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## Short course 3: *Gender Equality and Social Inclusion for Climate Finance*

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## List of acronyms and abbreviations

AF	Adaptation Fund
CIF	Climate Investment Funds
GCF	Green Climate Fund
GEF	Global Environmental Facility
GESI	Gender Equality and Social Inclusion
UNDP	United Nations Development Programme
UNEP	United Nations Environment Programme
NAP	National Adaptation Plans
NDCs	Determined Contributions

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## Course Introduction

Climate change affects different groups in diverse ways, with women, and marginalized and vulnerable communities often experiencing greater challenges due to socio-economic disparities. Understanding Gender Equality and Social Inclusion (GESI) helps pinpoint and address these particular vulnerabilities in climate finance strategies. This course will provide participants with the knowledge and skills needed to design and implement climate finance initiatives that are fair, inclusive, and effective.

## What to find in this course and where?

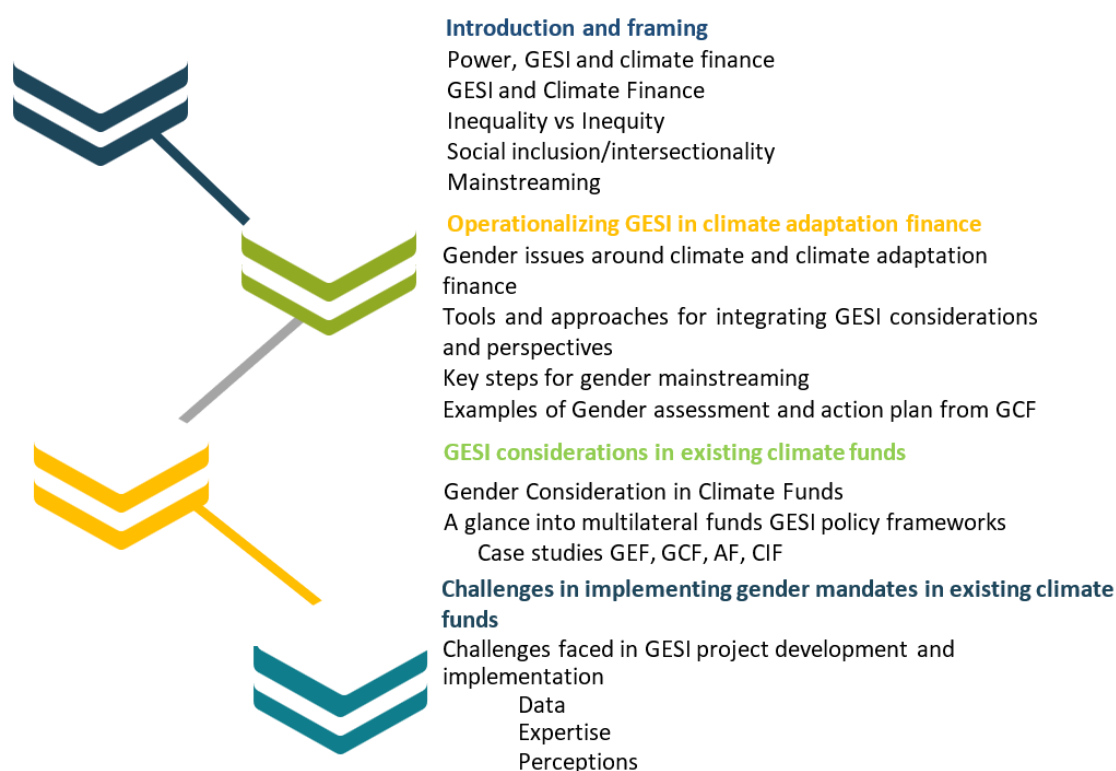
The content of the GESI course responds to the objectives and outcomes of the course as illustrated in Figure 1. The course is made up of four sessions;

Session 1: GESI framing and reflections.

Session 2: GESI aspects of climate adaptation finance

Session 3: GESI considerations in existing Climate Funds

Session 4: Challenges in implementing gender mandates in existing Climate Funds



**Figure 1:** GESI course objectives and outcomes

## Session one – GESI Introduction and Framing

### 1.1. Introduction

Creating inclusive and effective climate finance adaptation strategies necessitates an understanding of concepts such as GESI, power, intersectionality, and positionality. This understanding ensures that the diverse needs and vulnerabilities of different groups are recognized and addressed, promoting equity. Recognizing power dynamics and intersections aids in identifying and mitigating potential biases and inequalities in adaptation measures. This comprehensive approach enhances the resilience and sustainability of climate finance initiatives, making them fair and beneficial for all stakeholders.

### 1.2. Learning objectives

On completion of the session, you will be able to:

- Better understand the meaning of different GESI related concepts and explain them to others;
- Recognize and understand GESI concepts and themes within broader discourses;
- Apply GESI concepts within your own work.

### 1.3. Power, GESI, and Climate Finance

In this session, we will take a closer look at some of the terminology used to help us work with nuanced framings, why these concepts are important to climate change and adaptation programming, and how these concepts have been operationalized in such programming and policies.

The way in which different people engage with climate finance (from proposal development to practical application) are incredibly varied, and understanding how power associated with climate finance manifests is central to understanding these varied experiences.

**Power** is present in any situation where people interact with one another, and how power is exercised in different situations is sometimes referred to as power dynamics or power relations. Power can be influenced and managed, in that the way in which power relations play out in different circumstances can create more, or less, equitable, inclusive and productive outcomes. This is the case with regards to climate finance where the exercise of power can be seen in many different ways including who (and how) different actors can contribute to proposal development and policy actions. For instance, who has money, who is asking for money, who

decides how grant applications will be written, who can write applications, who can access climate finance, who decides how the money is spent, and how the money is spent and to whose benefit.

**Gender** is an important lens through which power interacts with climate finance to create different, and at times problematic, experiences for different people. In this course we will utilize the concept of Gender, Equality, and Social Inclusion (GESI), which refers broadly to the range of social categories and attributes that influence a person's experience with different dimensions of climate finance in more or less positive and negative ways. For example, some of these categories and attributes can be summarized as men, women, young, old, able-bodied, disabled, married, unmarried, migrant, non-migrant, rich, poor, senior, junior etc. In other words, gender is more about equity and empowerment for all relevant stakeholders.

## 1.4. GESI and Climate Change

Climate Change impacts some people more, and in more drastic ways, than others. The brunt of impacts affects those who are dependent on natural resources for their livelihoods and live in places prone to droughts, floods, and extreme weather events. Poorer people are also more at risk of severe impacts from climate change because they have fewer resources to help them adapt to the impacts of rapid and substantial climatic changes.

Many decades of research has clearly demonstrated that women and girls are often among the most vulnerable members of a community and are most at risk from climate change. This has largely been shown to be linked to the unequal decision power of women over use of household resources, unequal participation in formal job markets due to social norms and structures, unequal access to agricultural land and use rights, and unequal representation in policy and decision-making circles at all levels, among other issues.

## 1.5. Gender Mainstreaming

The intentional and concentrated effort to promote the equal consideration of and participation of women in all stages of development policies and programming in general and climate change programming in particular is referred to as gender mainstreaming.

In 1997, the UN Economic and Social Council defined gender mainstreaming as: “The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal



spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.” (Report Of The Economic And Social Council For 1997 (A/52/3, 18 September 1997)).

Since that time, a number of different tools and approaches have been developed to ensure that the needs and experiences of women are being integrated into climate change policies and interventions across scales. This includes the use of **gender analysis** and **gender impact assessment**, which are tools to help identify gendered norms, roles, responsibilities, expectations, and structures that can influence the level of gender equality within a planned or existing policy or intervention, and that can help guide what actions are needed to help ensure equal benefits of proposed programs and policies for both men and women.

## 1.6. Inequality vs Inequity

Throughout discourse relating to GESI, you will hear the terms equality and equity, and conversely inequality and inequity. The following definitions of inequality and inequity can help to understand the differences between these terms (Figure 2).

Inequality: is when someone has less than an equal share of something (e.g. resources, time, money, opportunities). An example of inequality is unequal pay for equal work, for instance when many women make less than their male colleagues for doing the same job.

Inequity: means systematic and patterned differences in well-being that disadvantage one group in favor of another caused by past and current decisions, systems of power and privilege, and policies. Addressing inequity, therefore, goes beyond offering equal treatment or benefits to everyone by also addressing the fact that not everyone starts from the same place or needs the same things to achieve wellbeing.

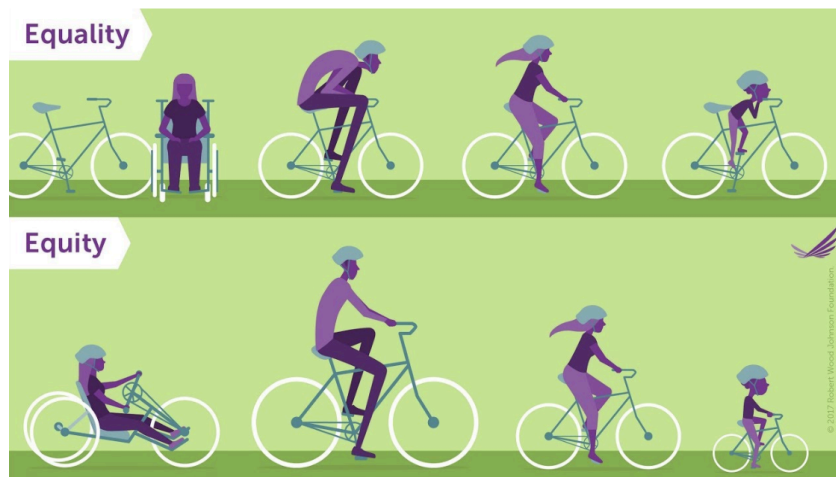
**Figure 2: Equality vs. Equity**

Both equality and equity are critical considerations that underscore the importance of understanding and considering differential impacts and benefits which may accrue to individuals with different identities when you are designing a policy, project, or program.

## 1.7. Intersectionality

A binary conceptualization of gender (in other words framings of gender that are limited to only the two categories of men and women) has predominated in both earlier, as well as current, examples of gender mainstreaming. This framing is useful at times; for example, in helping to illuminate genuine and stark differences in the experiences of men and women and the need for greater support of womens' needs, perspectives, and aspirations. However, at times, this binary framing has also resulted in a "one size fits all" approach to development and climate change adaptation issues that problematically assumes that the experiences of all women are the same and that the experiences of all men are the same.

All too often, climate-focused programs and projects that claim to consider gender still rely upon conventional and preconceived assumptions about what different identities mean in a given place, and what vulnerabilities those identities produce in particular places. When carried out without attention to intersecting influences of identity in shaping how people experience the world, the explanatory value of binary framings for understanding real experiences of diverse people often falls short of what could potentially be accomplished. In this context, the use of more holistic approaches that explore the multiple intersections of identities, knowledge, power, and agency can be a more powerful tool for understanding vulnerability, and adaptation



responses.

**Intersectionality** as a concept first originated in the late 1980s and early 1990s. Intersectionality has been defined<sup>1</sup> as “the interaction between gender, race and other categories of difference in individual lives, social practices, institutional arrangements, and cultural ideologies and the outcomes of these interactions in terms of power.” Intersectionality brings to light what is not seen when gender, race, nationality, class, etc are taken as separate, rather than inherently interrelated, categories.

“Intersectionality is a lens through which you can see where power comes and collides, where it interlocks and intersects. It’s not simply that there’s a race problem here, a gender problem here, and a class or LGBTQ problem there. Many times [those framings] erase what happens to people who are subject to all of these things.” (Kimberlé W. Crenshaw). In any given situation, people may be experiencing the same external factors but you can use an intersectional lens for examining differences in the way people are able to exercise their own decision-making.

These more expansive framings of difference have informed more recent terminology for gendered and other types of social difference, resulting in our current use of GESI as an umbrella term to help capture influential differences that can influence the diverse experiences of different people dealing with climate change impacts. *It is important to note, however, that many initiatives still use binary framings of gender (men and women) for a variety of reasons and both approaches have positive attributes and drawbacks.* Throughout this short course we will reference policies, programs, and finance mechanisms that rely on an array of framings for different purposes.

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<sup>1</sup> Davis (2008, p. 68)

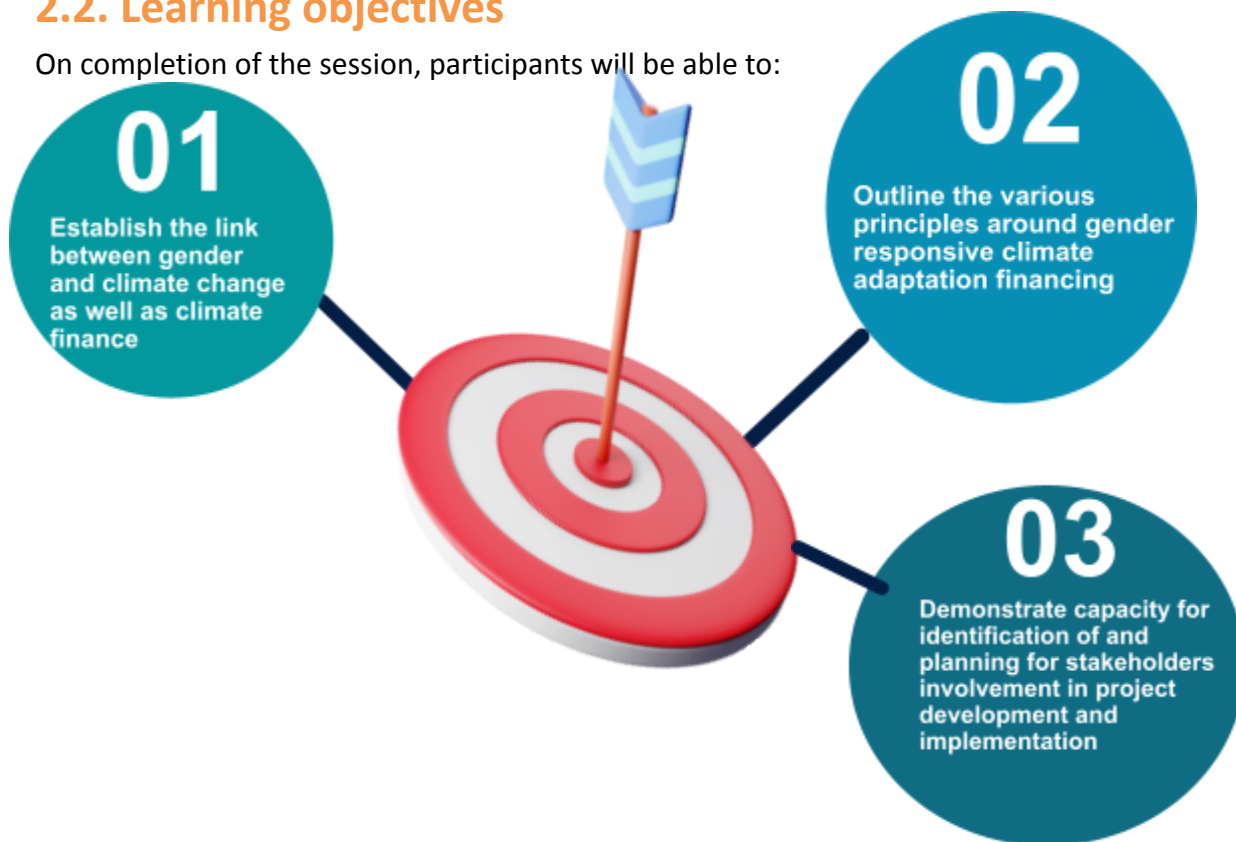
## Session two – Operationalizing GESI in climate adaptation finance

### 2.1. Introduction

The foregoing discussions in Session one around gender mainstreaming and gender analysis lead us into establishing the link between gender and climate change as well as climate finance. This session takes trainees through the importance of gender to climate vulnerability as well as gender responsive climate. This focus provides an entry point into understanding the link between gender and climate finance as well as climate action and solutions. This is as a precursor to stakeholder planning and engagement for GESI in financing adaptation.

### 2.2. Learning objectives

On completion of the session, participants will be able to:



### 2.3. Why is GESI important to climate adaptation financing?

Climate adaptation that does not take into account gender disparities and differential impacts may unintentionally reinforce vulnerabilities. ODI and HBF (2022) echoes this and highlights that climate financing instruments delivering adaptation funding can, if not using a GESI framing, inadvertently exacerbate tendencies to discriminate against women, and other disproportionately marginalized members of society.

“The challenge remains to work toward systematic integration and go beyond a gender ‘add-on’. A truly gender-responsive approach to funding climate actions will not only address how funding decisions are made and implemented, but will fundamentally alter the focus of funding operations”<sup>2</sup>.

### 2.4. Integrating GESI into Projects, Policies, and Programming

There is increasing evidence that funded adaptation programmes that consider gender dynamics are more effective and efficient.<sup>3</sup> When beginning to think about operationalizing GESI, it is useful to remember that no one is a completely objective observer. Every human comes with their own unique blend of experiences, values, culture, traditions, and beliefs (called our ‘**positionality**’) that influence our ideas and opinions. Learning to see your own positionality, and to think about how it shapes your work, can help you become more transparent, rigorous, and ethical.

Focusing on how your own assumptions and experiences may influence your decisions about what questions you are (or are not) asking, which people or data you are (or are not) including, how you interpret research findings, and what data you feel are valuable is important for being able to justify or communicate the value of your work to others. This type of reflection can also help you sharpen your ability to consider how the experiences and values of others also shape and influence their choices and actions, in ways that may differ from what you yourself might have done.

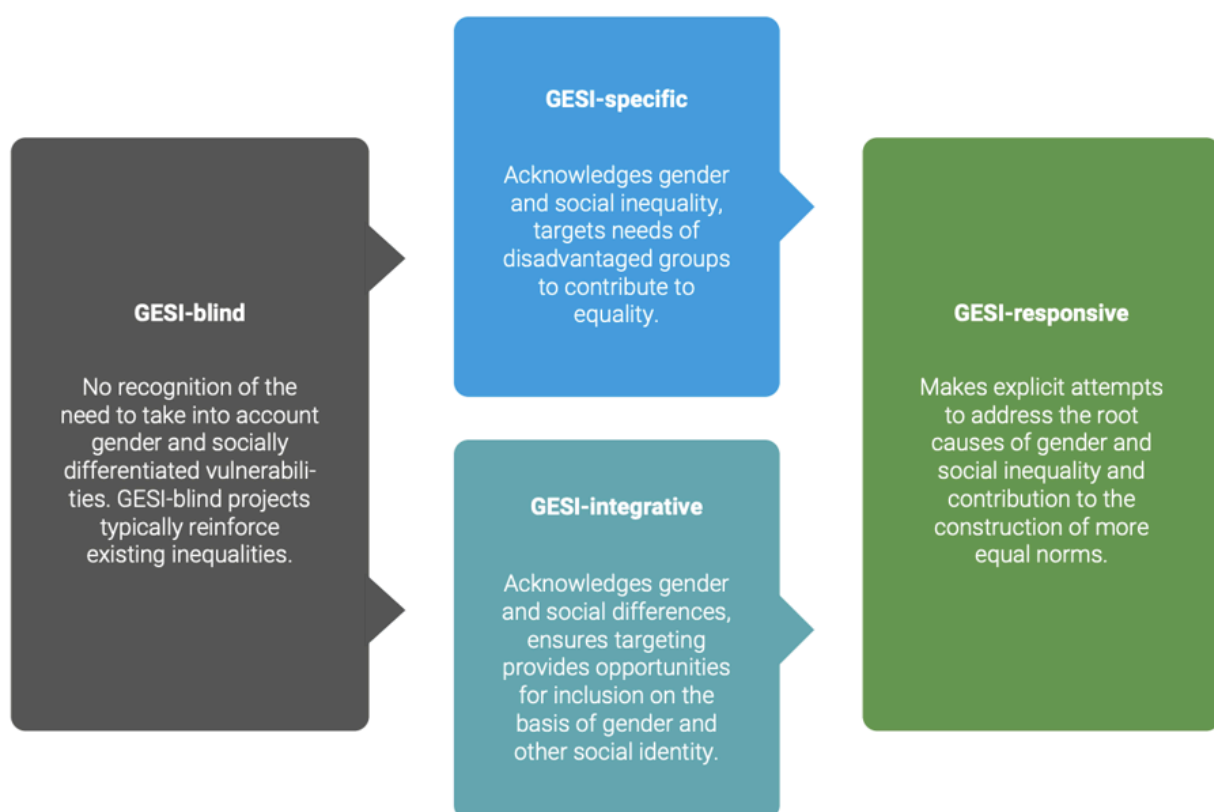
### 2.5. How to mainstream gender in action plans

There are a variety of tools and approaches for integrating GESI considerations and perspectives into your climate-related work. Such approaches could include a baseline gender assessment and analysis that “compares and assesses, according to gender relevant criteria, the current situation and trend with the expected development resulting from the introduction of the

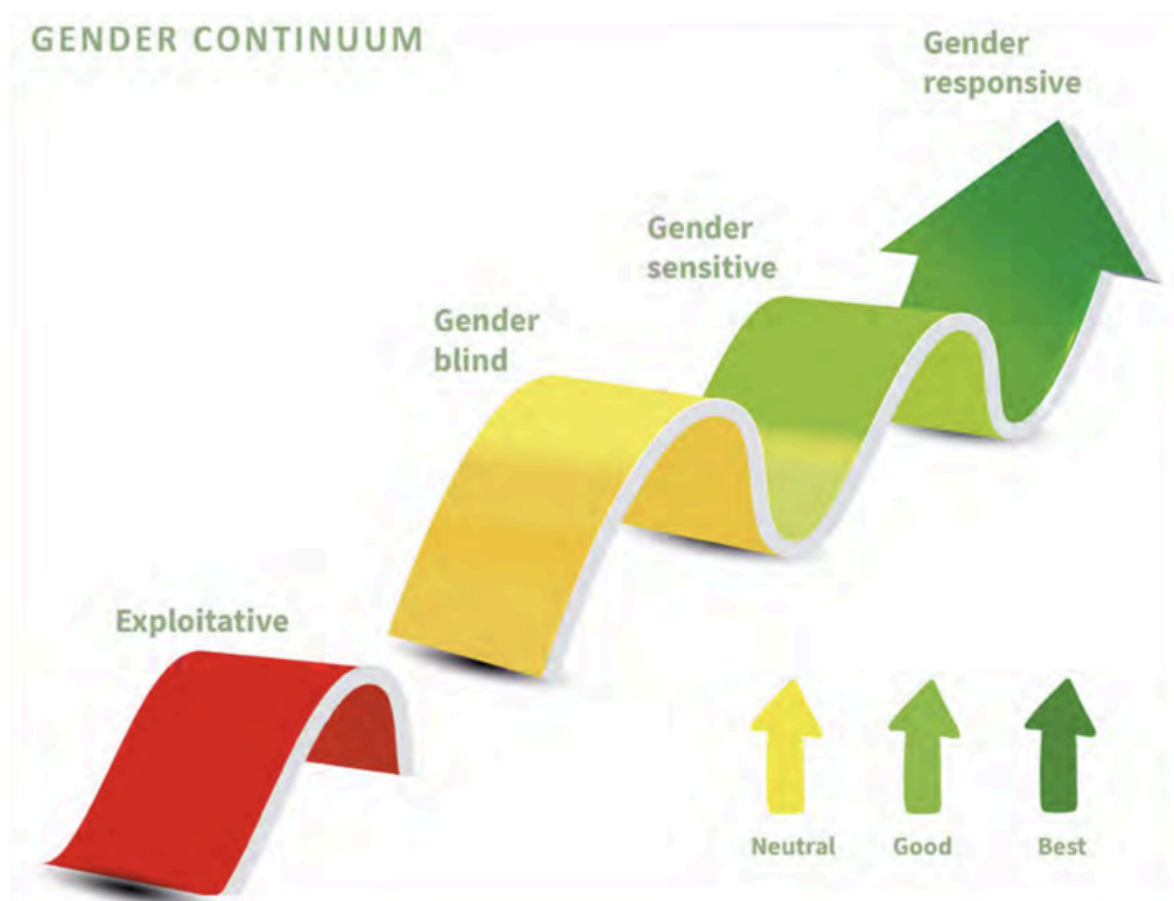
<sup>2</sup> Schalatek, L (2019) Climate Finance Fundamentals 10 - Gender and Climate Finance. <https://us.boell.org/sites/default/files/2019-11/CFF10%202019%20%5bENG%5d%20DIGITAL.pdf>

<sup>3</sup> (Roy et al. 2022; United Nations Development Programme 2018; Grabowski and Essick 2020; Soanes et al. 2021; in the UNEP Adaptation Finance Gap Update 2023 (p. 66)).

proposed policy, [program, or action]” (European Commission, 2024) for men and women, such an approach might be classified as GESI-specific or GESI-Integrative according to the modified continuum used in the UNEP Adaptation Finance Gap Update 2023 (See Figure 3). Alternatively, a more progressive approach may include GESI-responsive (See Figure 4) efforts including in-depth stakeholder mapping, key interviews, focus groups, and other participatory methods for gaining deeper understanding of underlying root causes of inequality and inequity for broadly diverse groups of people, and critical reflection on how proposed actions, policies and programs could serve to perpetuate or address those root causes and inequalities. A gender-focused continuum can be found in Figure 3.



**Figure 3:** The modified GESI continuum used in the Adaptation Finance Gap Update 2023



**Figure 4:** Gender Continuum ([Knowledge for Climate Finance Mobilization- Designing gender-responsive projects for climate finance, 2020](#))

This continuum highlights that when gender and broader GESI dimensions are ignored, they have the potential to either be gender-neutral or “gender blind” or, and more concerning, exploitative. In a gender-blind case, a project or policy does not pay close attention to impacts of the program on a specific gender or social group, but also does not necessarily change things from the status quo either.

In an exploitative case, ignoring GESI or gender considerations can lead to situations that worsen existence for already marginalized groups. For example, a project that seeks to increase smallholder agriculture livelihoods through small loans for tree crops – and that treats all stakeholders the same with no GESI considerations – might miss the fact that women in a particular area are not in charge of growing tree crops, only vegetables and small livestock. So the gender blind program would make it easier for men to expand their crops while further limiting the areas women have for their own farming.

Further expanding on this example, a program that is instead “gender sensitive” would seek to interview a variety of diverse stakeholders to learn more about the agricultural context, who farms what crops, what cultural norms and traditions are, and would offer more tailored loans for a variety of different livelihoods to help ensure more equal treatment of stakeholders.

An even more proactive approach would be one that is “gender responsive” and contains “explicit inclusion of activities to promote women’s empowerment and promote equality”. Such an approach, with our example, might include community discussions around gendered agricultural practices, equitable divisions of labor and land resources, and could include programs specifically targeted at improving the situation of marginalized groups.

#### Case studies

##### Gender-responsive Coastal Adaptation Project Base Level Documentary

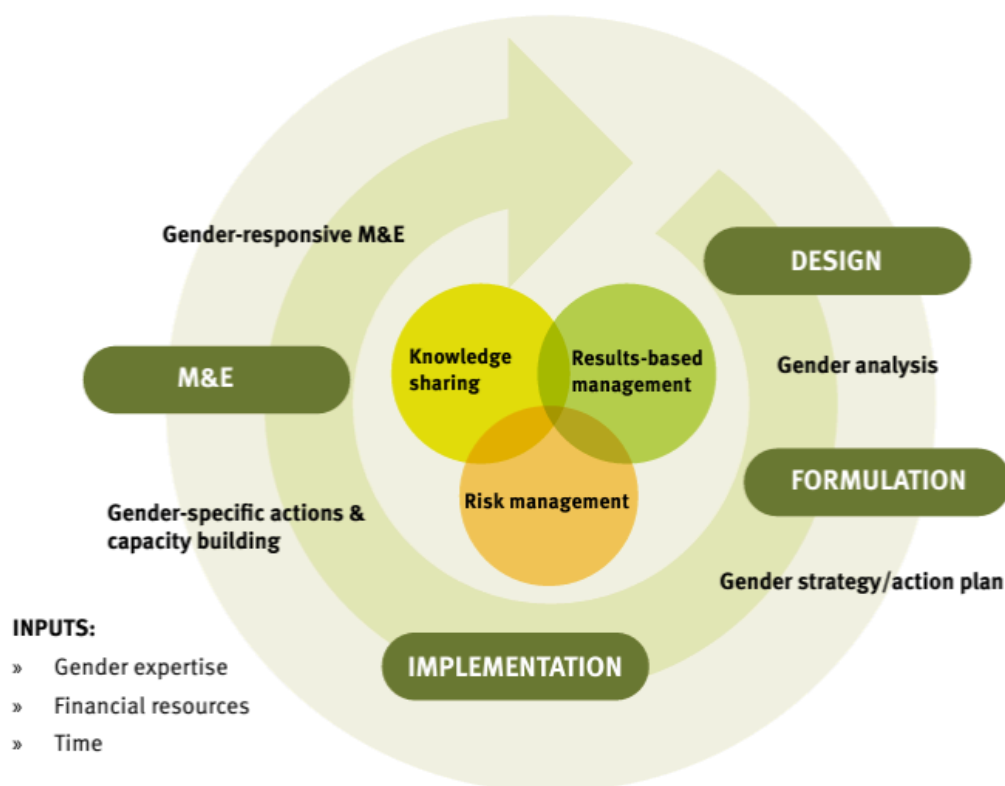
Example: Gender-Responsive Coastal Adaptation Project Base Level Documentary | March 2023

In Bangladesh, extreme weather events and sea level rise are highlighting the increasingly urgent climate impacts of saltwater intrusion into freshwater resources. These impacts are leading to negative impacts on agriculture and drinking water quality and availability, and are disproportionately affecting women and girls. The Gender-Responsive Coastal Adaptation (GCA) project is funded by the government of Bangladesh and the Green Climate Fund, supported by UNDP.

### 2.5.1. Prioritizing and Maintaining GESI considerations throughout a programme timeline

Integrating and maintaining GESI considerations throughout the life of a project takes time and effort, and should begin at the earliest stages of project design and should be tied to existing national or institutional gender mainstreaming mandates (the same goes for any project, policy, intervention, or action) Figure 5. As explained by The Southern Africa Climate Finance Partnership’s Knowledge for Climate Finance Mobilization- Designing gender-responsive projects for climate finance (2020), “Most Southern African countries have gender policies in place which make commitments to achieving gender equality, mainstreaming gender across government and its operations, and proactively supporting women’s empowerment.

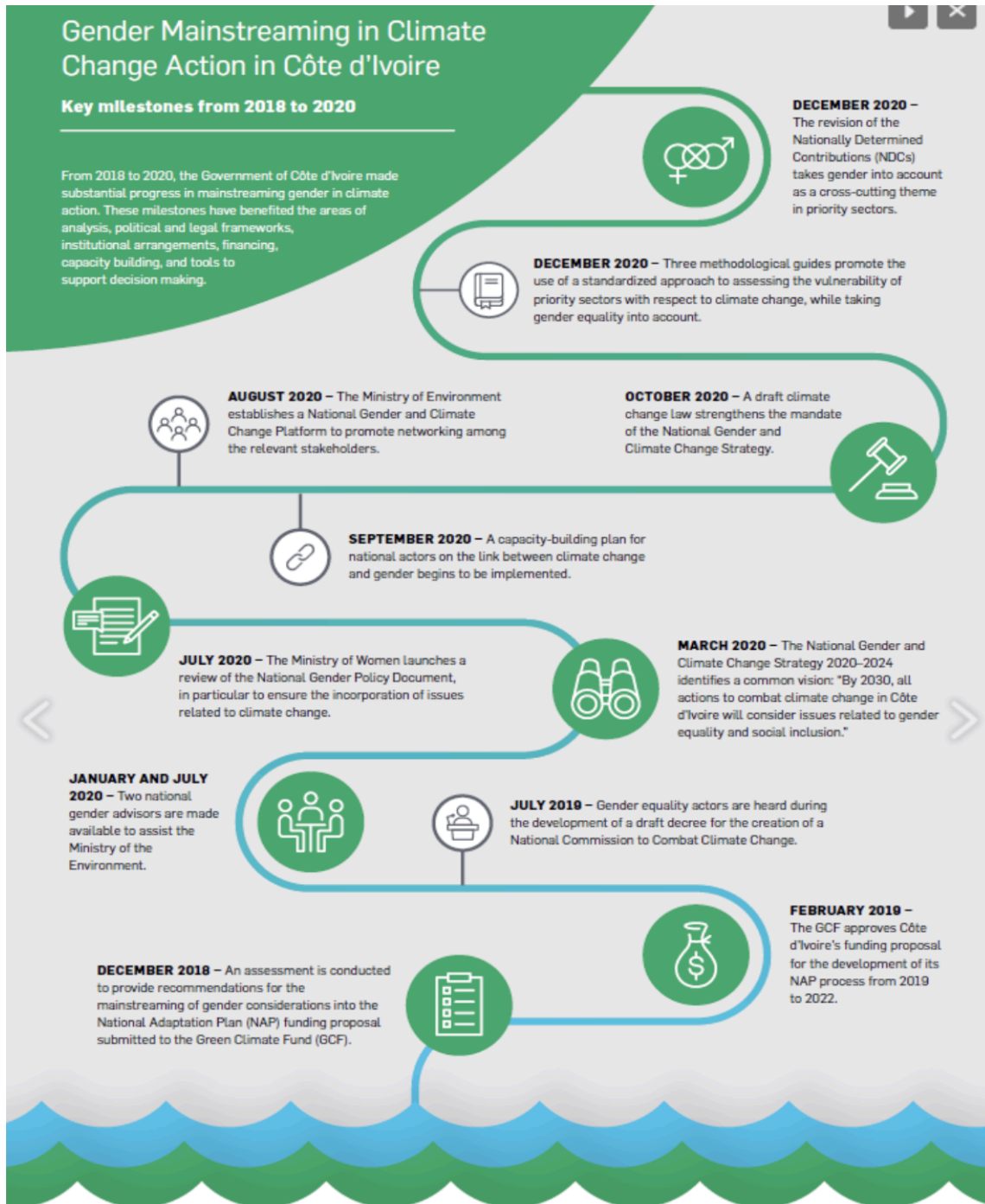




**Figure 5:** Mainstreaming gender at different stage of a project cycle, source: [unido Gender mainstreaming Guide](#)

Country ownership is one of the components of the GCF's Investment Framework. It requires that project objectives are in line with priorities of the country's climate change strategy and other relevant policies, including national gender policies and regulations.

Figure 6 provides an example of the process of gender mainstreaming in the context of climate finance, policy and action. Designing a program that is in-line with existing gender and broader GESI mandates will help to enable a smoother process of mainstreaming GESI throughout the life of the project or programme. Figure 6 highlights some of the key steps Côte d'Ivoire has taken to help mainstream and operationalize gender in climate change programming.



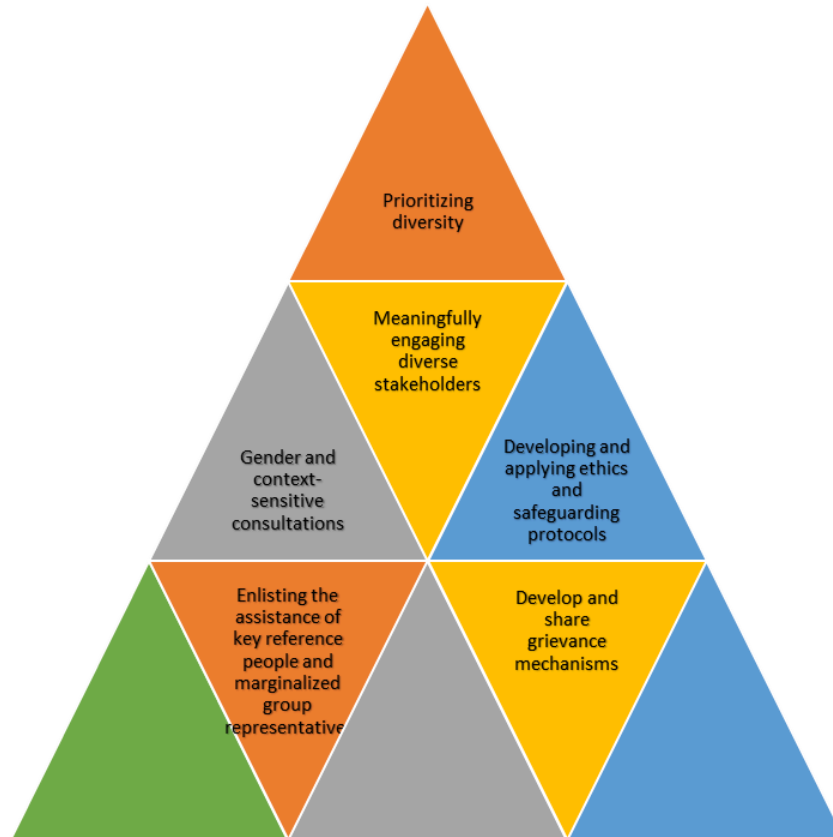
Financial support provided by:  
Ce projet a été réalisé avec l'appui financier de :



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Figure 6: Infographic depicting gender mainstreaming in climate change action in Côte d'Ivoire.



**Figure 7:** Practical approaches towards prioritizing GESI

As illustrated in Figure 7, there are a number of practical approaches and methods that can be used to ensure that GESI is a priority.

- **Prioritizing diversity** of relevant stakeholders should be sought for engagement and consultation with vulnerable groups.
- **Meaningfully engaging diverse stakeholders considers** consultations with these groups to be more than “box-ticking”.
- Undertaking **gender and context-sensitive consultations** should be prioritized when designing consultations to create a safe and free environment for asking questions and sharing information.
- **Enlisting the assistance of key reference people and marginalized group representatives** can be invaluable to accessing and meaningfully engaging diverse groups of people.
- Developing and applying **ethics and safeguarding protocols** is important for considering how different groups could be impacted by being a part of a project or program.

- In developing and sharing **grievance mechanisms**, stakeholders and team members should be provided with clear directions on how to submit any complaints or concerns about project activities.

### 2.5.2. Key steps for gender mainstreaming

Gender mainstreaming must take place at every stage of the project cycle to ensure that both women and men have equal access to and benefits from project goods, resources, and services, as well as equal participation in project activities and more importantly in the decision-making processes. This process is built through various stages:

1. Gender analysis which examines the specific gender roles and power dynamics within project planned activities. Gender analysis is critical in assessing conditions of men and women and to ensure GESI at various levels of project development and implementation.
2. Gender assessment: The findings from the gender analysis, combined with the information and data gathered during the stakeholder analysis, are synthesized into a gender narrative. This narrative forms the foundational component of the gender assessment. Gender assessment explores the differences in the roles of men and women, their varying levels of power in decision-making, their specific needs, constraints, and opportunities, and the impact of these differences on their lives. It plays a crucial role in climate action and informs climate interventions, including project design. The importance of gender assessment lies in:
  - Identifying and addressing gender inequalities and their root causes.
  - Eliminating barriers to women's access and participation in productive and public life, including decision-making.
  - Identifying potential gender impacts and preventing negative effects of interventions.
  - Providing a baseline to measure progress toward gender equality and women's empowerment.
  - Offering qualitative and quantitative evidence of gender roles, activities, needs, and opportunities for men and women, boys and girls, and marginalized groups such as the elderly and persons with disabilities.
  - project, with the scope of the analysis varying based on the nature of the initiative.

**For deeper learning:** Figure 8 below describes the key tips to have in mind while developing a gender assessment and analysis, and this recording provide tools and tips on [How to Conduct a Gender Analysis](#)



## How to Conduct a Gender Analysis

source: University Research Co., LLC (URC), [urc-chs.com](http://urc-chs.com)

Do's	Don'ts
<b>Engage Stakeholders:</b> Include a diverse group of stakeholders, including women, men, and marginalized groups, to gather a comprehensive understanding of gender dynamics.	<b>Ignore Stakeholder Input:</b> Exclude or overlook the perspectives of women and marginalized groups in the analysis process.
<b>Collect Comprehensive Data:</b> Gather both qualitative and quantitative data Ensure that data collected is disaggregated by gender, age, and other relevant categories to highlight differences in experiences and needs.	<b>Rely on Assumptions:</b> Make assumptions about gender roles and needs without conducting thorough research and consultations.
<b>Use Contextual Analysis:</b> Conduct a thorough analysis of the social, economic, and cultural context to understand gender roles and relations in the specific setting.	<b>Use Homogeneous Data:</b> Use aggregated data that fails to capture the differences between various gender groups.
<b>Identify Gender-Specific Needs:</b> Clearly identify the distinct needs, constraints, and opportunities for different genders to tailor interventions effectively.	<b>Neglect Contextual Factors:</b> Overlook the specific social, economic, and cultural factors that influence gender dynamics in the project area.

<b>Incorporate Intersectionality:</b> Consider intersecting identities such as race, ethnicity, disability, and socioeconomic status to understand how different groups are uniquely affected by climate change. Assess how these intersecting factors influence access to resources and decision-making.	<b>Overgeneralize:</b> Generalize the needs and experiences of women or men without recognizing the diversity within these groups
<b>Develop Gender-Responsive Actions:</b> Formulate specific actions and strategies that address the identified gender issues and promote gender equality.	<b>Ignore Intersectionality:</b> Fail to consider how intersecting identities impact individuals' experiences and vulnerabilities
<b>Empowerment Focus:</b> Identify opportunities to empower women and marginalized groups. Promote equal participation in project design, implementation, and monitoring.	<b>Ignore Power Dynamics:</b> Minimize potential obstacles that hinder the empowerment of women and marginalized groups. Apply unidirectional/men participation throughout project phases.
<b>Set Measurable Indicators:</b> Establish gender-responsive indicators and targets to monitor and evaluate the impact of the project on different genders.	<b>Develop One-Size-Fits-All Solutions:</b> Implement blanket solutions without considering the specific needs and contexts of different gender groups.
<b>Capacity Building:</b> Provide training and resources to project staff and stakeholders on gender analysis and gender-responsive planning.	<b>Overlook Capacity Building:</b> Neglect the importance of building the capacity of project staff and stakeholders to understand and address gender issues.
<b>Integrate Findings into Project Design:</b> <i>Ensure that the gender analysis is integrated into the project design, implementation, and evaluation findings stages.</i>	<b>Isolate Gender Analysis:</b> Treat gender analysis as a standalone activity; it should be integrated into all stages of the project cycle.
<b>Continuous Monitoring and Evaluation:</b> Regularly monitor and evaluate the gender impacts of the project to make necessary adjustments and improvements.	<b>Ignore Feedback:</b> Disregard feedback from monitoring and evaluation processes that indicate gender-related issues or areas for improvement.

**Figure 8:** Do's and Don'ts for Conducting a Gender Analysis/Assessment for GCF (Green Climate Fund) Projects

3. Gender strategy / action plan : based on the findings of the gender analysis/assessment, the gender action plan identifies opportunities and entry points for integrating gender

issues into the project. The plan should include: (i) Gender-responsive actions that enhance the voice and agency of vulnerable women and men in project action; (ii) Gender performance indicators and sex-disaggregated targets to be included in the results framework; and (iii) Presentation of gender-responsive development impacts.

The scope of the gender action plan encompasses both items in the results framework and horizontal activities such as knowledge management, risk management, and communication and advocacy.

### 2.5.3. Examples of GCF's approach to gender mainstreaming

This document from the [Green Climate Fund provides key guiding questions and template to develop a gender assessment and action plan](#).

The documents below provide examples of gender assessments and action plans approved by the GCF:

- ☐ [Green Climate Fund - Gender-assessment & Gender Action Plan FP215: Community Resilience Partnership Program | Green Climate Fund](#)
- ☐ [Gender assessment & Gender Action plan for SAP028: Women-Adapt: Enhancing the climate change adaptive capacity of smallholder farmer communities in the Poro Region, focusing on vulnerable women and youth | Green Climate Fund](#)

### 2.5.4. Positive impacts of an effective gender analysis



## 2.6. How to operationalize climate adaptation financing

It is rarely the case that climate action operationalisation for climate financing happens in silos and by isolating activities one after the other. Rather, the considerations and actions happen in parallel as one incorporates gender in developing proposals for climate finance as well as at the various stages of the implementation of the project. These considerations and actions are illustrated in Figure 9 where there is an indication that they all make up a holistic approach to the process.

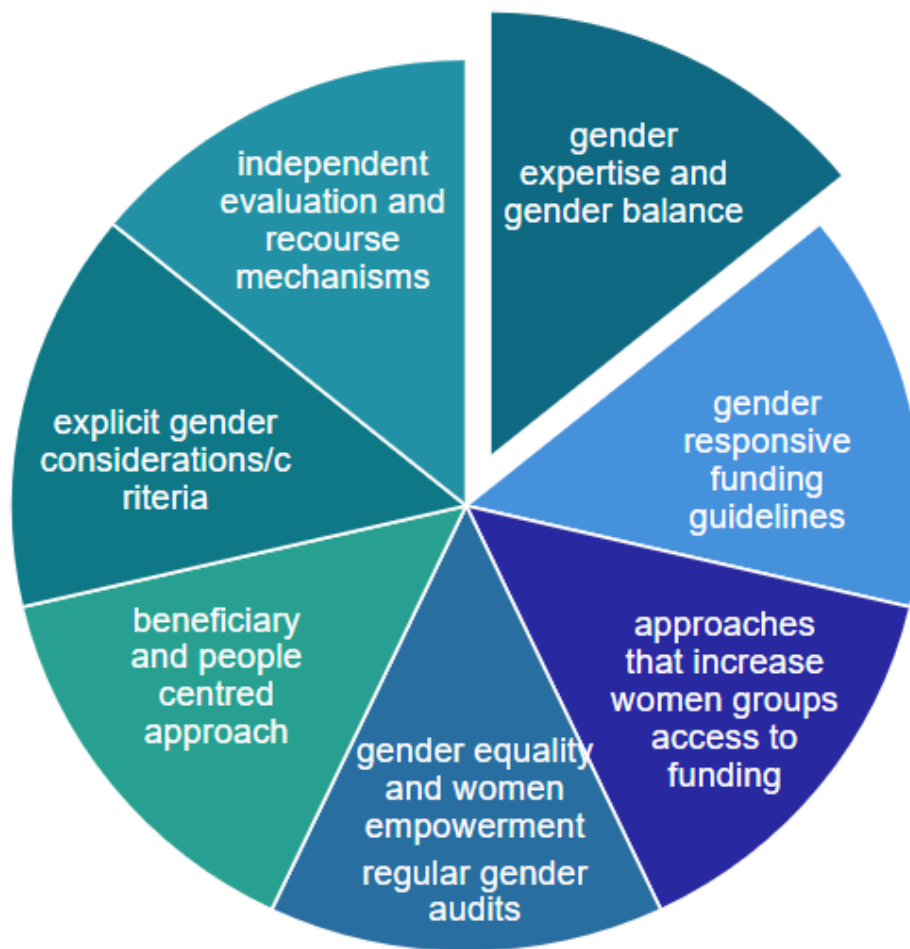


Figure 9: climate action operationalization

### 2.6.1. How are stakeholders and actors key to the operationalisation process?



To ensure the effective implementation of gender and climate finance considerations in projects, it is crucial to recognize the roles that various actors play in the process. Additionally, it is important to understand the reasons why stakeholder identification and understanding are significant. Why do we need a stakeholder engagement process or plan? As a starting point, several factors should be considered, such as identifying relevant stakeholder groups and individuals, as well as compiling an initial list for consideration as outlined below:

- promote better decision making
- views of the main actors are heard
- integrated at all stages through dialogue and consensus building
- create trust between actors
- everyone involved valid view and relevant knowledge and experience
- comply with them
- greater sense of ownership for decisions made
- inclusive and participatory approaches
- responsibility for the outcome
- people-centered
- solutions that provide mutual benefits (win-win)

## 2.7. EXAMPLE OF A GENDER ACTION PLAN

Table. Gender Action Plan							
Components	Results	Activities	Target	Indicators	Timeline	Budget	Responsible party
Component 1.		Objective 1: Promote the land tenure rights of women within the customary and national framework					
Land-use and resources planning and strengthening of land access and security rights	<p><b>Result 1:</b> The land tenure rights of women or women's groups are strengthened pursuant to Law 21/18</p> <p><b>Result 2:</b> Women's land tenure rights are promoted and strengthened within the customary framework</p>	<p>Establish a baseline of information on situation for women's existing tenure rights</p> <p>Support women or women's groups in acquiring land tenure rights within the context of the Project</p> <p>Raise awareness of community leaders in respect to behavioral changes (mindsets) related to women's access to land within the customary framework</p>	<p>At least 800 women will receive joint or sole land agreements through the project.</p> <p>At least 29,000 men and women (including youth and elderly) will be exposed to awareness campaigns on women's access to land and/or legal mechanisms.</p>	<p>Number of women or women-led groups who obtained land agreements thanks to the Project in order to conduct agroforestry or sustainable forestry activities</p> <p>Number of M/F/community leaders sensitized</p> <p>Number of awareness raising campaigns organized</p>	Y1 – Y8 (long-term support needs anticipated)	\$123,200	FAO; MAEP; Ministry of Forest Economy; MPFIFD; UNDP; CSOs

### Output 1

#### Activities

What **specifically** will be done to promote women's access to government forestry and agroforestry incentives?

#### Indicators and targets

What is the measurable benefit to women? Need to be more specific.

Is a survey truly participatory? What about decision-making power?

The indicators and targets need to be refined. 3,000 women in project area? What is this an indicator of?

SOURCE CFAN

## 2.8. Exercises and suggested answers

### First exercise

- Handout on gender and climate finance circulated
- Brief discussion in pairs on this handout

- Plenary discussion around key messages from handout as well as experiences

### Second exercise

- Group work to complete this matrix to ensure development of a plan for stakeholder engagement, followed plenary discussion

Stakeholder	Stakeholder group	Level of influence (Low/medium/high)	Impacts (positive and negative)	Assumptions and risk

Source: CFAN Training material

## 2.9. Exercise, guiding questions



In your current work, what stakeholder groups are you engaging?



Are there some that you have not engaged that might have important insights or connections to the project, programme, or policy?

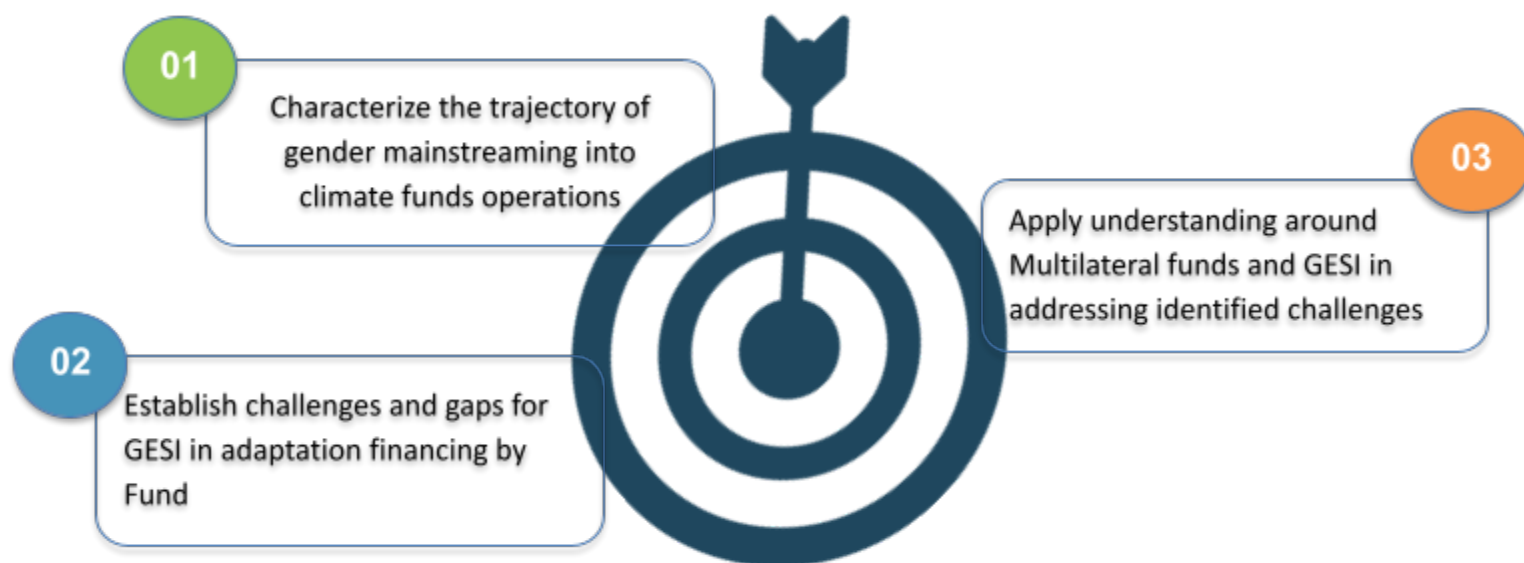
## Session three – GESI considerations in existing climate funds

### 3.1. Introduction

Building on the previous session that explored the link between gender and climate change, this session focuses on how GESI is considered within the major climate finance mechanisms. In general, adaptation financing is less prioritized than mitigation. This situation compounds the fact that climate financing has historically lagged in how it takes into account gender and other social inclusion issues.

### 3.2. Learning objectives

On completion of the session, participants will be able to;



### 3.3. GESI considerations in climate funds

Course 1 on the basics of climate finance introduces and describes the existing multilateral funds, among them GEF, GCF, Adaptation Fund, CIF. Here, we look more closely at how GESI is treated and mainstreamed within these funds.

Multilateral climate funds are increasingly mainstreaming gender into their operations (Figure 10). Dating back to 2010, COPs have influenced multilateral funds policies and instruments

around GESI in their climate financing efforts. The evolution of the policy frameworks and their implementation is provided in this infographic.

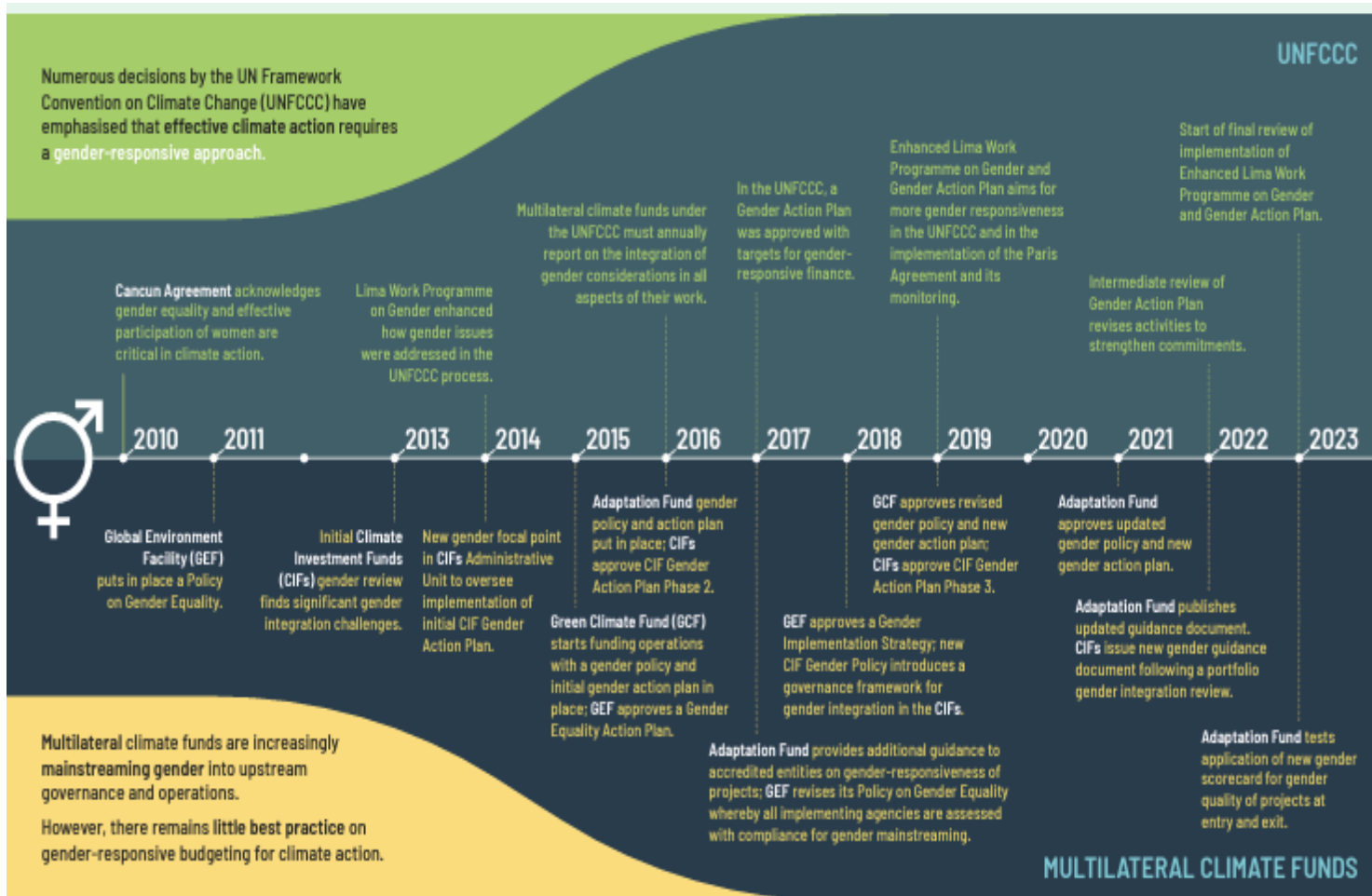


Figure 10: Multilateral climate funds increasing mainstreaming gender into their operations, source UNFCCC

### 3.4. A glance into Multilateral funds GESI policy frameworks

This session provides for reflections on the various GESI operations by each of the selected existing funds.

#### 3.4.1. Green Climate Fund (GCF)

After originally operationalizing its Gender Policy and Action Plan in 2015, the GCF has released two updates, "each one encouraging successively more progressive approaches, from

gender-sensitive to gender-responsive adaptation (and mitigation), and gender mainstreaming”<sup>4</sup> (Figure 11).

**GCF Gender Policy and Action Plan 2015-17:** The first iteration of the GCF’s Gender Policy and Action Plan, from 2015-17, took a gender-sensitive approach, anchored in six principles:

- Commitment to gender equality
- Country ownership
- Gender assessment
- Equitable resource allocation
- Accountability for results and impact
- Inclusion of women in project governance

**GCF Gender Policy and Action Plan 2018-20:** This second iteration of the plan shifted to being gender-responsive. This required that all projects submit gender action plans as well as gender assessments.

**GCF Gender Policy and Action Plan 2020-23:** The third iteration continues to stress the need for gender-responsive approaches, along with the need to consider vulnerable groups in communities and take into account traditional knowledge. It further highlights the need to develop the capacities of NDAs, focal points, and Accredited Entities to enable them to better mainstream gender in projects. Financial resources can now be requested for this from the Project Preparation Facility.

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<https://southsouthnorth.org/wp-content/uploads/2020/10/SACFP-Gender-Knowledge-Brief-1-Designing-gender-responsive-projects-Reduced.pdf>

EVOLUTION OF THE GCF GENDER POLICY AND ACTION PLAN, AND REQUIREMENTS FOR PROPOSAL SUBMISSIONS				
Gender Policy date Principle Gender	Gender approach	Requirements for project proposals		Financial and technical support for NDAs and direct access AEs
		Gender assessment	Gender Action Plan	
2015-17	Gender-sensitive	Yes	No	No
2018-20	Gender-responsive	Yes	Yes	No
2020-23	Gender-responsive	Yes	Yes	Yes

**Figure 11:** Evolution of the GCF Gender Policy and Action Plan, and requirements for proposal submissions

### 3.4.2. Global Environmental Facility (GEF)

**GEF's Policy on Gender Equality, 2017:** This policy reflected an increased focus on collaborating with diverse stakeholders including governments, private sector actors, and civil society to support gender-responsive approaches to environmental challenges. Key dimensions connecting global environmental benefits and gender equality, include:

- Supporting women's improved access, use, and control of resources including land, water, forest, and fisheries
- Enhancing women's participation and role in natural resources decision-making processes, with women as agents of change at all levels
- Targeting women as specific beneficiaries, and creating opportunities from the support of sustainable livelihoods and income-generation opportunities for women, such as conservation, rehabilitation, and restoration actions
- Investing in women's skills and training with a focus on communities and local women's organizations<sup>5</sup>.

<sup>5</sup> [GEF, 2024](#)

**The GEF Gender Partnership (GGP), 2016:** This partnership is a knowledge exchange and learning platform that convenes and engages gender focal points from across 18 implementing agencies that are part of the Global Environment Facility. Focal points are also included from international environmental conventions including, namely the Convention on Biological Diversity, the UN Convention to Combat Desertification, the UN Framework Convention on Climate Change, the Minamata Convention on mercury, and the Stockholm Convention on toxic chemicals.

**Gender Implementation Strategy, 2018:** Complementing the Policy on Gender Equality, this strategy provides a set of principles and guidance for the planning and management of environmental projects. The strategy includes a common template project teams can use for reflecting gender perspectives in project design, and provides a set of measures that each project should include, namely: gender analysis; a gender action plan; gender-sensitive indicators; sex-disaggregated data; improvements in women’s empowerment with respect to participation and governance; access to and control of resources; and socioeconomic benefits and services.

### 3.4.3. Climate Investment Funds (CIF)

CIF’s Gender Action Plan<sup>6</sup> was originally developed in 2015, and is now in its third phase. This plan asks project teams to focus on improving women’s governance and agency, while also promoting gender-responsive sectoral and institutional changes for gender equality. CIF has also stated that the policy and its intended transformations are “intended to be viewed with an intersectional lens, because gender-based discrimination can overlap with other forms of exclusion suffered by indigenous peoples, local communities, youth, and people with disabilities (Figure 12).

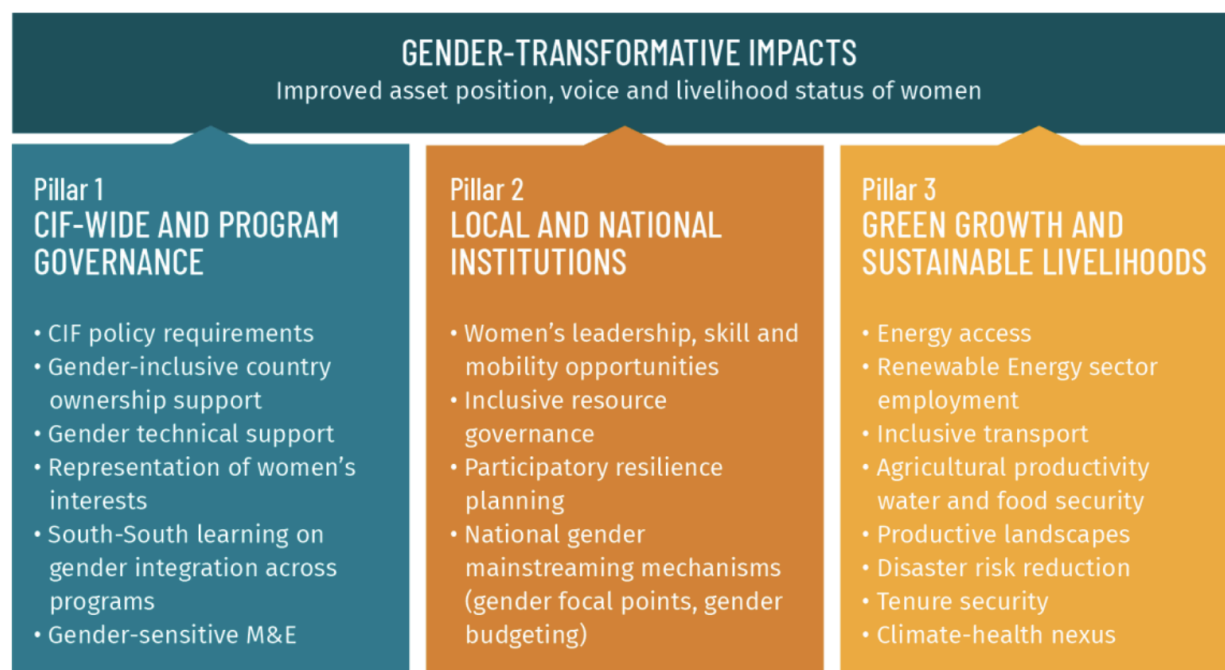
**CIF Gender Action Plan — Phase 1 2015-16:** Aim was to integrate and mainstream gender in CIF’s policy and programming.

**CIF Gender Action Plan — Phase 2, 2017–2020:** the focus was on systematic gender-transformational change by supporting “women’s improved asset position, voice, and livelihood status through access to benefits from CIF-funded investments

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<sup>6</sup> [CIF, 2024](#)





**Figure 12:** [CIF's Gender Program Phase 2 — Theory of Change](#)

**CIF Gender Action Plan — Phase 3 2021-2024:** expands the goal to the arenas of markets and institutions.

It is also important to point out that the *CIF Gender Policy* and action plans complement the gender strategies and corporate requirements of implementing MDBs. They have formal gender policies and plans, as well as monitoring mechanisms, to track gender integration in their portfolios. CIF's gender requirements build on the MDBs' own policy requirements, with CIF providing support to achieve gender-responsive design and outcomes.

"The CIF Gender Policy outlines separate requirements for investment plan and project preparation, review, and submission. It specifies that all CIF joint missions for investment plan preparation should have gender expertise available in joint missions. The policy also states the requirement that, as part of the investment plan preparation, consultations should be held with women and men (including women's organizations and the national women's machinery), with the final investment plan document reporting on the number of male and female participants in these consultations. Investment plans should state how they have included gender considerations in their sector analysis, the identification of projects/activities, and the monitoring framework. CIF's projects are also similarly required to state how they have included

gender considerations in their sectoral analysis, activities, and how gender will be tracked and reported in the project results framework. CIF's gender scorecard indicators track the quality of gender integration in project design through monitoring the integration of the sector-specific gender analysis, activities, and implementation arrangements targeting women, and sex-disaggregated indicators"<sup>7</sup>.

### 3.4.4. Adaptation Fund (AF)

The Adaptation Fund — along with all other UNFCCC constituted bodies — is responsible for upholding and supporting all of the associated gender-focused UN decisions the bodies have agreed to. The Fund has therefore initiated a number of policies and accountability mechanisms aimed at enhancing and mainstreaming gender equality across its investments.<sup>8</sup>

**Environmental and Social Policy (ESP), 2023:** “signified the Board’s commitment to curbing adverse impacts from environmental and social harms that may be caused by projects and programmes funded by the Fund”([Assessing Progress: Integrating Gender in Adaptation Fund Projects and Programmes, 2020](#)). The Fund’s Board, through the Fund’s Readiness Programme for Climate Finance (Readiness Programme), also provides support to Implementing Entities to address environmental and social risks and include gender considerations in the design and development of projects.

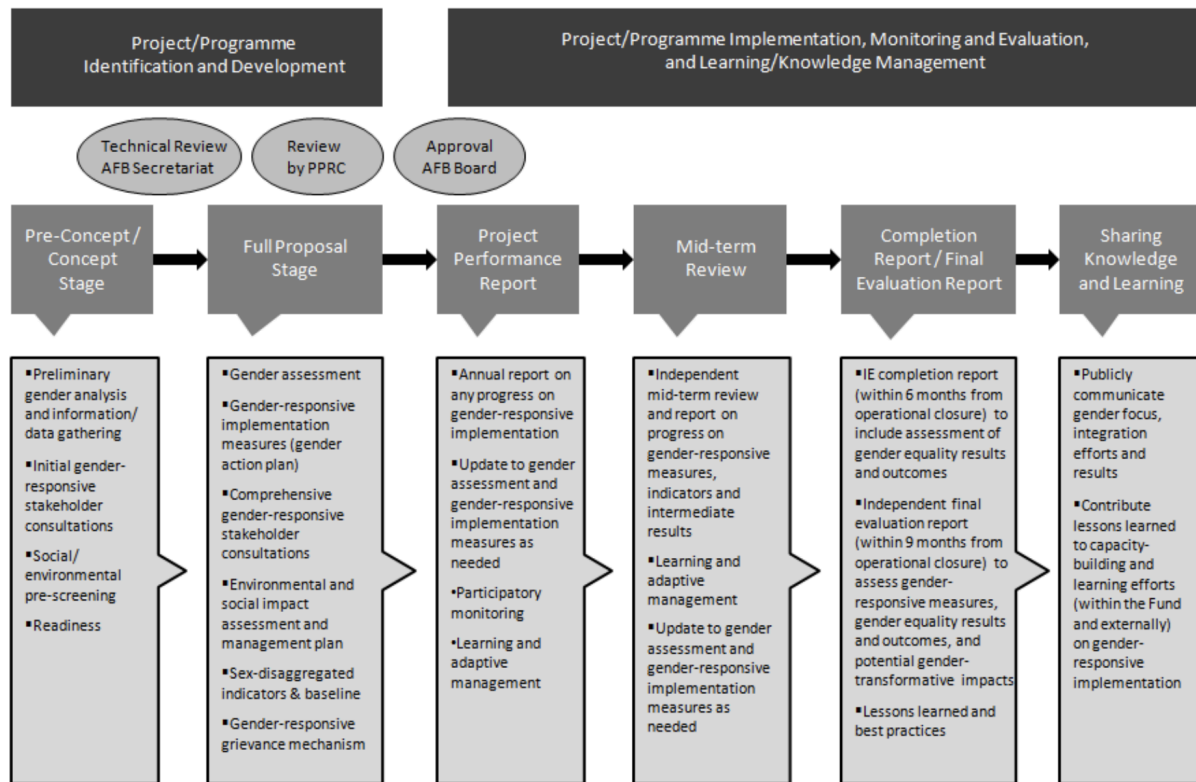
**Gender Policy and multi-year Action Plan, 2016:** solidifies goals on advancing gender equality and women’s empowerment and includes a Guidance Document for Implementing Entities on Compliance with the Adaptation Fund Gender Policy that “provides practical guidance and particular actions that could enhance the consideration of gender issues in projects and programmes funded by the Fund, and an updated Project Performance Report (PPR) template now includes a default reporting requirement on compliance with the Fund’s Gender Policy”<sup>9</sup>.

**Updated Gender Policy and Gender Action Plan, 2021:** This updated plan “acknowledges and integrates the need to apply an intersectional analysis in addressing gender-related differences in vulnerability and ability to decrease vulnerability and adapt to climate change impacts as a lens to understand the complexity and particularity of inequalities in the lives of women and girls, men and boys, including their systemic barriers and root causes” ([Updated Gender Policy and Gender Action Plan of the Adaptation Fund, 2021](#), Figure 13).

<sup>7</sup> [CIF Portfolio Review of Gender Integration in the Climate Investment Funds, 2022](#)

<sup>8</sup> [Assessing Progress: Integrating Gender in Adaptation Fund Projects and Programmess, 2020](#)

<sup>9</sup> [Assessing Progress: Integrating Gender in Adaptation Fund Projects and Programmess, 2020](#)



**FIGURE 13:** INTEGRATING GENDER IN THE ADAPTATION FUND PROJECT/PROGRAMME CYCLE ([Updated Gender Policy and Gender Action Plan of the Adaptation Fund, 2021](#))

### 3.5. Exercise, guiding questions



With your current or planned work, have you integrated any similar actions for gender or broader GESI consideration? If so, which ones?



If not, do you see potential to introduce such actions or approaches?

## Session four – Challenges in implementing gender mandates in existing climate funds

### 4.1. Introduction

This session builds on the previous session's focus on GESI operations in climate funds. It aims to increase understanding of the extent to which these operations have achieved progress with GESI integration. The previous session highlighted the evolution of the various attempts at gender mainstreaming within different climate finance funds over the past two decades or more. It is critical to then follow up on the funds and evaluate and challenges and opportunities that may exist, and how they could be addressed or leveraged.

### 4.2. Learning objectives

On completion of the session, participants will be able to:



### 4.3. Progress on GESI and Gender Mainstreaming?

While there have been numerous advances in mainstreaming GESI and gender in climate finance projects and programs, deeper analysis shows that significant progress remains elusive. In the Gender Equality and Social Inclusion chapter of the [Adaptation Finance Gap Update 2023](#), the authors note that “the extent to which GESI are actively addressed and financed is inadequate, in both NDCs and NAPs and in international public adaptation finance flows. This

mirrors earlier analysis that, despite increasing consideration of gender and social inclusion by multilateral climate funds, few were reporting gender-disaggregated results and there was an absence of good gender budgeting practices (Schalatek 2019)". Key messages from the Update are highlighted in Figure 14 below.

### Key messages

- ▶ For the first time, a quantitative analysis has been made of gender equality and social inclusion (GESI) as part of the Adaptation Finance Gap Update. This has used a gender continuum including four categories: GESI-blind, GESI-specific, GESI-integrative and GESI-responsive. This has been applied to assess progress on gender and social inclusion in the submitted nationally determined contributions (NDCs) and national adaptation plans (NAPs) (adaptation finance needs) and in gender principle-tagged international public adaptation finance flows.
- ▶ An analysis of costed NDCs and NAPs finds that 20 per cent of these include dedicated finance needs for gender interventions, rising to 33 per cent of costed NDCs and NAPs with a sectoral cost breakdown. However, the proportion of total adaptation finance needs allocated to GESI is generally low, at an average of 2.4 per cent of total adaptation finance needs (with a range from 0.01 per cent to 12.0 per cent).
- ▶ The level of ambition of GESI-integration in costed NDCs and NAP submissions is variable. Only one country's plans are categorized as gender-responsive, the rest being gender-specific or gender-integrative. Other aspects of social inclusion (e.g. Indigeneity, ethnicity, disability, age and migration status) receive much less attention and finance needs allocations.
- ▶ Of the total international public finance for adaptation, approximately 2 per cent has been tagged as having gender equality as a principal objective, based on self-reporting by finance providers.
- ▶ Of this gender principle-tagged public adaptation finance, only 2 per cent of projects are categorized as gender-responsive, with 5 per cent assessed as gender-specific and 19 per cent as gender-integrative. This indicates that gender is only weakly included in adaptation finance. Moreover, based on the project descriptions, 31 per cent have been categorized as gender-blind. This finding also raises concerns over the validity of self-reporting and tagging within the Organisation for Economic Co-operation and Development (OECD) Development Assistant Committee (DAC) database.
- ▶ Given that GESI ambition levels and associated finance is weak in both documents and finance flows, there is a need for more capacity-building support on how to design and implement GESI-responsive activities (in alignment with international commitments), as well as strengthened guidance on monitoring and reporting.

**Figure 14:** Key Messages from- Gender equality and social inclusion. In an online resource. United Nations Environment Programme (2023). Adaptation Gap Report 2023: Underfinanced. Underprepared. Inadequate investment and planning on climate adaptation leaves the world exposed. The Adaptation Finance Gap Update 2023.

Despite these challenges, progress is being achieved and there have been some measures of success across implemented projects and programs. For example the Adaptation Fund lists a number of positive results from selected successful case studies relating to gender and GESI mainstreaming. Some of these include:

- Broad stakeholder engagement encouraged participation of often marginalized groups and a gender balance of community participants...
- Intergenerational engagement and training provided a platform for university students, the majority of which were women, to build their knowledge on ecosystem based adaptation approaches...
- Gender-disaggregated indicators and -responsive monitoring are critical for collecting data relevant to social and economic components of the projects, to inform the dynamic inputs and outcomes of activities.
- Promoting gender parity among project staff and implementers, along with training of staff and project implementers on gender had positive implications for the inputs and outputs of the project.
- Partnering with and facilitating gender expertise, such as with UN Women, provided robust and more comprehensive gender integration in project components ([Assessing Progress: Integrating Gender in Adaptation Fund Projects and Programmes, 2020](#)).

Similarly, the [GEF's Progress Report on Advancing Gender Equality \(2024\)](#) details key messages from their program reports and results including:

- Comprehensive gender analysis informs project design and implementation.
- Active participation of women in all phases of the project ensures that women's specific needs and perspectives are considered.
- Involving the entire community through awareness-raising and sensitization helps broaden understanding of the importance of including women in the socio-economic life of the community and tackle traditional gender roles and norms.
- Sex-disaggregated indicators play an important role in measuring results and outcomes, but it is equally important to go beyond the numbers and elaborate on actions that contribute to women's empowerment in the longer term, for example, by focusing on the impacts to women of activities such as establishing micro-lending corporations for women or water wells that save women water collection time

These lessons provide crucial evidence that, when implemented in a thoughtful and careful manner, mainstreaming gender and broader GESI can have invaluable impacts on the results of

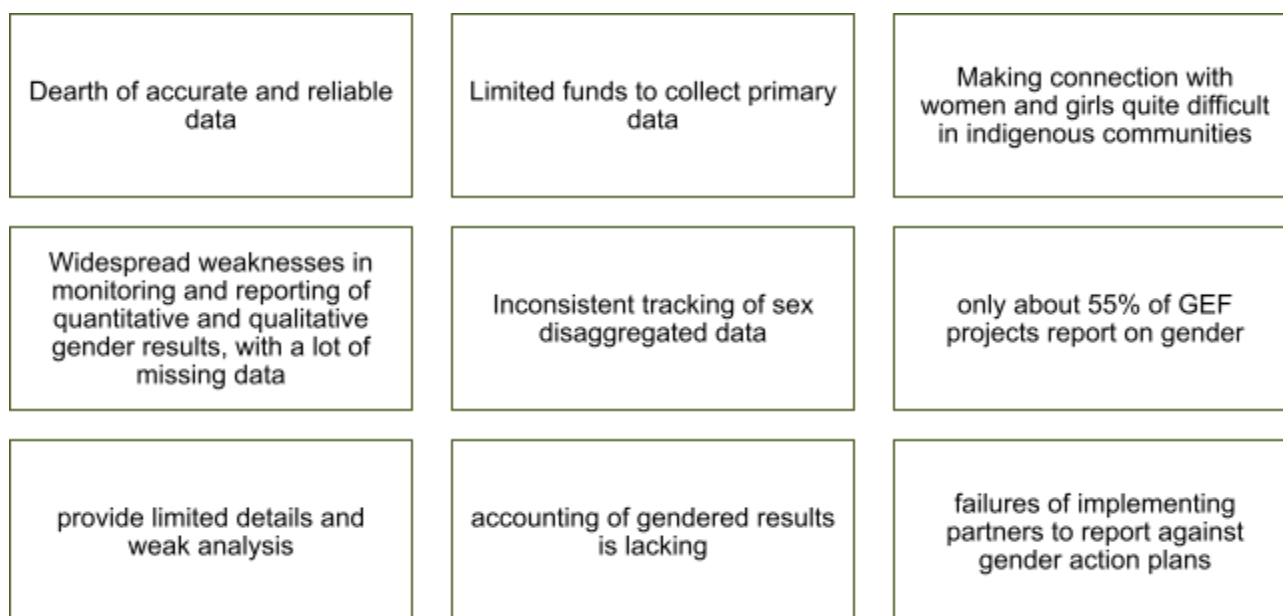
an intervention or project. However, there are still many persistent challenges that need to be addressed, and that need to be consistently highlighted so as not to be ignored.

## 4.4. Challenges faced in GESI project development and implementation

The challenges outlined in this section are categorized into three; data-related, in the context of perceptions that influence operations and mis operations and those that relate to expertise.

### 4.4.1. Data

Some of the challenges that have been faced by the funds are around limited accuracy and reliability of GESI related data to inform project development and implementation, limited gender reporting as well as limited and inconsistent tracking of sex disaggregated data, among others factors. More factors related to data challenges are illustrated in Figure 15.



**Figure 15:** Factors related to data challenges as reported by the GCG, GEF, AF, and other major climate finance entities.

“An analysis of cost NDCs and NAPs finds that 20 percent of these include dedicated finance needs for gender aspects, though this rises to 33 per cent of the cost plans with a sectoral breakdown. However, the proportion of total adaptation finance needs allocated to GESI is generally low, at an average of 2.4 per cent of total adaptation finance needs, (with a range from 0.01 percent to 12.per cent). Furthermore, only one country’s documents are considered



gender-responsive, with the rest gender-specific or gender integrative. Other aspects of social inclusion (e.g. Indigeneity, ethnicity, disability, age and migration status) receive much less attention and finance needs allocations”<sup>10</sup>.

#### 4.4.2. Perceptions

This section highlights the perceptions and the role that can and does play in influencing gender mainstreaming and implementation of climate finance projects by climate funds. Evidence from these funds indicate that gender tends not to be conceptualized as a major consideration in project implementation, allocation of climate finance and other important considerations. Rather, economic criteria appear to be more emphasized, with gender and other intersectionalities considered to be ‘add-on’ rather than mainstream and systematic. In addition, where gender is considered, there tend to be limited efforts to transcend the gender binary focus to intersectionality issues.

#### 4.4.3. Expertise

There is an indication that some of the challenges faced by GCF, GEF, CIF and AF, among other funds, have a bearing on expertise within these funds to implement gender mainstreaming, gender assessments and gender analysis. However, there is evidence that climate funds efforts in this context tend to be hampered by inadequate expertise to address a number of factors as highlighted in Figure 16.



**Figure 16:** Expertise to address gender mainstreaming as reported by the GCF, GEF, AF, and other major climate finance entities.

<sup>10</sup>

<https://southsouthnorth.org/wp-content/uploads/2020/10/SACFP-Gender-Knowledge-Brief-1-Designing-gender-responsive-projects-Reduced.pdf>

According to the [Adaptation Finance Gap Update 2023](#), “recent assessments of progress in implementing the gender mandates of multilateral climate funds highlight the need for more capacity-building support on how to design and implement GESI-responsive activities (in alignment with international commitments), as well as strengthened guidance on monitoring and reporting. The analysis underlines the ongoing relevance of this finding, which highlights the need for better verification/quality control of self-reporting in the database and/or capacity-building to improve understanding of what can legitimately be reported as adaptation or gender” (p. 71).

## 4.5. Conclusion

This session has clearly illuminated the importance of continued efforts to mainstream gender and GESI throughout climate finance programming and structures. This course content provides participants with the relevant resources for each module/session as drawn from the PowerPoint presentation, which is provided together with this document.

## 4.6. Exercise, guiding questions



What do you think are the three most critically important aspects of GESI and Gender mainstreaming that your organization or programming is lacking?



Can you think of any actions you personally could take to begin to help make progress toward these aspects?

## Additional resources

### Highly recommended to read

[Unido.org/sites/default/files/files/2021-06/Gender\\_mainstreaming\\_Guide\\_1](https://unido.org/sites/default/files/files/2021-06/Gender_mainstreaming_Guide_1)  
[Greenclimate.fund/sites/default/files/document/guidelines-gcf-toolkit-mainstreaming-gender](https://greenclimate.fund/sites/default/files/document/guidelines-gcf-toolkit-mainstreaming-gender)  
[GGGI.org/wp-content/uploads/2020/09/07.-GCF-Gender-Mainstreaming-Guideline](https://gggi.org/wp-content/uploads/2020/09/07.-GCF-Gender-Mainstreaming-Guideline)  
[Academia.edu/Social\\_inclusion\\_in\\_the\\_Decentralised\\_Climate\\_Funds\\_process\\_in\\_Mali\\_and\\_Senegal](https://academia.edu/Social_inclusion_in_the_Decentralised_Climate_Funds_process_in_Mali_and_Senegal)  
[UNDP Gender and Climate Finance Policy Brief 5-WEB.pdf](#)  
[LDC submission.pdf \(unfccc.int\)](#)  
[cff10-2024-eng-gender-digital.pdf \(boell.org\)](#)  
[An Online Sourcebook: Integrating Gender In Climate Change Adaptation Proposals | NDC Partnership form-09-gender-assessment-and-action-plan-template\\_0.pdf \(greenclimate.fund\)](#)  
[https://www.adb.org/sites/default/files/institutional-document/34132/tip-sheet-2-preparing-gender-action-plan\\_0.pdf](https://www.adb.org/sites/default/files/institutional-document/34132/tip-sheet-2-preparing-gender-action-plan_0.pdf)  
[JLMP Gender Mainstreaming - Gender Action Plan FINAL.pdf \(au.int\)](#)  
[Pnadt865.pdf \(usaid.gov\)](#)  
[Guide-to-strengthening-gender-integration-into-climate-finance-projects\\_WEDO\\_CDKN\\_pdf](#)  
[IUCN Gender Analysis Presentation.pdf \(unfccc.int\)](#)  
[Guidelines\\_for\\_a\\_Gender\\_Analysis.pdf \(americalatinagenera.org\)](#)

- **International agencies**, such as: [OECD](#), [World Economic Forum](#), [UN Stats](#).
- [Katharine Vincent, Michael Gerhard, and Charlotte Scott, Knowledge for Climate Finance Mobilisation- Designing gender-responsive projects for climate finance, 2020](#)
- <https://www.gendercc.net/gender-climate/agriculture.html>
- <https://www.gendercc.net/gender-climate/consumption.html>
- <https://www.gendercc.net/gender-climate/disaster.html>
- <https://www.gendercc.net/gender-climate/water.html>
- [Development Co-operation Report 2023: Debating the Aid System | en | OECD](#)
- [Schalatek "Gender and climate finance", CFF10-Gender-and-CF\\_ENG-2021.pdf](#)
- [GCF insight #22: The importance of gender in Green Climate Fund project development - E Co. \(ecoltdgroup.com\)](#)
- [Social Inclusion \(worldbank.org\)](#)
- [Womens Empowerment - Facts, Stories and How To Help | World Vision Australia - A Woman Of Influence](#)
- [Gender Responsive NDC Action Plans Practical Guide-March-2021.pdf](#)
- [Economic Inequality by Gender - Our World in Data](#)
- [Social Inclusion \(worldbank.org\)](#)
- [Africa Gender-and-Adaptation.pdf \(undp.org\)](#)
- [FG\\_GendrIntegrContinuum.pdf \(igwg.org\)](#)

- [Knowledge Repository :Home \(fao.org\)](#)
- [GCF/B.24/15 : Updated Gender Policy and Gender Action Plan 2020–2023 | Green Climate Fund](#)
- [Five Reasons Why Climate Action Needs Women | UNFCCC](#)
- [Women Are Agents of Change: CIF Climate Finance Showcases Power of Women Climate Leadership | Climate Investment Funds](#)
- [Making Climate Finance Work for Women: Voices from Polynesian and Micronesian Communities \(researchgate.net\)](#)
- [Vincent, K., Butera, B. and Savvidou, G. \(2023\). Chapter 6. Gender equality and social inclusion. In online resource. United Nations Environment Programme \(2023\). Adaptation Gap Report 2023: Underfinanced. Underprepared. Inadequate investment and planning on climate adaptation leaves world exposed. The Adaptation Finance Gap Update 2023. Nairobi.](#)

## GLOSSARY OF TERMS

Term	Definition	Source
Gender	Social attributes and opportunities associated with: Being female or male	Gender Equality and Social Inclusion (GESI). (GCF/B.19/25)
Sex	Biological and physiological characteristics that define humans as: female or male.	
Equality	Equal rights, power, access, decision-making, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men, recognizing the diversity of different groups and of gender identities.	Gender Equality and Social Inclusion (GESI). (GCF/B.19/25)
Equity	The process of being fair to women and men. To ensure equity, measures often need to be taken to compensate (or reduce) disparity for historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis.	Gender Equality and Social Inclusion (GESI). (GCF/B.19/25)
Intersectionality	Intersectionality provides an understanding that human beings are shaped by the interaction of different social locations such as ethnicity or race, gender, class, Indigeneity, sexuality, geography, age, disability/ability, migration status, religion and more. These interactions happen within the context of connected systems and structures of power such as law, policies, media state governments, religious institutions, and more. These processes contribute to interdependent systemic bases of privilege and oppression derived from colonialism, imperialism, racism, homophobia, ableism and patriarchy.	<i>Hankivsky, O. et al. (2014)</i>
Mainstreaming	Integrating a gender equality perspective at all stages and levels of policies, programmes and projects.	CoE

