

## Module 2: Mainstreaming gender into climate change projects, programmes and policies.

### Key messages

- Gender mainstreaming follows a similar process to climate change mainstreaming by systematically integrating a gender perspective into every phase of the programme, project and policy cycle.
- Phase 1: Preparatory – It is crucial that a gender perspective is integrated into this early phase of the climate risk management cycle to ensure the success of any climate change initiative. The institutions responsible for coordinating and steering the programme, project or policy should be able to identify and plan for the type of support they require in integrating gender throughout the various phases of the cycle.
- Phase 2: Situational analysis – An assessment of the differences in men's and women's roles, responsibilities, access to and management of strategic resources, and participation in decision making should be undertaken to contribute to a better understanding of vulnerability and capacity to adapt to climate change impacts.
- Phase 3: Problem analysis – Gender perspectives are applied to uncover root causes of inequality, including any discriminatory attitudes, behaviours and practices that may prevent women from realising their rights and opportunities. By examining the underlying causes in detail, it is possible to identify risks that need to be avoided, minimised or managed.
- Phase 4: Solution analysis – Solutions or intervention options are assessed through a gender lens to make sure they contribute to the reduction in vulnerability and inequalities, and identify strategies for enhancing capacities and opportunities necessary for achieving both climate resilience and gender equality.
- Phase 5: Design – Design documents and M&E frameworks should incorporate a gender perspective, and include indicators and processes to measure the effectiveness of the programme, project or policy in addressing gender inequalities that hinder resilience to climate change.
- Phase 6: Implementation and M&E – Gender perspectives must be consciously examined and integrated in implementation, M&E and reporting.
- Phase 7: Adaptive management – Ongoing review and feedback from key stakeholders are sought to ensure climate change initiatives are adjusted and improved to increase their effectiveness in achieving resilience and gender equality outcomes. Programme results and lessons learnt in mainstreaming gender into climate change initiatives should be communicated to relevant stakeholders to influence political decisions and the formulation of climate change adaptation and mitigation policies.



Source: SPREP, 2014



### Introduction

Climate change mainstreaming is about integrating climate risks into development planning processes and decision making (PACC, 2014). Gender mainstreaming follows a similar process by systematically integrating gender into every step of the process: from defining the problem to identifying potential solutions; in the methodology and approach to implementing the project; in stakeholder analysis and the choice of partners; in defining the objective, outcomes, outputs, and activities; in the composition of the implementation and management team; through the budgeting process; in monitoring and evaluation (M&E); and in policy dialogue.

This Module provides guidance for climate change practitioners to recognise where and how gender considerations should be taken into account as part of the process of mainstreaming climate risk in policies, plans, and on-the-ground activities. To do this, it uses the programme/project/policy cycle used in Mainstreaming Climate Change into Development in the Pacific: A Practical Guide (PACC, 2014).

Note the recommendations on applying a gender-responsive approach throughout this Module may be repetitive; this is by intention to assist climate change practitioners to embed gender equality into all stages of the climate change programme/project/policy.

### Module Objectives

1. Introduce the framework for integrating a gender perspective into the climate risk management cycle.
2. Provide guidance and checklists for incorporating a gender perspective into each stage of the cycle.
3. Identify useful checklists, tools and resources to support gender mainstreaming (refer to the end of this toolkit)



Women and men differ in their roles, responsibilities, access to and management of resources, and participation in decision making. Because gender inequality contributes to people's vulnerability and seriously hampers a country's capacity to adapt to the adverse impacts of climate change, it is vital that climate change programmes and projects are gender responsive: they need to include strategies and actions that directly address the causes of gender inequality.

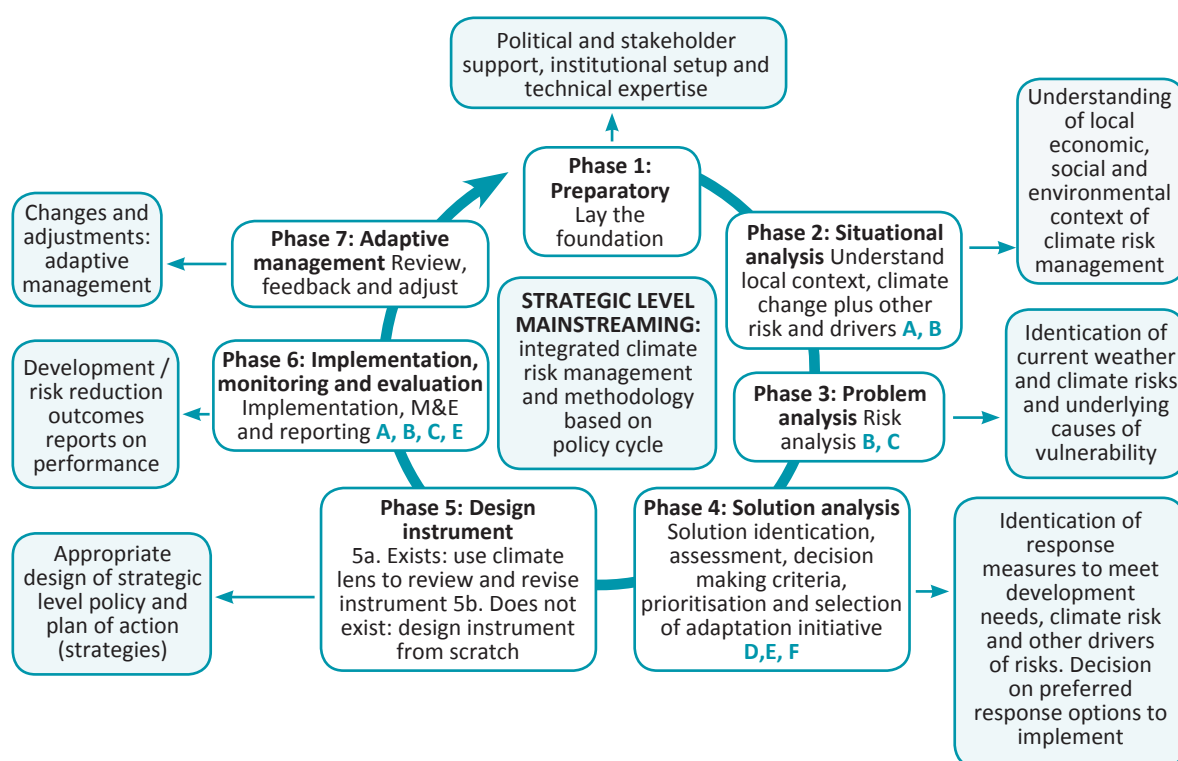


Source: Goulding, 2014

## Mainstreaming gender throughout the policy, programme and project cycle

Figure 1 illustrates the key stages of an integrated climate risk management process, taken from Mainstreaming Climate Change into Development in the Pacific: A Practical Guide (PACC, 2014). It is based on a policy formulation cycle, however it can also be applied to climate change programmes and projects. The red letters represent various tools that underpin key technical analyses associated with climate risk management.

Figure 1. Strategic level climate risk mainstreaming methodology based on a combined CRM and policy cycle: key phases, and respective decisions and outputs. Source: PACC (2014).



We can apply a gender lens to each phase of the integrated climate risk management cycle. To do this, we need to ask the following questions at each phase:

- How have men and women participated in the decision-making and priority-setting process?
- Do men and women have equal access to information, opportunities and other resources necessary to participate and benefit fully?
- Are their respective needs and priorities being met?
- Are their specific knowledge and skills being utilised to contribute to outcomes and solutions?
- Have the needs of specific sub-groups been taken into account (e.g. boys, girls, women with disabilities, male labourers)?
- What strategies are in place to achieve gender equality and bring about positive and respectful relations between men and women?

<sup>1</sup> A Weather and climate hazard assessment; B Vulnerability assessment; C Disaster risk analysis; D Identification of climate change adaptation strategies and measures; E Risk reduction analysis; F Cost benefit and other analysis of measures and selection of preferred measure.



This Module discusses in detail how to integrate gender considerations into each phase of the climate risk management cycle. It also contains gender analysis checklists and identifies specific tools to guide the mainstreaming of gender into climate change programmes, projects and policies.

### Climate change mainstreaming and gender mainstreaming



**Climate change mainstreaming** is about integrating climate risks into development planning processes and decision making. This means incorporating climate risk considerations into every aspect of the policy and project development process. This applies to all key government agencies and sectors (e.g. finance, planning, health, agriculture and environment), and all levels of government (i.e. national and sub-national). This can be thought of as applying a ‘climate lens’ to the work the government is already doing, that is, analysing each stage of policy and project formulation from a climate risk perspective.

Similarly, **gender mainstreaming** is a systematic process of integrating the needs and interests of both women and men across all stages of programmes and projects, and in an organisation’s structure and management. It encourages the participation of men and women in defining objectives and planning so that development actions satisfy the priorities and needs of both sexes. Therefore it means applying a ‘gender lens’ to government policies and projects to achieve gender equality and other key development outcomes.

### Gender analysis



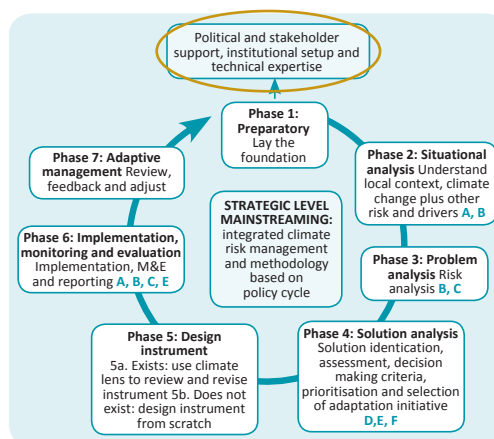
**Gender analysis** is a process of examining the roles, knowledge, capacity and assets of women and men, as the first step in planning efficient development strategies, programmes and projects that address both men’s and women’s needs, and reduce the inequalities that exist between them. Gender analysis is used to design, implement, monitor and evaluate programme interventions and policy decisions to make sure the diverse needs of women and men are addressed, that gender inequality is tackled, and that programmes do not exacerbate gender inequality.

In the case of climate change programmes, a gender analysis will help identify the multiple causes of vulnerability, including gender inequality. It also contributes to the identification of the diverse capacities and knowledge within communities and households that can be tapped to adapt to climate change and to help develop adaptation strategies that are more responsive to the capacities, needs and priorities of the local people.

### Phase 1: Preparatory phase

The preparatory phase helps to lay the political, organisational, and institutional foundation to integrate climate risk management into policies, plans and on-the ground actions.

Integrating gender into this early phase of the climate risk management process is crucial for the success of any climate change initiative. The institutions responsible for coordinating and steering the programme, project or policy should identify and plan for the type of support they require in integrating gender throughout the various phases of the cycle. Partners should be chosen that can provide that support. If necessary, awareness raising and training should be provided to stakeholders to ensure that from the outset, there is a common understanding about gender equality and its relevance within the climate change context.



Preparatory steps	Expected outputs	How to apply a gender perspective	Key guiding questions
1.1 Raise Awareness	Improved understanding and secured political support	Ensure from the beginning that awareness materials produced explain that climate change affects everybody but gender inequality is a factor of vulnerability and an additional constraint to adaptation; women and men are differently affected because of their roles, responsibilities, access to and management of resources, and participation in decision making	<ul style="list-style-type: none"> <li>How does climate change affect men and women?</li> <li>Are there differences in men's and women's vulnerability and adaptive capacity to climate change?</li> <li>Are there existing gender inequalities that may be exacerbated by climate change impacts?</li> </ul>
1.2 Establish stakeholder support, including political support	Secured cross-agency and other stakeholder engagement and support	Institutional arrangements for coordination of climate change programmes should include the ministry responsible for women, civil society organisations, and non-governmental organisations responsible for human rights/ women's rights	<ul style="list-style-type: none"> <li>Are key stakeholders engaged in the project? What type of support can they provide?</li> </ul>
1.3 Establish appropriate institutional arrangements, including government and non-government stakeholder engagement in the decision-making processes	Interagency committees and stakeholder groups established to guide and support mainstreaming		<ul style="list-style-type: none"> <li>What role/resources will key stakeholders bring to the project?</li> </ul>

Preparatory steps	Expected outputs	How to apply a gender perspective	Key guiding questions
1.4 Identify types of scientific information, analysis and expert support that may be relevant	Technical committee established to help access and analyse data, and provide technical inputs	This must also include the identification of socio-economic information and analysis; and who holds this information, and if there are any information gaps	<ul style="list-style-type: none"> <li>• Are there existing socio-economic data that may be relevant for the project? How can the data be accessed or obtained?</li> <li>• What additional data need to be gathered by the project?</li> </ul>
1.5 Identify strategic level for mainstreaming	Establish appropriate institutional arrangements, including government and non-government stakeholder engagement in the decision-making processes	Interagency committees and stakeholder groups established to guide and support mainstreaming	



#### Gender and climate change checklist

Tool 2: Vulnerability and adaptation assessment – integrating gender



There is often a tendency to think about gender only in relation to on-the-ground initiatives, and not how gender perspectives can be addressed in policy, planning, institutional, and governance arrangements. Addressing gender in a holistic way requires thinking about how governance mechanisms, policies and plans frame the way in which initiatives are undertaken. This is why it is important to incorporate gender from the very beginning of the climate risk management cycle, to establish a solid foundation for all stakeholders.

*In recognizing that men and women face different social, economic and environmental situations gender issues are to be considered in all planning and implementation processes. A better understanding of the vulnerabilities and capacities of different gender groups to deal with climate change is to be promoted.*

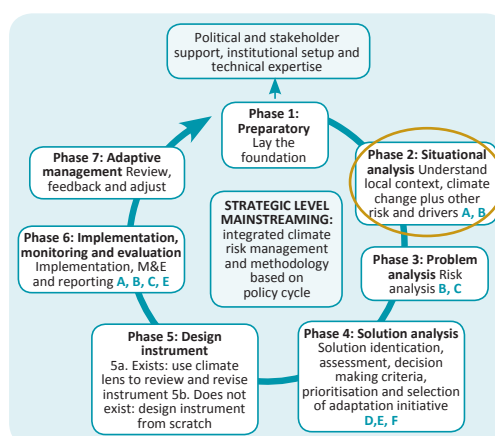
Fiji Climate Change Policy – Policy Principle 10



## Phase 2: Situational analysis

The purpose of this phase is to understand the development context, current weather and climate risks, and projected climate change scenarios.

The initial analysis of the development situation will often start by examining the relevant climate change scenarios, their impact on physical infrastructure and ecosystems, and the resulting consequences for people and communities. It is also likely to include a stocktake of existing policies, strategies, institutional arrangements, and proposed priority actions to deal with these impacts.



As part of this initial analysis it is important to include an assessment of gender roles in general, and the sector specific roles, knowledge, capacity and assets of men and women where a programme will be implemented. This analysis contributes to a better understanding of the social dimensions of climate change impacts by identifying the social inequalities and gaps which contribute to individual vulnerability, as well as the assets and capacities which will help people to cope with environmental stresses.

In many cases, information relating to gender issues is lacking. However, national gender equality policies and plans are a useful source for providing a broad overview of key gender issues and priorities. This information can then be applied to inform the development situation; any information gaps or potential risks or impacts specific to particular groups within society can be flagged for further research and analysis.

Situation analysis steps	Expected outputs	How to apply a gender perspective	Key guiding questions
2.1 Understand the country's development context	<b>A status report on:</b> <ul style="list-style-type: none"> <li>- <b>Economic, social and environmental context, together with institutional and political environment</b></li> <li>- <b>Current weather and climate context</b></li> <li>- <b>Projected climate change scenarios</b></li> </ul>	<p>A gender analysis must form a key component of a situational analysis and be included in the status report</p> <p>Gender inequality, within the broader socio-economic context, may be a driver of vulnerability as it influences roles and responsibilities, access to resources and information, participation in decision-making processes, and barriers to the realisation of human rights</p>	<ul style="list-style-type: none"> <li>• What are the inequalities that exist between different groups?</li> <li>• How do the inequalities affect climate change vulnerability?</li> <li>• How do the inequalities affect people's capacity to adapt to climate change?</li> </ul>

Situation analysis steps	Expected outputs	How to apply a gender perspective	Key guiding questions
2.2 Understand current weather and climate risks	<b>A status report on:</b> <ul style="list-style-type: none"> <li>- Economic, social and environmental context, together with institutional and political environment</li> <li>- Current weather and climate context</li> <li>- Projected climate change scenarios</li> </ul>	<b>Different people may highlight different risks and impacts of weather based on their particular roles, knowledge, and experiences. It is important to consider and include these different perspectives because it gives a broader picture of the issues and the capacities</b> Local knowledge, in addition to scientific information, must be considered in assessing climate risks as it may indicate groups that are more vulnerable or have greater capacity to adapt than others	<ul style="list-style-type: none"> <li>• How do the identified risks affect different groups?</li> </ul>
2.3 Understand projected climate change scenarios			<ul style="list-style-type: none"> <li>• Based on the projected climate change scenarios, what impact will they have on different groups in the community?</li> <li>• What knowledge and/or coping strategies are currently used by the different groups?</li> </ul>

#### Gender and climate change checklist



Tool 1: Weather and climate hazard assessment – integrating gender

Tool 2: Vulnerability and adaptation assessment – integrating gender

Tool 2.2: Division of labour and activity matrix



Climate change strategies or programmes are often assumed to be gender neutral – benefitting everyone equally. However, when programmes do not acknowledge the differences between people, and the social, economic, cultural and political inequalities that exist between men and women, there is a high risk of inducing discrimination and or exacerbating vulnerability (i.e. maladaptation).



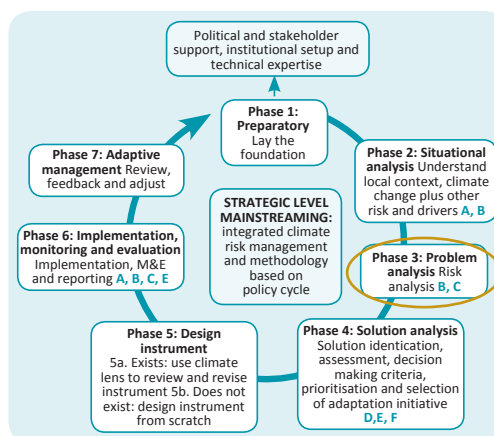
It is often the case that a gender analysis is not conducted at the beginning of the project, and if it is done, it is tagged on as an afterthought. This misses a good opportunity to gather information and knowledge to help strengthen project design and make outcomes more effective. The analysis should be conducted in the early phases of the climate risk management cycle.



### Phase 3: Problem analysis

The purpose of this phase is to understand the hazards and risks posed by current climate and by projected future climate, and gaps in current disaster risk management. This helps to better understand the nature and extent of the climate risk and to provide a foundation for decision making.

In this phase, gender perspectives can be applied to uncover root causes of inequality, including any discriminatory attitudes, behaviours and practices that may prevent women from realising their rights and opportunities. By examining the underlying causes in detail, it is possible to identify risks that need to be avoided, minimised or managed, and the potential for the climate change initiative to bring about positive change for women and men and the long-term resilience of households, communities and countries.



#### Gender and climate change checklist

Tool 2: Vulnerability and adaptation assessment – integrating gender

Tool 2.1: Problem Tree Analysis – digging deeper

Tool 2.2: Division of labour and activity matrix



Assessing vulnerability to climate risks is not just about assessing scientific information nor is it about the location of people or infrastructure. The underlying causes of vulnerability may be rooted in social issues such as a lack of access to information due to exclusion from decision-making processes. A detailed situation and problem analysis that examines social structures can help to identify these underlying causes. In this case the issue to address would be why certain groups are excluded from accessing information they need to make informed decisions – and how can we devise strategies to ensure the information reaches them?



Source: SPC/GIZ, 2013

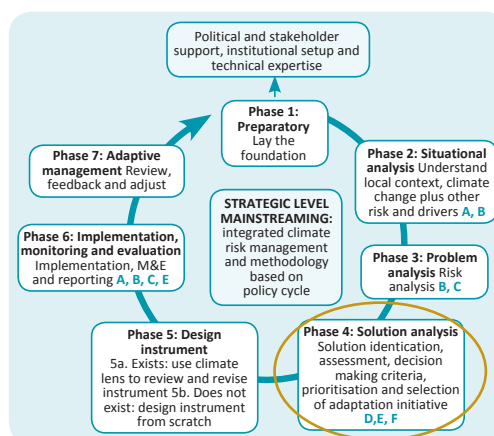
Problem analysis steps	Expected outputs	How to apply a gender perspective	Key guiding questions
3.1 Analyse current weather and climate risks, other drivers of risks, including root causes	<p>A status report on:</p> <ul style="list-style-type: none"> <li>• Current weather and climate risks and other drivers of risk and root causes</li> <li>• Gaps in disaster risk management</li> </ul>	Existing social inequalities may be an underlying driver of risk and should be highlighted as part of a vulnerability assessment	<ul style="list-style-type: none"> <li>• Are existing inequalities between different groups included in the vulnerability assessment?</li> </ul>
3.2 Assess gaps in current disaster risk management	<ul style="list-style-type: none"> <li>• Projected climate risks and vulnerability</li> </ul> <p>Decisions about priority risks to target through the project, programme or policy</p>	Attention should be paid to ensuring that all relevant stakeholders participate in the process of identifying gaps and assessing risks. Existing coping strategies should be documented. Different people may identify and prioritise different risks. They may have different knowledge and skills to respond to these risks. A gender analysis can help uncover these differences	<ul style="list-style-type: none"> <li>• Are all groups involved in identifying and assessing risks?</li> <li>• Are knowledge and coping strategies of different groups documented and assessed?</li> <li>• What gaps exist in current coping strategies and development needs?</li> </ul>
3.3 Assess projected weather and climate risks, and other drivers of risks		Sex-disaggregated data should be collected to provide a detailed assessment of differences in risks, experiences and coping strategies between men, women, boys and girls	<ul style="list-style-type: none"> <li>• What gaps exist in current coping strategies and development needs?</li> </ul>



### Phase 4: Solution analysis

The purpose of this phase is to identify options to reduce the identified climate risks. The options can be interventions applicable to national strategy, sector policy and/or on-the-ground activities. There is more than one way to solve a climate change or development problem. It is important that all possible options are identified and properly considered so that the most effective option is selected.

For the integration of gender in this phase of the climate risk management cycle, 'options' will include strategies to reduce vulnerability to climate change, as well as strategies for enhancing capacities and opportunities necessary for achieving both climate resilience and gender equality. Therefore, options need to be developed to fulfil this dual purpose to ensure the interventions contribute to positive development outcomes.



Option identification steps	Expected outputs	How to apply a gender perspective	Key guiding questions
4.1 Select adaptation pathway	Brief report outlining process followed and basis for identifying main options	<p>Ensure that both men's and women's abilities, knowledge and skills are considered in the identification of risk reduction options</p> <p>Ensure that there are suitable opportunities for the genuine participation of all members of society in identifying and prioritising options</p> <p>Ensure appropriate attention is paid to the social context (in addition to physical science) in identifying feasible options</p> <p>Avoid reinforcing traditional gender stereotypes. Actively seek new opportunities for both men and women that may challenge these stereotypes and other inequalities, to establish positive gender relations</p>	<ul style="list-style-type: none"> <li>Have men's and women's abilities, knowledge and skills been documented?</li> <li>Are all groups involved in identifying and prioritising options?</li> <li>Is the broader social context considered in the identification of options?</li> <li>What specific social conditions will affect the feasibility of options?</li> <li>Are there opportunities to challenge gender stereotypes and increase positive gender relations through the identified options?</li> </ul>

Option identification steps	Expected outputs	How to apply a gender perspective	Key guiding questions
4.2 Identify relevant adaptation strategies and measures	Key adaptation and development measures identified for further analysis	Include criteria for equality to ensure proposed measures are assessed in terms of their effectiveness in addressing inequalities between and within groups. The consequences of selecting options that are gender blind or gender sensitive should be considered and assessed	<ul style="list-style-type: none"> <li>Is gender equality included in the criteria for assessing the effectiveness of options?</li> </ul>
Solution analysis steps	Expected outputs	Gender perspective	Key guiding questions
4.3 Prioritise strategies and select preferred adaptation measures	Key adaptation measures analysed using cost-benefit analysis and / or other assessments, and preferred option (s) selected	<p>Costs and benefits should be disaggregated according to various social groups where possible, including women, men, girls and boys</p> <p>Qualitative information about the distribution of costs and benefits across social groups should be recorded, and used to support the quantitative analysis</p> <p>Clear documentation should be provided regarding the process of selecting the preferred options including whether there were any gender-based differences in priorities expressed by stakeholders, and how they were taken into account</p>	<ul style="list-style-type: none"> <li>Are the outcomes of the cost-benefit analysis assessed for each social group?</li> <li>Are age and gender considered in the distribution of costs and benefits?</li> <li>Is the process for selecting the preferred options properly documented?</li> <li>What decisions are made in relation to addressing gender-based differences in priorities?</li> </ul>





Gender and climate change checklist

Tool 2: Vulnerability and adaptation assessment – integrating gender

Tool 2.3: Adaptive capacity assessment matrix

Tool 2.4: Adaptation planning – needs assessment matrix

Tool 3: Feasibility assessment – integrating gender

Tool 4: Cost-benefit analysis (CBA) framework – integrating gender



When considering options it is important to reflect on who is providing input into the identification and selection of options. As individuals we often approach a problem with preconceived ideas about what the solutions should be. It is therefore important to get a wide range of views into this stage to ensure valid options are not overlooked.



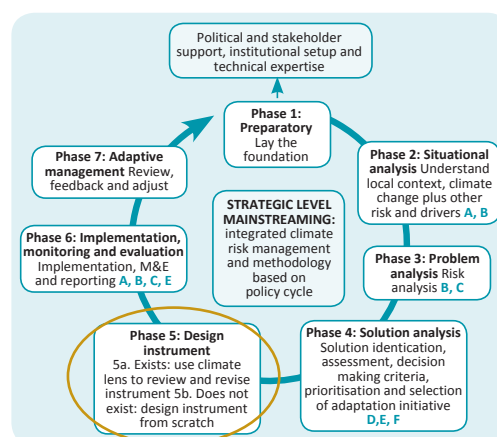
Source:SPC,2013



**Phase 5: Design**

The purpose of this phase is to produce a strategic level document that clearly articulates the country's policy and/or plan of action. The design document should include objectives and outcomes, expected outputs, inputs and a budget. It should also include specific indicators and targets for inclusion in a monitoring and evaluation (M&E) plan.

Design documents and M&E frameworks need to take into account gender perspectives. They need to include indicators and processes to measure the effectiveness of the programme, project or policy so that it benefits women and men equitably and supports gender equality.



For example, within the overall results matrix for the SCP/GIZ Coping with Climate Change in the Pacific Island Region (CCCP-IR) programme, several indicators make explicit reference to men and women and gender equality. These ensure that everyone involved understands that addressing gender issues is central to the achievement of programme results. Examples of indicators include:

- 50% of men and women in ten rural communities in five countries indicate that they are more resilient as a result of adaptation measures implemented through the project.
- Multi-sectoral adaptation approaches incorporating principles of gender equality and ecosystem-based adaptation are implemented in ten communities in eight countries.
- One jointly developed REDD+ project incorporating the principles of gender equality is implemented in Fiji.

Phase 5 steps	Expected outputs	How to apply a gender perspective	Key guiding questions
5.1a 'Climate-proof' an existing strategic document based on the results of Phases 2, 3 and 4	'Climate-proofed' strategic document (NSDS, sectoral plan/programme of work, policy, and/or corporate plans)	The design of the relevant initiative should be guided by the information from previous steps and should incorporate the results from the gender analyses	<ul style="list-style-type: none"> <li>• Are the results of the gender analysis incorporated into the design document?</li> </ul>
5.1b Develop a national climate change policy or other strategic climate change document using the results of Phases 2, 3 and 4	A clearly designed strategic document that shows vertical linkages across NSDS, climate change policy, national action plan, and sectoral programme of work, and/or corporate plans		



Phase 5 steps	Expected outputs	How to apply a gender perspective	Key guiding questions
1. 5.2 Develop an implementation strategy, including governance arrangement, financing strategy and monitoring and evaluation (M&E) strategy	Document with clearly articulated implementation strategy	<p>The implementation strategy should be informed by a situational analysis that incorporates gender analysis</p> <p>Gender should be integrated into the proposed implementation mechanisms (e.g. technical assistance support, procurement rules and processes, steering structures). If the implementing organisations require additional training and capacity building, this should be carried out at the beginning of the implementation process, and continue throughout the life of the initiative</p> <p>A specific gender action plan with defined stakeholder roles and responsibilities should be developed to ensure identified activities are delivered and are reported against</p> <p>Job descriptions/ consultancy contracts should clearly include the scope, outputs and outcomes specific to integrating gender perspectives in the programme, project or policy implementation. Within the M&amp;E strategy and plan, ensure gender equality is explicitly stated as part of the overall goals, objectives, and activities. This way, it will be monitored and reported on during programme implementation.</p> <p>Indicators must be disaggregated by age and sex, and should measure the impacts on women and on men.</p>	

**Gender and climate change checklist**

Tool 3: Feasibility assessment – integrating gender

Tool 4: Cost-benefit analysis (CBA) framework – integrating gender

Tool 5: Policy, programme and project screening matrix

Tool 6: Gender action plan



Gender specialists are often asked to contribute late in the process of designing a project. When this happens the gender perspective is often seen as an ‘additional’ component instead of being considered as part of the programme. In some cases, sufficient resources may not have been allocated towards the cost of conducting gender analyses. Where specific gender expertise will be required, ensure that this is planned early and is budgeted for to support the project design process.



Source: SPC-GIZ, 2013

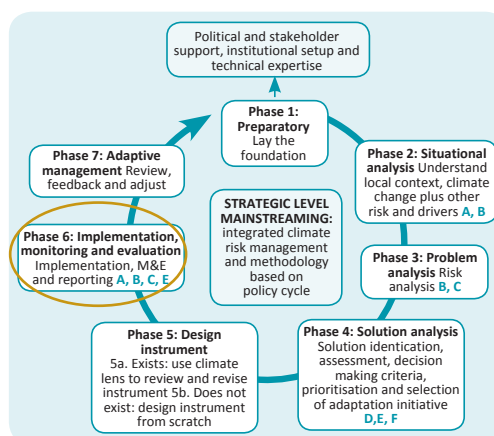


### Phase 6: Implementation, and monitoring and evaluation

The purpose of this phase is to implement, monitor, evaluate and report on progress against the stated objectives of the policy and plan of action and with respect to the country's development goals.

As with all phases of the climate risk management cycle, gender must be fully integrated into implementation and M&E. If the gender perspective is not embedded at every step, there is the possibility of exacerbating, rather than reducing, vulnerabilities and inequalities, which can have serious implications on the effectiveness of a programme, project or policy. Integrating gender in the implementation process requires capable and skilled individuals, who take conscious steps to make sure gender perspectives are identified, assessed and acted on.

Similarly, gender equality should be a key focus of all stages of M&E. Gender experts should be engaged in the initial stages of a project to help design the monitoring and evaluation systems and to conduct gender training with M&E specialists. This can help ensure that the M&E outcomes clearly articulate how the programme, project or policy is performing in achieving gender equality.



Phase 6 steps	Expected outputs	How to apply a gender perspective	Key guiding questions
<b>6.1 Implementation</b> <ul style="list-style-type: none"> <li>Confirm sector/cross-sectoral programme of actions identified in Phase 5</li> <li>Identify appropriately sequenced set of activities to be implemented, including lead agencies and collaborating partners</li> <li>Secure funding</li> </ul>	Linked NSDS, climate change policy, national action plan, and or sectoral programme of work	<p>The involvement of both men and women at all stages of implementation is crucial to ensure the initiative is effective, and draws on all available knowledge and skills</p> <p>Particular attention should be paid to ensure that women are actively involved in decision-making processes, and have equal access to benefits, for example, training or income-generating opportunities</p> <p>In some cases, interventions may need to be adapted to overcome cultural constraints that restrict women's participation in decision making.</p>	<ul style="list-style-type: none"> <li>Do all groups have opportunities to participate in decision-making processes throughout all stages of implementation?</li> <li>Are there specific strategies in place to ensure women's participation in decision making?</li> </ul>

M&E steps	Expected outputs	Gender perspective	Key guiding questions
1. Monitoring and Evaluation, and reporting	Regular M&E reports across different stakeholders and all levels of government, Reflecting vertical relationship between project, programme, sector climate change policy goals, objectives and strategies and NSDS	<p>Sex- and age-disaggregated data are collected and analysed regularly to assess progress against gender indicators and targets</p> <p>A gender specialist should be part of the independent evaluation committee to assess:</p> <ul style="list-style-type: none"> <li>• The roles of women and men in contributing to the achievement of the outcomes</li> <li>• How the programme has affected women and men, and the direct benefits</li> <li>• How the programme empowered women and men and challenged existing power relations and stereotypes</li> <li>• Sharing challenges, successes and best practice in integrating gender perspectives into climate change initiatives supports continued learning among stakeholders, climate change practitioners and gender experts</li> </ul>	<ul style="list-style-type: none"> <li>• Is sex- and age-disaggregated data collected for the project? How will the data be used for M&amp;E?</li> <li>• Is there a gender specialist on the evaluation committee to assess how the programme contributes to the achievement of gender equality outcomes?</li> <li>• How will the key outcomes and lessons learnt be documented and shared with internal and external stakeholders?</li> </ul>



#### Gender and climate change checklist

Tool 2.4: Adaptation planning – needs assessment matrix

Tool 3: Feasibility assessment – integrating gender

Tool 4: Cost–benefit analysis (CBA) framework – integrating gender

Tool 5: Policy, programme and project screening matrix

Tool 6: Gender action plan

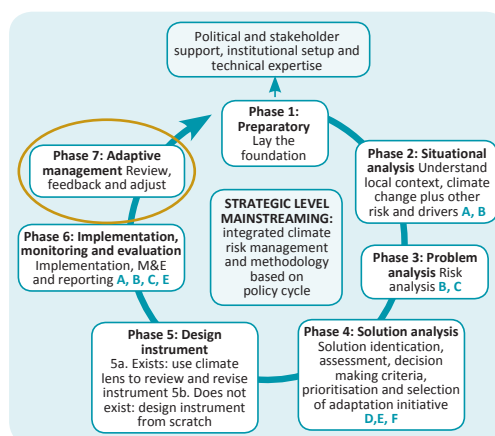


Gender and climate change M&E is not only about sex-disaggregated indicators. A key objective of any M&E framework, particularly for climate change, must be about shared learning. The framework should provide a way to evaluate qualitatively how men and women have benefitted from the programme and provide examples of where women's involvement (or lack of) has strengthened (weakened) the project outcomes



### Phase 7: Adaptive management

Integrating a gender perspective is not optional; it is an essential element of every climate change programme, project or policy process. Whether failing to adopt appropriate technology or consulting only with people who turn up to meetings, an oversight of gender perspectives – or being gender blind – can have significant implications on intervention outcomes. Therefore, gender mainstreaming is a continuous process which requires ongoing review and feedback from key stakeholders to ensure climate change initiatives are adjusted and improved to increase their effectiveness.



At a policy level, communicating programme results and lessons learnt from mainstreaming gender into climate change initiatives can influence political decisions and the formulation of climate change adaptation and mitigation policies. Identifying champions who can be advocates for gender equality at national and provincial government levels is important for keeping gender equality on the political agenda.

Phase 7 steps	Expected outputs	How to apply a gender perspective	Key guiding questions
7.1 Review and adjust or change adaptation pathway and specific instruments	Adjustments in strategic level instrument as relevant.  Revised strategies and plans of actions at the national and associated provincial/area action plans, sectoral plans of action, and corporate plans etc.	Ensure the strategic instrument is reviewed by someone with gender expertise, preferably someone with knowledge of the local context.	<ul style="list-style-type: none"> <li>Has the instrument been reviewed by a gender specialist or a social scientist?</li> </ul>



#### Gender and climate change checklist

- Tool 2.4: Adaptation planning – needs assessment matrix
- Tool 4: Cost–benefit analysis (CBA) Framework – integrating gender
- Tool 5: Policy, programme and project screening matrix
- Tool 6: Gender action plan

## References

PACC (Pacific Adaptation to Climate Change). 2014. Mainstreaming Climate Change into Development in the Pacific: A Practical Guide. SPREP, Samoa.