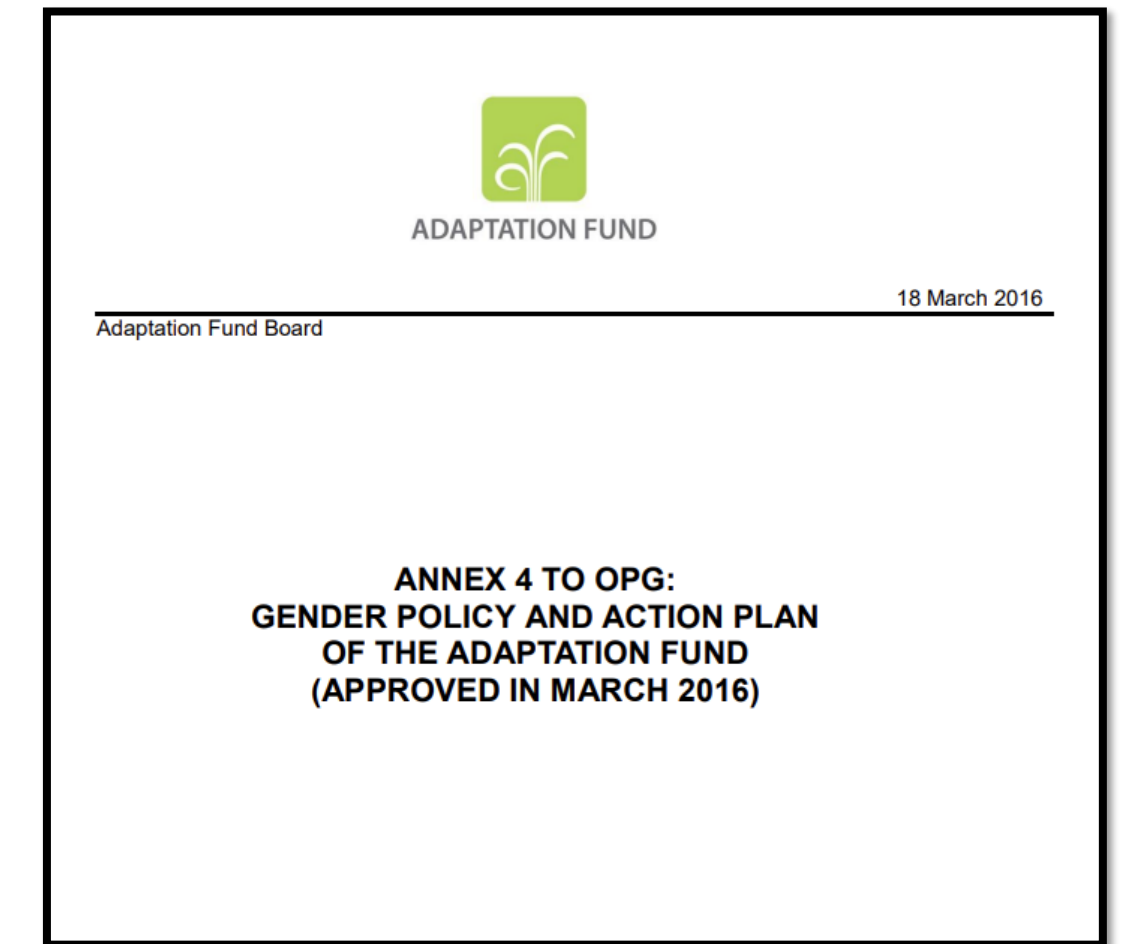
ADAPTATION FUND

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

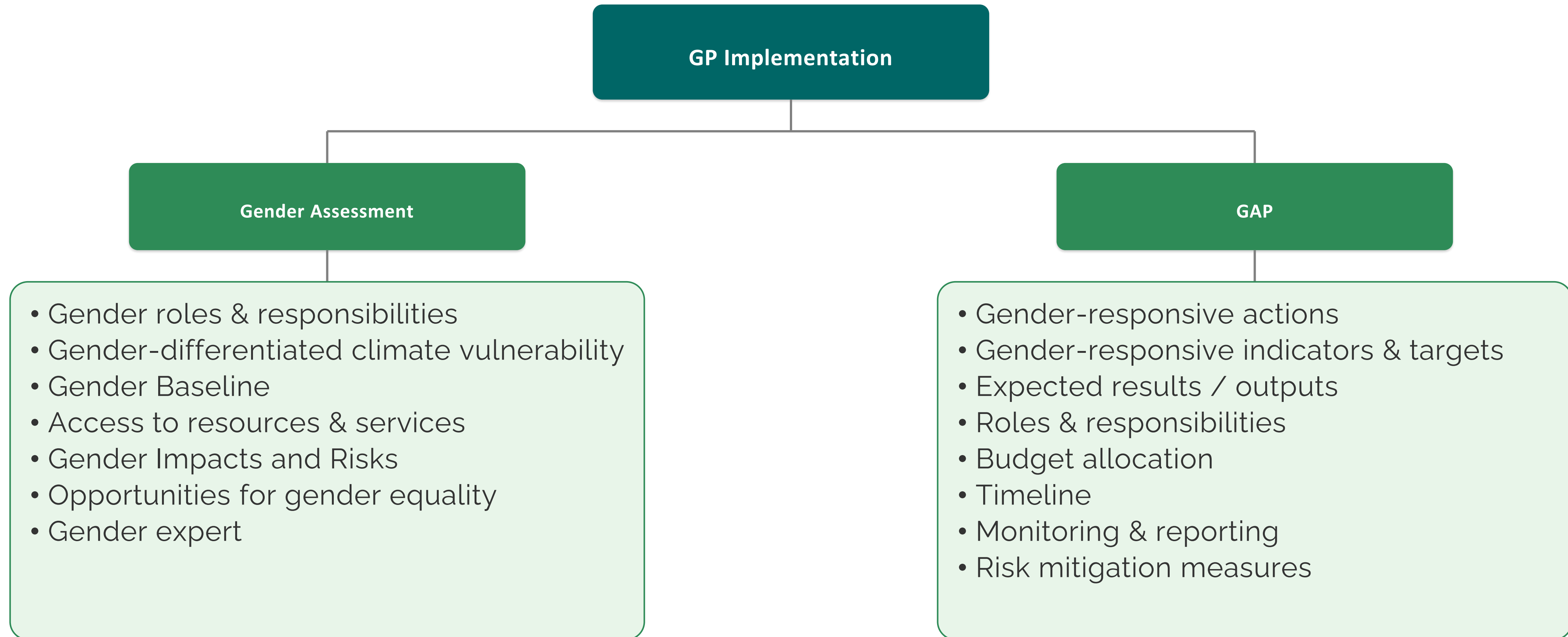


✓ Gender Action Plan:

- While also required as an **Annex**, 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.



Implementing the Gender Policy





Mainstreaming Gender



Section	Concept	Full Proposal
Background	Identify gendered vulnerability: Women's roles (e.g., agriculture, water collection)	Full gender analysis: Evidence-based (Roles, Needs, Risks and Opportunities)
Rationale	Link gender to vulnerability: Explain why addressing gender improves adaptation	Link to adaptation outcomes: Gender gaps → project design → adaptation outcomes
Components	Indicate inclusion and gender-responsive direction	Design gender-responsive activities, derived from gender analysis
Consultation	Evidence of preliminary gender-inclusive consultation	Comprehensive gender consultation: meaningful participation and influence on project design
ESP/GP	Initial assessment: risks, potential impacts and mitigation direction.	Full gender analysis, GAP & risk management
Implementation	Intent	Identify roles, capacities and responsibilities
Results	Basic indication of gender-sensitive outcomes	Gender indicators (mandatory), Sex-disaggregated data
M&E	Minimal	Gender monitoring system, Evaluation of gender impacts
Budget	Gender expert	Gender-budgeted activities, GAP implementation
Sustainability	General: inclusion and long-term benefits	Gender equality outcomes sustained



GAP Example



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?		✓



Frequently Asked CRs and CARs



Gender Assessment

- **CR:** Clarify how the initial gender assessment informed the project design; include both quantitative (sex-disaggregated data) and qualitative insights.
- **CAR:** Conduct a comprehensive gender assessment early in the design stage — not retroactively — covering gender roles, needs, risks, and opportunities.

Gender Action Plan (GAP)

- **CR:** Clarify how GAP indicators are integrated into the overall results framework with clear timelines and budget.
- **CAR:** Include a project-specific GAP with concrete actions, responsibilities, timelines, indicators, and dedicated budget allocation.

Gender-Responsive Indicators

- **CR:** Explain how gender-responsive indicators are broken down at objective, outcome, and output levels.
- **CAR:** Include sex-disaggregated indicators and targets in the results framework at all levels.

Stakeholder Consultations

- **CR:** Provide evidence that women and marginalized groups were meaningfully consulted and explain how their input shaped the project.
- **CAR:** Conduct gender-responsive consultations beyond attendance — document how findings influenced design and safeguards.

M&E and Grievance Mechanisms

- **CR:** Describe how the gender-responsive monitoring system tracks gender equality outcomes over time.
- **CAR:** Ensure the grievance mechanism is gender-sensitive, accessible, confidential, and responsive to gender-based concerns.



Resources



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

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ADAPTATION FUND

COST EFFECTIVENESS & FCA



Cost-Effectiveness: Key Considerations

Key Criteria

Is the project/programme cost-effective?

- **Logical Scope & Approach:** Provide a clear rationale for the selected scope, scale, and intervention approach
- **Sustainability:** Demonstrate cost-effectiveness from a long-term sustainability perspective
- **Alternatives Analysis:** Compare alternative options to the proposed measures and justify the chosen approach
- **Intervention Comparison:** Compare to other possible interventions that could have been implemented
- **Regional Context:** In the case of regional proposals, explain why a regional approach is more cost-effective than national projects

Other Practical Guidance:

- Quantified cost-per-beneficiary or cost-per-outcome data
- Evidence that the approach maximizes adaptation impact per dollar
- Consideration of maintenance and operational costs beyond project lifetime



COST EFFECTIVENESS

A project or programme must explain cost effectiveness

This may include:

- Logical explanation of the selected scope and approach
- Sustainable point of view
- Alternative options to the proposed measures
- Comparisons to other possible interventions that could have taken place
- In the case of regional proposal, in addition to above, should demonstrate the regional approach is cost effectiveness





Proposal Example – Bhutan: Regular Project

Brief Contents:

Integrated landscape management to address climate-induced water stress in 3 dzongkhags

- US\$ 9.95M regular project benefiting 36,464 people across 13 gewogs
- Combines watershed restoration, climate-resilient water infrastructure, and early warning systems

Cost-Effectiveness:

- **Integrated Approach:** Landscape-level watershed management addresses multiple vulnerabilities simultaneously, reducing per-beneficiary costs
- **Community Participation:** Payments for Ecosystem Services (PES) scheme ensures local ownership and reduces long-term maintenance costs
- **Infrastructure Efficiency:** Climate-resilient HDPE pipe systems replace traditional channels, reducing water losses by up to 40%
- **Scalable Model:** Builds on proven government Water Flagship Programme, leveraging existing institutional capacity

Review Perspective:

- Cost per beneficiary of ~US\$274 compares favorably to similar water adaptation projects in the region
- Integrated landscape approach more cost-effective than addressing water, agriculture, and ecosystem separately
- National Implementing Entity (NIE) direct access reduces transaction costs compared to MIE delivery



Full Cost of Adaptation Reasoning

Key Criteria

Funding on full adaptation cost basis

- **Definition:** Costs associated with implementing concrete adaptation activities that address adverse effects of climate change
- **No Co-financing Required:** The AF does not require co-financing; projects should deliver outcomes independently of other funding
- **Climate Rationale:** Establish clear links between proposed activities and current/future climate vulnerabilities
- **No Baseline Separation Needed:** Proponents do not need to separate business-as-usual development costs from adaptation costs
- **Optional Co-financing:** While not required, co-financing is possible and often cost-effective when implemented in parallel with other projects

Practical Requirement:

- The proposal must justify that project activities are relevant to adaptation objectives and can achieve these objectives solely with AF funding, without additional donors



Proposal Example – Bhutan: Full Cost of Adaptation

Brief Contents:

Adaptation to Climate-induced Water Stresses through Integrated Landscape Management

- Climate-resilient drinking water and irrigation infrastructure for water-stressed mountain communities
- Ecosystem-based adaptation through watershed restoration and sustainable land management
- AF grant of US\$ 9.95M fully funds all adaptation components without co-financing dependency

Full Cost of Adaptation Compliance:

- **Stand-alone Delivery:** All project outcomes achievable solely through AF grant; no co-financing required or assumed
- **Climate Rationale:** Directly addresses erratic rainfall, drying springs, and seasonal water shortages caused by climate change
- **Additionality:** Interventions go beyond existing government water programme by adding climate-specific resilience measures
- **Sustainability:** PES schemes and Water User Associations provide institutional and financial sustainability beyond project lifetime



Harmonization of Costs and Fees

Implementing Entity (IE) Fee

Project cycle management services including project supervision

- **Staff:** IE staff salary associated with project oversight
- **Corporate Activities:** Policy support, portfolio management, reporting, outreach and knowledge sharing
- **Project Cycle Management:** Project preparation, management oversight, financial management, quality assurance
- **M&E Supervision:** BDR, annual PPRs, mid-term evaluation, final evaluation, project completion report, ESMP and gender monitoring
- **Travel:** Project supervision missions, steering committee
- **Audit:** All audit-related costs including compliance verification and cost of audit

Execution Entity (EE) Costs

Direct day-to-day administration of project activities

- **Staff:** Salary of project officers and M&E officers
- **M&E Support:** BDR, annual PPRs, project completion report, ESMP monitoring, gender monitoring, grievance mechanism, project financial reports
- **Stakeholder Engagement:** Consultation meetings, workshops, and communication costs
- **Travel:** Project supervision missions, steering committee meetings
- **Office Facilities:** Direct costs for office space and operational facilities related to project execution

Not Covered through AF Grant

Items excluded from AF funding

- Government-seconded staff
- Independent reviews or evaluations of projects and programmes by the AF Board

Cost & Fee Formulas

Project/Programme Activities Cost = **A**

Execution Cost (EE) = **B** (capped at 9.5% of A+B) (10% for Regional)

Total Project Cost = **A + B**

Implementing Entity Fee = **C** (capped at 8.5% of A+B) (10% for Regional)

Total Financing Requested = **A + B + C**

Thank You



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