

GUIDANCE NOTE FOR CENTRAL ASIA CLIMATE RISK MANAGEMENT PROGRAMME: INTEGRATING GENDER INTO THE PROJECT ACTIVITIES

Introduction

'Adapting to climate change is about reducing vulnerability to current and projected climate risks. Vulnerability to climate change is determined in large part by people's adaptive capacity. A particular climate hazard, such as a drought, does not affect all people within a community – or even the same household – equally because some people have greater capacity than others to manage the crisis. The inequitable distribution of rights, resources and power – as well as repressive cultural rules and norms – constrains many people's ability to take action on climate change. This is especially true for women, children and vulnerable groups. Therefore, understanding gender is a critical factor in adequately addressing vulnerability to climate change'¹.

Gender mainstreaming ensures that women's and men's concerns and experiences have been taken into account in the processes of project design, implementation, monitoring and evaluation. Gender mainstreaming can occur in a project that does not have specific gender-related objectives. Gender mainstreaming does not entail that men and women necessarily have to contribute to a project in equal measure: men and women are not the same and should not be forced to be the same². Gender mainstreaming means that the project offers equality in outcome for both men and women affected by the project, and that the project does not perpetuate or condone the existing gender inequality. One effective strategy to achieve this result is to help men and women, through the project interventions, take on the roles which may not have been regarded 'typical' for their respective gender (also see the box on page 4 regarding 'gender transformative policies and programmes').

The current note was developed in support of the national and regional projects within the Central Asian Climate Risk Management Programme (CA-CRM). One of the main donors of the programme is the UNDP Bureau for Crisis Prevention and Recovery (BCPR). BCPR has a requirement of 15% of the total funding allocated to any initiative to be spent on gender-related issues. To respond to this requirement, each project under the CA-CRM has introduced an annual target of 15% budget to be spent on gender-related issues (included in the logical framework). Achievements on this target are reported within the intra-annual and inter-annual reporting cycles. This note intends to assist the projects under CA-CRM in making sure that 15% of their yearly budget is spent on relevant gender-related issues. The note has an advisory nature and aims to stimulate new and creative ideas on how to integrate gender issues in the Programme.

Certain activities such as gender situation analysis, gender training and gender monitoring (including the filming of the beneficiaries) can be supported by the Bratislava Regional Centre Gender Team based on the agreed cost equalization agreements³.

Box 1. Definitions of Sex and Gender

Sex: Biologically determined differences between men and women that are universal.

Gender: Refers to the social differences between men and women that are learned, changeable over time and have wide variations both within and between cultures. Gender is a socio-economic variable to analyse roles, responsibilities, constraints, opportunities and needs of men and women in any context.

¹ CARE. 2010. 'Adaptation, Gender and Women-empowerment'

² UNDP 2010

³ Such support can be discussed via the Regional CA-CRM Programme Coordinator, Yegor Volovik.

General approaches and objectives of integrating gender in national/regional CRM projects

Overall objective is to ensure that women's and men's rights and gender equality are promoted, rather than undermined, through all policies and interventions of the CA-CRM Programme.

The following general approaches can be recommended:

1. Analyse project interventions to make sure that they do not promote gender inequality and do not disadvantage women or men in any way. Prioritize interventions that clearly advance gender issues.
2. When planning, assess different implications of planned interventions for women and men. Include in the project M&E system provisions for monitoring the difference in participation and impact of the project on men/boys and women/girls. Make sure that perspectives of men/boys and women/girls are considered.
3. Make sure that gender-disaggregated data is collected, whenever possible, and gender analysis informs important project decisions/actions (e.g. pilot design, risk assessments). If there are glaring gaps between men and women, analyze their possible causes, and design interventions to address the causes.
4. Prioritize equal participation in the project activities. Set targets for men/boys and women/girls participation. This means the participation both as beneficiaries and as decision-makers.

Overall, activities in the following general areas to advance empowerment should be considered for both men and women:

- awareness-raising;
- building self-confidence;
- expanding choices;
- alternative livelihoods;
- increasing access to and control over resources;
- transforming structures and institutions to reinforce and perpetuate gender non-discrimination and equality;
- transforming gender stereotypes and gender-based roles.

Suggested activities/steps

#	Actions	Budget estimate
1	Apply Gender Marker to the project ⁴ .	n/a
2	Set targets for female/male participation ratio in activities.	n/a

⁴ Gender marker is normally already applied, this activity included here not to forget about it when reporting on the Programme.

3	When conducting stakeholder identification, pay specific attention to gender balance and make a point to include women and especially women's groups, gender equality NGOs and gender equality advocates. When conducting stakeholder consultations, involve women and make sure to include their priorities. In areas where men's participation is lacking, design specific interventions to mobilize men's participation in stakeholder consultations.	Unless gender expert involved or sufficient time spent on making sure women are included, n/a
4	Trainings and awareness raising activities – include sessions on gender and climate risk management, invite gender expert for presentation and facilitation of discussion. Try to include in trainings sessions to discuss gender aspects of issues, e.g. less water with climate change – how this would affect women and girls who are involved into fetching water.	Cost of gender expert, some proportion of training cost (e.g. if women 50% - then 50% of the cost of the training, or if there is a session devoted to women's access to land, etc.)
5	Trainings/study tours – check with respective government agency or other partner organisation who is usually sent to such events and if more men sent than women, try to negotiate for a more gender-balanced representation.	Participation cost
6	Specifically look for and prioritize appropriate women's rights organizations and female community leaders when selecting partners for pilots, educational/awareness activities, etc.	n/a
7	Ensure that risk assessments are informed by a gender analysis (gender analysis should be included in the terms of reference for all assessments and research).	Costs of additional expert/ time spent for additional data collection and analysis
8	Build targets and activities on gender equality and women's empowerment into the AWP. Include specific targets on gender equality and women's empowerment in the pilot projects.	Costs of activities
9	When hiring experts specifically look to identify qualified female candidates. Make statistics of female vs male experts hired by the project and attempt to maintain a ratio close to 50/50.	n/a
10	In all baseline studies look for data/information to establish the situation with regards to gender equality (in a ministry, in a community, etc.). This situation analysis should not contain only quantitative data, but also qualitative analysis on if and how gender issues are perceived by a stakeholder.	Costs of additional expert/ time spent for additional data collection and analysis

Suggested measures by Activity Result

1. Improved enabling environment for CRM at systemic, institutional and individual levels

Establish mechanisms to facilitate climate risk management

#	Actions	Budget estimate
1	This mechanism could be also used to promote gender equality and connections to climate risk management. Starting point would be sensitizing those involved in the mechanism. This could be done together with CRM trainings for mechanism stakeholders.	Costs of trainings/ w/shops
2	Try to ensure equal participation of men and women in the mechanism. For example, it may be necessary to provide child care facilities to mobilize women's participation. In some areas such as water sanitation and domestic waste management, men's participation may have to be particularly mobilized.	n/a (or 50% of meeting costs)

Integrate CRM into key policies, strategies and legislation. Review and propose changes to current institutional mandates for key line ministries to improve CRM focus

#	Actions	Budget estimate
1	When suggesting changes to policies, etc. to integrate CRM principles, see if additional changes could be made to promote gender equality.	n/a, or cost of additional work
2	Keep a proper balance of male and female consultants.	Cost of consultants

Box 2: Gendered Policies and Programmes

Government adaptation (and development) policies and programmes can be:

Gender-blind, when these are literally 'blind' to gender differences and are, implicitly, male-biased. For example, *agriculture extension workers target men farmers though a higher proportion of the farm work is done by women farmers*. Or, when these do not recognize existing gender differences/inequalities and thus, sometimes unknowingly reinforce existing gender inequalities. *For example, irrigation water-users societies give membership only to land owners despite the fact that most of the land is owned by men and less than 10% of the land is owned by women farmers*.

Gender-neutral, when these clearly demonstrate that they have no gender-differentiated impact in any way possible. Examples of these are few and far between.

Gender-sensitive, when these recognize existing gender differences/inequalities and address these separately. For example, *'Gender budgeting' or forming women's community-based self-help groups*.

Gender-transformative, when these help transform gender relations to promote gender equity. But different policies need to work at empowerment at different levels simultaneously to achieve real results. For example, *50% reservation for women in universities, although this needs to be synergized with empowering provisions in other programmes*.

Gender-just, when these bring about sustainable, structural changes in gender power relations, redressing the discrimination and violence committed as a result of gender inequality. But these again need to work at empowerment at different levels simultaneously to achieve results.

Develop national climate profile⁵

#	Actions	Budget estimate
1	Gender-disaggregated data should be collected, including socio-economic information. Difference in risks and impacts on women and men should be analyzed and presented in the profile and also in perceptions of difference in impacts on men and women.	Costs of collecting additional data and undertaking additional analysis

Strengthen experts' and decision-makers' capacity on CRM. Deliver training programmes

#	Stage	Actions	Budget estimate
1	Design	When conducting training pre-assessment, try to see if there are different needs for different groups of participants.	n/a or costs of additional analysis
		Try to analyze, who is usually sent for trainings in a particular government or other partner organization (men or women), Try to keep balance in male/female participation based on gender equality principals?	
		During development of the training package on CRM, integrate sessions on gender issues related to CRM (e.g. different perceptions of climate and disaster risks by men and women, difference in impact, etc.), and involve relevant experts.	Proportional costs of organizing training
2	Conducting training	When organizing training, try to arrange that at least 50% (or higher) of participants are women.	Proportional costs of organizing training
3	Conduct gender training	Organize gender training for all key stakeholders, including decision-makers.	Costs of organizing training, including the fee for gender trainers

Undertake capacity needs assessment

#	Stage	Actions	Budget estimate
1	Design	See if there are different needs for different groups of participants.	costs of analysis and partly trainings
		Try to analyze who is usually sent for trainings in a particular government or other partner organization (men or women), Try to keep balance in male/female participation based on gender equality principals?	
		Analyze proportion of men and women involved in climate change and DRR in the government, including particularly in the decision-making process.	
2	Conducting assessment	When conducting assessment, try to arrange that at least 50% of survey participants are women.	Proportional costs of assessment

2. CRM interventions implemented in priority areas

Undertake climate risk assessment/mapping

⁵ This activity belongs to different ARs in different national prodocs.

#	Stage	Actions	Budget estimate
1	Background data collection	When conducting local level risk assessment, additional background data should be collected, such as: share of men and women (also of particularly vulnerable groups) in the community; roles of women in agriculture (including who owns the land), forestry; involvement of women in early warning, disaster preparedness; presence of women NGOs/ active groups, etc. Include statistics on women as well as on men when collecting and presenting data. This information should be analyzed and included in CRA report on the community. Time use studies of different household members make a great source of information to understand different needs, responsibilities and control level of women and men.	Budget contribution could be estimated by assessing number of person-days (hours) that were spent on these activities additionally. (Estimate with experts involved in data collection how much more time it takes to collect and analyse disaggregated data and make an estimate of costs involved). If a gender expert is involved, budget estimate would be more straightforward.
2	PRA	In PRA/risk assessment organize separate discussion groups for women and men in order to analyse specific risks and priorities for women and men. Questions to ask: are women and men affected differently by current climate variability? (e.g. who is sowing plants and if it is women, do they need to do double work if there is a drought and reseeded is needed? do women need to spend more time on watering plants? etc.); are women likely to be affected differently than man by expected climate changes? What are capacities of women and men in terms of adapting to climate change and managing climate risks? Also compare priorities in terms of addressing key risks between men and women. This information should be analyzed and included in PRA report on the community.	
		Specifically analyze issues that undermine gender equity in the community and see if the project can address them with little or no cost.	Costs of interventions and analysis
		For data in the field collection, you can train women from the community as community researchers, including providing guidelines for using various research strategies to collect original data about local hazards and risk, and developing basic skills for synthesizing and utilizing the findings.	Costs of the trainings and capacity building.

Implement Climate risk management interventions in priority sectors. Piloting different financial instruments to promote measures on CRM (e.g. index-insurance). Identify and conduct cost-benefit /multi-criteria analysis of potential CRM interventions. Demonstrate mainstreaming of CRM approaches into strategic planning at the local level

#	Stage	Actions	Budget estimate
1	Identifying pilot	Involve women in consultations, and if needed, organize separate consultations with women/ community-based women's group(s). Make sure to include their priorities.	Costs of additional consultations
		Consult gender specialists (in the CBO or NGO, for example) and representatives of women's organizations within the community (or in the area).	Costs of additional consultations
		Try to identify a local community women's group to be the pilot	Potentially partial or full

		project partner.	cost of a pilot activity
		Ask a question: who is going to benefit most from the pilot? Try to select pilots that could advance gender equity and empower women in the community. Make sure they do not support gender inequality.	Potentially partial or full cost of a pilot activity
		See if at little or no additional cost the project could promote gender equality, through for example removing barriers to access the resources for women and girls or supporting rights of women to control resources. Or, for example, establish mechanisms to ensure women's rights are protected, in particular during and after disasters and in regards access to productive assets and land-use. Another example is to support activities that encourage men and women to be involved in the roles that take them away from the currently perceived gender stereotypes.	n/a or additional consultancy
		When conducting cost-benefit /multi-criteria analysis of potential CRM interventions, include in the TORs separate analysis for benefits to men and women	Additional days of work
		Examples: - in Tajikistan, CRM project provides microcredits to local communities for piloting climate risk management approaches. A special criteria for selecting initiatives was introduced requiring that at least 50% of microcredits go to women (women-led households) - In Uzbekistan, a study-tour specifically designed for needs of women was organized. - Other projects, for example, promote extension services that reach women, employ more female extension workers, and encourage the use of appropriate methods to reach women farmers.	Half of the budget for microcredits Budget of the study tour
2	Implementation	When introducing financial instruments, women may need additional training/awareness raising sessions on the subject.	Cost of trainings/events
		Monitor gender representation at the trainings, awareness raising activities, if possible ensure at least 50/50 representation. See if possible to organize special trainings/events for women.	Partial/full cost of trainings/events
3	Monitoring results	Make an arrangement to assess whether the pilot delivered planned and potentially unexpected benefits to advancing gender-related issues, or unexpectedly brought about adverse and unwanted effects on gender equality.	Approximate additional cost in M&E

Profile short-, medium-, and long term hydro-meteorological information requirements at community level

#	Actions	Budget estimate
1	Account for potentially different information requirements for men and women	Cost of additional analysis
2	Train those disseminating hydro-meteorological information (early warning system managers; weather forecasters) to understand how farmers interpret this information, how such information is gender-sensitive (e.g. in language, media channels, other means of communication), and how information may affect gender relations, to ensure better access to and relevance of climate information for women.	Cost of trainings

3. Knowledge on how to incorporate climate variability and change opportunities and risks into development processes at local, sub-national and national level disseminated

Establish National Climate Network (NCN)

#	Stage	Actions	Budget estimate
1	Design	Make sure membership in NCN is as close to 50/50 as possible. Promote participation of female experts in NCN.	n/a
2	Functioning	Monitor membership and participation of women in the NCN	n/a
		Include discussions on climate risks and gender in the agenda of NCN meetings	n/a
		Organize a webinar or an information session with NCN members and a gender expert to increase awareness on gender and climate risks, invite women's NGOs/groups leaders	costs of organizing webinar/ meeting
		Another opportunity would be to establish a system on gender disaggregated data collection on issues related to climate, as well as to regularly share the information on gender and climate change linkages via the network.	Costs of system and data collection
		Establish a rotational system of "gender focal point", whereas one of the experts would highlight a gender related topic during each meeting.	n/a

Undertake targeted awareness raising/educational campaign on CRM. Disseminate information and materials on CRM

#	Stage	Actions	Budget estimate
1	Design	When designing the campaign include women as a specific target group. When setting targets for population covered by the campaign aim to achieve at least equal coverage for men and women	Additional costs, if any Half of campaign costs
2	Implementation	Prioritize female experts	Costs of experts

4. Project management

#	Actions	Budget estimate
1	Monitor your time spent on organization and implementation of all activities relevant to gender mainstreaming	At the end of the year make an assessment of what percentage of your time it took. Then calculate how much it costs from the total budget for your position (not only from your salary).
2	To be able to monitor, measure and demonstrate your 'gender contribution' introduce additional indicators to monitor progress (they would be related to activities above)	n/a (potentially additional time for monitoring)
3	As part of monitoring efforts, collect the actual voices of women and men affected by the project, possibly through	Costs of film-making.

	the use of video filming, requesting them to talk about any changes they have observed in terms of gender equality in their communities.	
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5. Programme/project communication campaign/activities

#	Stage	Actions	Budget estimate
1	Design	Design the campaign in a way that it contributes to the promotion of gender equality. For example, images of men and women could be depicted in non-traditional gender roles. We should showcase instances (with images) when men and women work in partnership for the project implementation. We should also encourage a balanced representation of men and women of the community in media coverage, as speakers and not just as 'faces'.	Potentially additional costs, if any

References

1. BRIDGE – Gender and Climate Change. 2011

Climate change is increasingly being recognised as a global crisis, but responses to it have so far been overly focused on scientific and economic solutions, rather than on the significant human and gender dimensions. This report highlights the need to put people at the centre of climate change responses, paying particular attention to the challenges and opportunities that climate change presents in the struggle for gender equality.

http://www.seachangecop.org/seachange/files/documents/2011_10_BRIDGE_Gender_and_climate_change.pdf

2. Why Women Matter: The gender dimension of climate change adaptation policies. 2011

Four of the National Missions under India's National Action Plan on Climate Change focus on climate change adaptation in the areas of agriculture, water resources, forests and the Himalayan eco-system. Successful adaptation to climate change, however, requires recognition of poor women as critical partners in both driving and delivering solutions because women often constitute a majority of the work force in these sectors. This pilot research documented some of the gender-differentiated climate change impacts and adaptation interventions. It also examined scientific evidence and women's perceptions on how key climate parameters like rainfall, temperature and wind patterns are changing and how this is affecting their agriculture-related livelihoods. The research suggests specific gender-responsive policy and practice recommendations for the implementation of the four adaptation-focused National Missions.

http://www.seachangecop.org/seachange/files/documents/2011_10_AlternativeFutures_-_Policy_Brief_Why_Women_Matter.pdf

3. CARE Adaptation, Gender and Women-empowerment. 2010

Adapting to climate change is about reducing vulnerability to current and projected climate risks. Vulnerability to climate change is determined in large part by people's adaptive capacity. A particular climate hazard, such as a drought, does not affect all people within a community - or even the same household - equally because some people have greater capacity than others to manage the crisis. The inequitable distribution of rights, resources and power – as well as repressive cultural rules and norms – constrain many people's ability to take action on climate change.

http://www.seachangecop.org/seachange/files/documents/2010_10_CARE_Gender_Brief.pdf

4. UNDP Gender, climate change and community based adaptation planning. 2010

This guidebook for designing and implementing gender-sensitive community-based adaptation (CBA) projects has been produced by the UNDP. It draws on the experiences of the UNDP-Global Environment Facility (GEF) CBA programme to date, from ten participating countries around the world.

http://www.seachangecop.org/seachange/files/documents/2010_10_UNDP_Gender_Climate_Change_and_CBA.pdf

[or http://www.undp.org/content/undp/en/home/librarypage/environment-energy/climate_change/gender/gender-climate-change-and-community-based-adaptation-guidebook-.html]

5. **Gender, Disaster Risk Reduction, and Climate Change Adaptation: A Learning Companion.** Oxfam. 2010

<http://www.gdnonline.org/resources/OxfamGender&ARR.pdf>

Additional materials

1. Gender responsive budgeting. UNIFEM
www.gender-budgets.org

2. UN WomenWatch: Women, gender equality and climate change. 2009

http://www.seachangecop.org/seachange/files/documents/2009_10_Women_and_Climate_Change_Fact_sheet.pdf

3. Working with women at risk. 2003

<http://www.ihrf.fiu.edu/issr/workingwithwomen.pdf>

4. Gender and disaster network

<http://www.gdnonline.org/>

Annex 1. Examples from other projects

Tajikistan⁶



Tajikistan: Increasing women's agency for adaptation to climate change

In a high mountain community in Tajikistan, food security was an increasing challenge due to shifting seasons that were negatively impacting women's kitchen gardens. In dialogue with local men and women, CARE helped design a simple technology to adapt to the changes. Cold frames (small, greenhouses) were constructed to start vegetable seedlings earlier in the spring and extend the growing season into the fall. This resulted in increased household production, crop diversity and nutrition. The project also worked with women to promote food preservation so that surpluses could be safely stored for consumption during the winter. While this is a positive example of increased women's agency (particularly with regards to food security), more analysis would be needed to determine if the project had any impact on inequitable relations or structures.

Honduras⁷

Capacity-building offers great potential to address gender inequalities if it responds to women's needs and priorities. It is essential that women's capacity is built not only in traditionally „female“ domains such as in the area of household energy but also in the skills needed to access better jobs, financial services, information, training or technology.

In Honduras, for example, a capacity-building programme which put women in charge of an early-warning system meant that their community was the only one with no reported fatalities during Hurricane Mitch in 1998.

Mekong basin in South-East Asia

The Mekong basin in South-East Asia is a densely populated area that is highly vulnerable to increased flooding as well as droughts and water shortages in the face of worsening climate change. Traditionally, watershed management issues have excluded women and failed to take account of issues of sustainable livelihoods and equality. GIZ implemented a project to address this by systematically involving women as trainers, participants and target groups in watershed management. It found that using a quota system to ensure the involvement of women in the watershed management committees led to a significant improvement in the quality of the committees' work, as well as an improvement in the local population taking greater responsibility, increasing the likelihood of the sustainable application of resource-friendly approaches for society as a whole.

⁶ CARE. 2010. 'Adaptation, Gender and Women-empowerment'

⁷ All other examples come from the publication BRIDGE – Gender and Climate Change. 2011

Central America (mitigation and adaptation)

In Central America, projects run by the Equilibrium Fund in Guatemala, Nicaragua, El Salvador, Mexico and Honduras have been working with local women to harness their knowledge in forest conservation and channel this into programmes that can be supported as part of mitigation efforts in their countries. Providing training and capacity-building for over 10,000 women in the processing and commercialisation of the maya nut, it has supported the planting of over 800,000 nut trees. This not only provides a source of food and means of earning a sustainable income from the harvesting of the nuts but also has long-term environmental benefits by incentivizing women to conserve the rainforest and plant more trees for future harvests.

Gender-specific vulnerability analysis for different parts of the population was conducted, highlighting specific coping strategies of women, and resulting in clear pointers for how gender-specific measures will need to be incorporated into projects. It showed how a clear gender-specific division of livelihoods activities existed, with women holding responsibilities for certain agricultural and domestic activities. It also highlighted the reality that women were excluded from land ownership and, therefore, had no rights regarding the management of natural resources, despite forming the majority of agricultural labor. The power of male landowners over natural resources meant that the poorest groups, particularly women, were doubly excluded from both the land and its resources and, therefore, suffered higher levels of vulnerability to climate-related events. Using this analysis, it was shown how greater equality in the land rights of men and women could reduce exposure to climate risks, with gender inequity having negative impacts on households' overall vulnerability.

Colombia

In Santander, Colombia, women's agricultural organisations and associated networks are an essential mechanism for assisting communities to respond to climate change and environmental challenges, which include unpredictable rainfall leading to flooding, landslides and deforestation. Women's associations, FUNDAEXPRESIÓN, Collectivas Reservas and the agro-ecological school facilitate training to teach alternative ways of living including agro-forestry and organic farming.

Annex 2. Checklists for gender mainstreaming

CHECKLIST 1

GENDER MAISTREAMING REVIEW OF PROJECT PROPOSALS

(Formulation stage)

Situation analysis

- Does the situation analysis of the proposed project takes into account different social, economic, cultural and political situations of men and women?, if yes:
- Does the analysis reflect gender-differentiated impacts of socio-economic and development processes on women and men?
- Does the analysis reflect on any possible risk of the gender-negative impact?
- If above is not addressed, please indicate why this aspect is not applicable.

Data and statistics

- Are data and statistics, provided as background and/or justification for the project, sex-disaggregated? If not, please indicate why this aspect is not applicable (eg. non-availability of such data, inappropriateness of disaggregation against a particular indicator, etc).
- Is it proposed to address gender gaps in data as one of the project outputs?

Strategy

- Does the proposed strategy specify how it will address gender inequality described in the analysis? If not, please indicate why this aspect is not applicable?
- Does the strategy indicate any measures to mitigate any possible negative gender impacts of the project?

Objectives and Activities

- What programs, activities, and services does the project have to ensure that gender needs and concerns will be addressed?
- How will the activities and services include women's participation? Also indicate whether female personnel are available for technical staff positions?
- How will women have access to the opportunities and services which the project provides (eg. training, agricultural extension, new allocation of land rights, credit arrangements, membership in cooperatives, employment during construction and operation)?
- Indicate if any social, legal, and cultural obstacles can prevent women from participating in the project?

Monitoring indicators

- Does the project's monitoring framework include measurable gender indicators appropriate to the intervention?

Implementation

- Have specific actions for gender equality been mandated (eg. specified percentage of seats reserved for women in decision-making bodies set up under the project, training programmes, study tours and other learning opportunities, job opportunities, equal wages)?

Budget

- Have adequate resources been budgeted for the proposed gender-related activities/actions?

CHECKLIST 2

GENDER MAINSTREAMING REPORTING OF PROJECTS

(Monitoring Stage)

Start up

- Which population groups were served by the project (women, men, both)?
- Have there been consultations with people whose lives will be affected by the project, and what attention has been given to women in this process?
- Were women involved at all levels of project planning and implementation?

Objectives and Activities

- Were both men's and women's opinions sought in defining the objectives/needs?
- What programs, activities, and services were implemented to ensure that gender needs and concerns were addressed?
- How did the activities and services include women's participation? Indicate, whether the inclusion of women helped to achieve better results? How women benefitted from activities and services?
- How women's access to the opportunities and services were ensured (egt. training, agricultural extension, new allocation of land rights, credit arrangements, membership in cooperatives, employment during construction and operation)?
- Indicate, whether any adverse effects of project for women was noted?
- Indicate, whether any social, legal, and cultural obstacles prevented women from participating in the project and whether the project made any actions to address those?

Project Personnel; Operation and Maintenance

- Were project personnel familiar with gender issues?
- Were female personnel available for technical staff positions?

- How project ensured women's equitable access to and control of material, technical resources and technologies?

Institutional Framework

- Did executing agency demonstrate gender sensitivity?
- Did executing agency have adequate power to obtain resources from own and other institutions to enhance women's participation in the project activities?
- Did executing agency support and protect women in case the harmful or negative impact was identified?

Monitoring and Evaluation

- Indicate gender-specific results/achievement of the project, if applicable.
- Present analysis of evaluation of project effects on women and men separately?

CHECKLIST 3

GENDER MAINSTREAMING FOR DISASTER RECOVERY PROJECTS

- Measures promoting environmental and social sustainability in disaster recovery were based on knowledge of how women and men, respectively, use and manage environmental resources.
- Strategies for mitigating environmental hazards that increase women's risk or future disasters (landslides, floods, drought, etc.) were identified and incorporated into post-disaster reconstruction plans.
- Impacts of degraded resources on the time and labor of girls and women were identified and mitigated as feasible in recovery plans and the design and siting of temporary encampments.
- Women's resource-based jobs, occupations and income-earning activities were assessed in the aftermath and their needs reflected in environmental recovery projects and in economic recovery projects.