



DEVELOPING GENDER-RESPONSIVE NDC ACTION PLANS

A PRACTICAL GUIDE

NDC 
PARTNERSHIP

TABLE OF CONTENTS

- EXECUTIVE SUMMARY 1**

- INTRODUCTION 2**
 - NDC PARTNERSHIP GENDER STRATEGY 2**
 - GENDER RESPONSIVENESS 3
 - GENDER-RESPONSIVE NDC ACTION PLANS..... 3
 - WORK PROGRAM TARGETS..... 3

- FIVE KEY AREAS OF GENDER RESPONSIVENESS IN NDC ACTION PLANS..... 5**
 - USE OF GENDER ANALYSIS 6**
 - WHAT IS GENDER ANALYSIS AND WHY IS IT IMPORTANT? 6
 - ADDITIONAL RESOURCES 8
 - STRENGTHENING GENDER-RESPONSIVENESS 8

 - USE OF GENDER INDICATORS AND SEX-DISAGGREGATED DATA..... 9**
 - WHY DO WE NEED SEX-DISAGGREGATED DATA AND GENDER INDICATORS?..... 9
 - STRENGTHENING GENDER-RESPONSIVENESS 10
 - ADDITIONAL RESOURCES 12

 - GENDER STAKEHOLDERS RESPONSIBLE FOR ACTIONS 12**
 - WHY DO WE NEED TO INVOLVE GENDER AGENCIES OR STAKEHOLDERS?..... 12
 - WHY DO WE NEED TO SECURE BUDGET ALLOCATIONS FOR GENDER ACTIONS?..... 15
 - ADDITIONAL RESOURCES 15

 - BUDGET ALLOCATION TO SUPPORT GENDER ACTIONS..... 15**
 - WHY DO WE NEED TO SECURE BUDGET ALLOCATIONS FOR GENDER ACTIONS?..... 15
 - STRENGTHENING GENDER-RESPONSIVENESS..... 16
 - ADDITIONAL RESOURCES 17

COHERENCE IN APPROACH FROM OUTCOMES TO INDICATORS	18
WHY IS IT IMPORTANT TO ASSESS COHERENCE IN GENDER MAINSTREAMING	
APPROACHES ACROSS NDC ACTION PLANS?.....	18
STRENGTHENING GENDER-RESPONSIVENESS	18
ADDITIONAL RESOURCES	19
SECTOR-SPECIFIC CONSIDERATIONS AND RESOURCES	20
GENDER CONSIDERATIONS FOR KEY CLIMATE AND DEVELOPMENT	
SECTORS.....	20
ACCESS TO NATURAL RESOURCES	20
AGRICULTURE, FOOD SECURITY, AND LAND USE	22
DISASTER RISK REDUCTION AND RESPONSES	23
IMPROVED SERVICE PROVISION	25
TRANSPORTATION AND MOBILITY.....	26
LARGE-SCALE INFRASTRUCTURE	28
NON-TRADITIONAL JOB OPPORTUNITIES.....	29
ADDITIONAL RESOURCES	31
ENDNOTES.....	32

EXECUTIVE SUMMARY

In September 2019, the NDC Partnership adopted its Gender Strategy to advance gender equality considerations in member countries' Nationally Determined Contributions (NDCs) and climate action plans. Guided by the supportive country engagement process, the Gender Strategy identifies important opportunities to incorporate gender equality into NDC action.

This practical guide builds on these opportunities, providing five steps countries can follow as they work towards mainstreaming gender into NDC Action Plans. The steps are presented as building blocks, enforcing the need for an integrated series of elements in order to effectively create gender equality. These key elements include:

- Using gender analysis for context setting and baseline definition;
- Employing sex-disaggregated data and gender indicators to track progress;
- Enabling gender stakeholders' participation in and responsibility for defining and implementing actions;
- Allocating budget to support gender actions; and
- Presenting a coherent approach, from outcomes to indicators, in the narrative of plans and implementation actions.

Designed primarily for government representatives, in-country facilitators and advisors, and Support Unit staff, this guide is meant to steer efforts towards enhancing gender equality considerations in NDC Action Plans.

It provides a framework for understanding which elements and actions should be considered to ensure a gender-responsive approach, and it includes promising examples across Partnership countries. The guide is further supplemented with examples of how gender considerations play a role in key climate response sectors and provides a list of resources for readers who wish to develop a deeper understanding of these linkages.



INTRODUCTION

Climate change is not gender neutral, meaning it impacts women and men differently. Women and men also have differentiated contributions and access to the benefits derived from climate action. The social and gender dimensions of climate change are increasingly recognized under the United Nations Framework Convention on Climate Change (UNFCCC). The UNFCCC helps eliminate gender disparities through the recognition of gender equality and women's empowerment, guiding principles under the [Paris Agreement](#). These principles are also practiced as a result of the different gender mandates that arose from the UNFCCC's [Enhanced Lima Work Program on Gender and its Action Plan](#) and more than 60 gender decisions agreed upon at the convention. Furthermore, all the main climate financing institutions—the [Green Climate Fund \(GCF\)](#), the [Climate Investment Fund \(CIF\)](#), the [Adaptation Fund \(AF\)](#), and the [Global Environmental Facility \(GEF\)](#)—have gender strategies guiding their portfolio investments.

These gender mandates also shape climate action at the national level. For example, from the first generation of Nationally Determined Contributions (NDCs), 65 of the 162 NDCs (or 40 percent) addressed gender considerations in the context of their national priorities and ambitions for reducing emissions¹. Noting the [Paris Rulebook](#) calls for NDC planning and review processes to be gender-responsive, the second generation of NDCs in 2020-2021 is expected to be more specific in their text as to integrating gender equality in climate action implementation.

NDC PARTNERSHIP GENDER STRATEGY



In September 2019, the NDC Partnership Steering Committee adopted its Gender Strategy, which aims to advance gender equality considerations in NDCs and climate action in member countries. Guided by the steps undertaken for supporting the [country engagement \(CE\)](#) process, the strategy identifies entry points that countries can use to mainstream gender equality into their **NDC Action Plans** - i.e. **Partnership Plans, NDC investment plans, or related action plans**.² The Gender Strategy has guided the Partnership's work around gender equality in 2019-2020 and **has been integrated across the NDC Partnership's Work Program for 2021-2025**.

The strategy sets minimum standards for mainstreaming gender throughout country engagement processes. This practical guide provides government representatives, in-country facilitators and advisors, and Support Unit staff with information to clarify different steps they can take to enhance gender equality considerations in NDC Action Plans. The guide includes examples from countries across the Partnership of what constitutes gender mainstreaming good practices to supplement its recommendations.

GENDER RESPONSIVENESS

Gender equality exists when all people enjoy equal rights, opportunities, and responsibilities, irrespective of their gender. It is a human right and a prerequisite for sustainable development, as acknowledged under Sustainable Development Goal 5 (SDG 5) of the 2030 Agenda for Sustainable Development.

Gender-responsive interventions are actions designed to address gender gaps and overcome historical gender biases. Climate actions can become gender-responsive by considering in a systematic manner differences between the conditions, situations, and needs of women and men in every step of implementation. This systematic process is known as **gender mainstreaming** and must include baseline generation, participatory design processes, identification of objectives, activities and indicators, and monitoring and evaluation (M&E) systems.

GENDER-RESPONSIVE NDC ACTION PLANS

NDC Action Plans (or Partnership Plans) are planning tools that build on existing policies, action plans, and strategies developed to support countries in prioritizing their NDC actions, through the identification of “minimum” planning elements following a results-based management approach (i.e. outcomes, outputs, indicators, and responsibilities).³

These plans are a vehicle for rethinking development patterns, which support greener economic growth and reduce inequalities among social and economic groups within a country. By addressing gender equality, these plans will build economic opportunities that cater to the skills and ambitions of women and men, ensuring benefits are enjoyed and attained by those who traditionally do not have access. Further, by applying a gender-responsive approach, these plans will be better equipped to identify potential implementation bottlenecks, increasing the interventions’ efficiency.

The NDC Partnership Gender Strategy reinforces the development of NDC Action Plans as a country-led process. The strategy also recognizes the government’s prerogative to decide whether it wants to strengthen the gender-responsiveness of its plan and embed equity and social inclusion in NDC implementation.

WORK PROGRAM TARGETS

A key goal of the initial Gender Strategy is that 100 percent of member countries with NDC Action Plans will develop some form of gender-responsive climate actions by 2020. A mid-2020 review indicated different levels of gender integration in NDC Action Plans ranging from limited gender integration, to gender sensitive, to gender aware, to gender responsive. The review observed around 80 percent of plans have some degree of gender-responsiveness, while five out of the 23 validated plans are considered comprehensively gender-responsive. The spectrum of gender responsiveness in these Partnership Plans and outcomes of the mid-2020 review is outlined in **Table 1**.

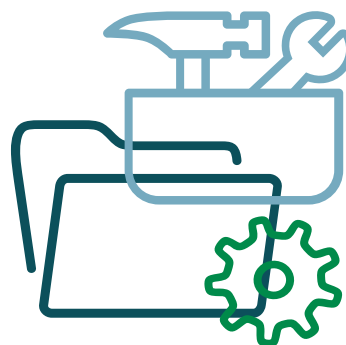


TABLE 1. DEFINITIONS AND TARGETS OF GENDER RESPONSIVENESS IN NDC ACTION PLANS

Gender Responsiveness	Definition	2020 Baseline	2025 Target
NO GENDER INCLUSION	These Plans do not consider gender norms or gaps in their actions and there are opportunities to incorporate gender-responsive actions.	17.39%	0
GENDER SENSITIVE	These Plans may consider gender norms but can better address gender gaps/inequalities in their actions.	39.13%	15%
GENDER AWARE	These Plans consider gender norms and relations and address at least one of these inequalities by establishing a specific target to benefit women and men.	21.74%	35%
GENDER RESPONSIVE	These Plans consider gender norms and relations and propose a series of actions to redress inequalities between women and men.	21.74%	50%
TOTAL WITH SOME DEGREE OF GENDER-RESPONSIVENESS		82.61%	100%

To accommodate the diversity of countries' actions and abilities while still encouraging work towards gender-responsive NDC Action Plans, the Gender Strategy's target is broken down and refined as per the last column of Table 1 for the Work Program period 2021-2025.

FIVE KEY AREAS OF GENDER RESPONSIVENESS IN NDC ACTION PLANS

The Partnership's Gender Strategy and country engagement process presents important opportunities for incorporating gender equality into NDC action. This practical guide builds on these entry points, grouping them into five concrete steps countries can undertake should they wish to mainstream gender into NDC Action Plans. Further, this guide brings in concrete, real-world examples and suggestions for how to strengthen these five elements; these examples have been extracted from validated Partnership Plans to illustrate how gender can be addressed in different stages and products of the country engagement process.

The five steps outlined in Figure 1 below are meant to be indicative, with the understanding that every country context is different and therefore room exists for countries to qualify, contextualize, and expand their actions under each step.

FIGURE 1. KEY AREAS OF GENDER-RESPONSIVENESS IN NDC ACTION PLANS

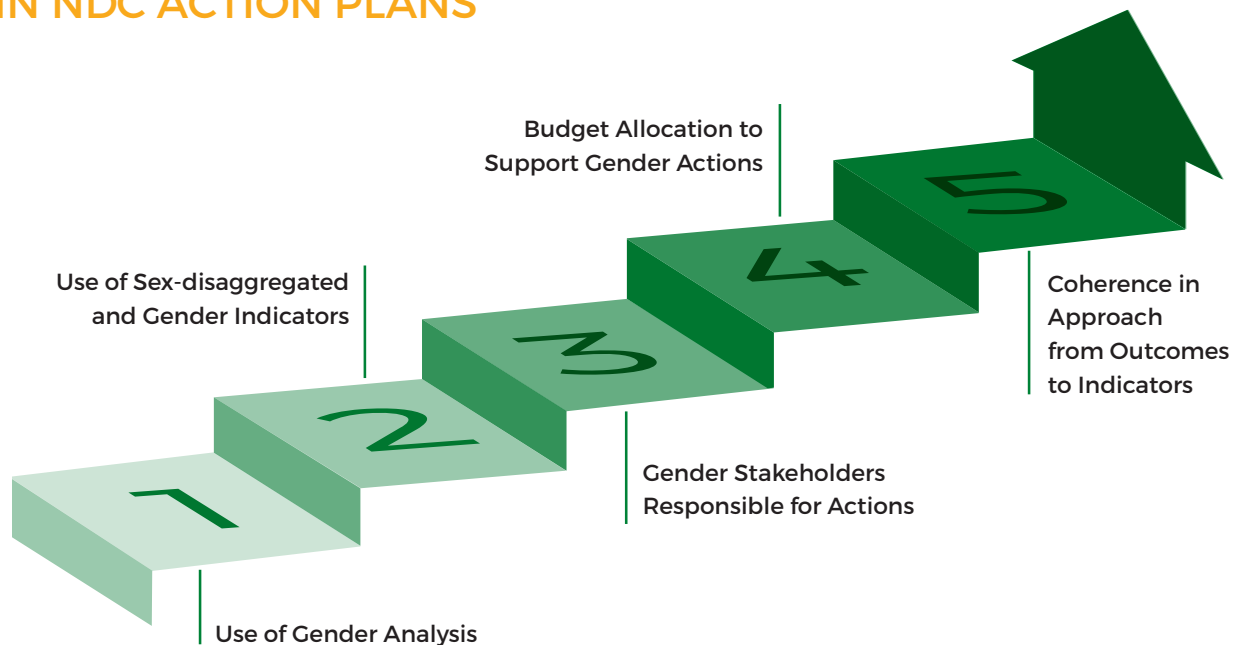


Figure 1 follows the outline of country engagement processes under which NDC Action Plan is built, starting with an initial assessment and context analysis process. However, countries may already be implementing other steps of the NDC Action Plan design process. In this case, they may find it more appropriate to initiate the gender-responsive process with the step closest to their current design stage.

Additionally, some countries may have already validated their NDC Action Plan without integrating gender equality concerns. Countries in this situation could use the steps outlined in Figure 1 to develop a **climate change and gender action plan**—an instrument allowing for the review of existing climate policies, programs, or plans, and identifying measures that enable implementing agencies to address and close gender gaps. Interested countries may also consider undertaking relevant steps outlined in Figure 1 when updating their NDC Action Plan or holding Stop and Reflect exercises to take stock of and improve the NDC implementation process.

1

USE OF GENDER ANALYSIS

WHAT IS GENDER ANALYSIS AND WHY IS IT IMPORTANT?

Gender analysis is the critical examination of how **differences in gender roles, activities, needs, opportunities, and rights or entitlements** affect a given context, situation, or policy sphere. A gender analysis **reflects the gaps** that exist in relation to gendered norms and power dynamics. For example, an analysis might reflect the gaps in access to education, labor opportunities, health services, or other areas, and the associated differences in benefits or outcomes. A gender analysis indicates where actions may be required to close these gaps, ensuring equal access to opportunities, benefits, and de facto outcomes like those that stem from (or inspire) climate action.



WHAT IS INTERSECTIONALITY AND WHY IS IT IMPORTANT?

Because of deeply entrenched gendered sociocultural norms across all regions of the world that tend to predominantly disadvantage, undervalue, and disenfranchise women more than men, gender analyses typically focus on the barriers to and opportunities for women's empowerment. In some contexts and spheres, men can be among the more acutely affected or disadvantaged. Moreover, neither women nor men are a homogenous group; a gender-responsive approach also considers the diverse factors and influences that shape a person's lived reality in addition to gender. Some of these factors include age, ethnicity, indigeneity, (dis)ability, and socioeconomic class.

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These interlinked elements comprise **intersectionality**. An intersectional approach, specifically in conducting a gender analysis, is important to understand how overlapping identities and experiences can compound threats of marginalization for people and communities. Intersectionality also encompasses experiences beyond the gender binary (i.e., “man” and “woman”) to include those identifying as non-binary, third gender, two-spirit, or other preferred cultural nomenclature. For example, people identifying as part of the LGBTQ+ community can be particularly at risk and excluded from climate-related disaster preparedness and recovery efforts.

This practical guide will predominantly refer to women and men when discussing gender-responsive interventions, not least in echoing countries’ specific examples. However, the NDC Partnership emphasizes the importance of proactive inclusion of intersectional considerations wherever possible.

Basic gender analysis questions include a sex-disaggregated analysis of:

- Who is responsible for doing what (duties)?
- Who makes the decisions about what?
- Who benefits from different activities or policies?



Understanding these fundamental questions from a gender viewpoint will help identify any differences between women, men, and other gender groups when engaging in and benefiting from climate actions. Questions like these can be asked at the household, community, organizational, or national level. For example, the person responsible for the home garden production that ensures food security may be different from the person deciding to invest in improved solar irrigation systems. The same questions can be asked at a more macro level to understand if those impacted the most by climatic variability are consulted when drafting disaster risk reduction policies and interventions.



Gender analysis can be conducted as part of baseline definitions or as part of identifying vulnerabilities, strengths, beneficiaries, knowledge/resource gaps, etc. This contextual analysis informs response strategies so identified interventions can be tailored to the localities and regions within a country. This allows the interventions to effectively respond to different risks and inequalities faced by diverse social groups. Information collected through gender analysis can further support identifying potential implementation bottlenecks by determining gaps in skills or access to information and resources. This increases the preparedness and efficiency of climate actions by actively closing identified gender gaps.

Understanding these fundamental questions from a gender viewpoint will help identify any differences between women, men, and other gender groups when engaging in and benefiting from climate actions.



STRENGTHENING GENDER-RESPONSIVENESS

Some existing NDC Action Plans do not mention gender-relevant information in the initial assessment⁴ or similar background analyses that inform the plan's development. Below are several ways gender analysis can be strengthened in the country engagement process, as well as country examples.

	Ways to Increase Gender-Responsiveness	Country Examples
Gender sensitive	<i>Identification of gender frameworks:</i> Inclusion of national and/or subnational gender frameworks and policies in the assessment.	 <p>MALI: The assessment lists the National Gender Policy as one of the 16 policies and strategies that will inform their Partnership Plan.</p>
Gender aware	<i>Identification of frameworks and gender gaps:</i> Identification of gender gaps after a gender analysis and gender related data review is conducted as part of the assessment or include option of requesting support for conducting a gender assessment.	 <p>UGANDA: The assessment mentions the Ministry of Gender, Labor and Social Development commissioned, with the support of UNDP, a gender analysis on key NDC sectors (i.e. agriculture, energy, and waste) and the Agriculture National Adaptation Plan (NAP) states a standalone objective to promote a gendered climate-smart agriculture program.</p>
Gender responsive	<i>Use of gender analysis:</i> A gender analysis has been used to define specific baselines, outcomes, outputs, activities, or indicators in the NDC Action Plan.	<i>(No countries have done this yet. Moving forward, countries could specifically include data extracted from the gender analysis and use this to inform baselines and targets of the NDC Action Plan.)</i>

ADDITIONAL RESOURCES

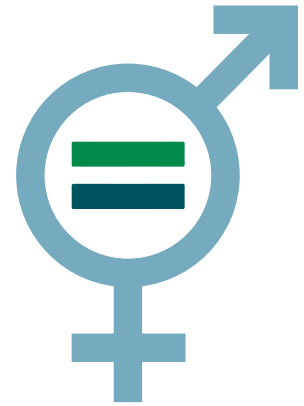
- **READ:** Gender Analysis and NDCs: Short Guidance for Government Stakeholders (UNDP, International Climate Initiative (IKI), German Federal Ministry for the Environment, 2019)
- **APPLY:** Mainstreaming Gender in Green Climate Fund Projects (Green Climate Fund and UN Women, 2017)
- **EXPLORE:** Leveraging Co-Benefits between Gender Equality and Climate Action for Sustainable Development: Mainstreaming Gender Considerations in Climate Change Projects (UN Women, 2016)

2

USE OF GENDER INDICATORS AND SEX-DISAGGREGATED DATA

WHY DO WE NEED SEX-DISAGGREGATED DATA AND GENDER INDICATORS?

Sex-disaggregated data is tabulated separately for women and men.⁵ This data is used to generate gender statistics that **identify current gender inequalities and the relative difference in access, opportunities, outcomes, and experiences between women and men.** Using this quantitative and qualitative data is required to inform realistic and data-driven solutions and ensure climate actions generate benefits that can be equally accessed and enjoyed by women and men.



Sex-disaggregated data and gender indicators linked to monitoring and accountability systems provide a means to track gender equality progress and outcomes for women and men. The data emerging from tracking systems indicates when a social group is not benefiting from or being reached by the initiatives proposed. This informs initiatives of any need to engage corrective measures or changes to policies, plans, or programming to ensure equitable climate outcomes for women and men. Therefore, sex-disaggregated data collection and analysis should be sustained during implementation to track the progress of activities designed to close gender gaps and design corrective measures if or when there are implementation barriers to achieving gender equality goals.

Indicators are criteria or measures against which changes can be assessed. Indicators may be facts, numbers, perceptions, or opinions used to signify changes in specific conditions or progress towards a stated objective. Collecting sex-disaggregated data during the baseline development process is required for the development of sex-disaggregated and gender indicators.

WHAT'S THE DIFFERENCE BETWEEN SEX-DISAGGREGATED AND GENDER INDICATORS?

Sex-disaggregated indicators present data separately for women and men. For example, the number of women and men participating in an activity, the number of female- and male-headed households with access to electricity, or the number of green jobs that women and men have gained from economic recovery plans. These indicators are the first step to understanding gender gaps, as they will capture differences in access, participation, income, etc.

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Gender indicators monitor gender differences, gender-related changes over time, and progress towards gender equality goals. They are used to measure change in the relationships between women and men (e.g., to close gender gaps) and therefore require an analysis of how these gaps are addressed. For example, women make up an estimated 32 percent of the renewable energy workforce worldwide. This low participation in the sector, when compared to men's, is due to different factors including gender biases that perceive science, technology, engineering, and mathematic (STEM) subjects and careers as typically masculine. An indicator that measures the closing of this participation gap—for example, “increasing women’s participation in the renewable energy sector by 10 percent by 2025”—is a gender indicator.

Gender indicators can be **quantitative** and based on sex-disaggregated statistical data. For example, these provide separate measures for women and men on access to productive resources or the number of women and men who participate in a particular project related to climate action in the sector. Gender indicators can also capture **qualitative** changes like the growth in knowledge and skills on climate change shown by women and men in a particular sector where activities address climate change.

The following elements can be considered when developing gender indicators⁶:

- Ensure the objective of the climate action (whether a policy, program, or project) addresses gender equality;
- Rely on the results of general or sectoral gender analysis reports and sex-disaggregated data collected or identified during the baseline development to identify gender gaps;
- Identify activities or interventions designed to close gender gaps;
- Ensure the indicators developed include SMART (simple, measurable, attainable, realistic, and timebound) indicators that measure progress for closing the identified gender gaps; and
- Identify the appropriate means to verify the gender indicators.

STRENGTHENING GENDER-RESPONSIVENESS

Some existing NDC Action Plans do not use sex-disaggregated data or gender indicators. Below are several ways this can be strengthened in NDC Action Plans, as well as country examples.

	Ways to Increase Gender-Responsiveness	Country Examples
Gender sensitive	<p><i>Sex-disaggregated data for participation in events or one gender indicator:</i> Indicators related to participation in trainings or events are presented in a sex-disaggregated manner or there is a single indicator measuring gender and social changes.</p>	 <p>DOMINICAN REPUBLIC: The Partnership Plan includes a key performance indicator (KPI) that tracks women’s participation in climate change projects. It reads:</p> <ul style="list-style-type: none"> • “Number of women linked to climate change programs that address a gender perspective.”
Gender aware	<p><i>Sex-disaggregated and gender indicators for beneficiaries and social changes:</i> Indicators on beneficiaries are sex-disaggregated and also assess social changes in the status of women and men, such as increase in participation in planning and policy development, and access to resources, labor opportunities, etc.</p>	 <p>GRENADA: The Partnership Plan includes five KPIs requiring sex-disaggregated data and one that relates to gender processes. Examples of these KPIs include:</p> <ul style="list-style-type: none"> • % increase in energy access of female/male-headed households • Number of females/males in the agroforestry program • Integration of gender-sensitive indicators and use of disaggregated data
Gender responsive	<p><i>Sex-disaggregated data and gender indicators paired with M&E systems:</i> The use of sex-disaggregated data and gender indicators is paired with the design of data collection systems and M&E systems that track progress on these indicators.</p>	 <p>UGANDA: The Partnership Plan has 22 KPIs that address gender considerations, including three with sex-disaggregated data and 18 related to gender issues. The Plan further includes the creation of an M&E system for gender-responsive adaptation, which is a measure that ensures the systematic compilation and analysis of gender relevant data and therefore strengthening the systematic collection and analysis of these KPIs. Examples of the KPIs include:</p> <ul style="list-style-type: none"> • Number of actors reporting mitigation and adaptation measures with sex-disaggregated data using National MRV system by 2020 • Number of gender responsive projects submitted and approved by various sources of funding by end of 2020 • Number of awareness campaigns that facilitate NDC climate actions and SDGs knowledge generation and dissemination, including on vulnerability of women to climate change (by sector) by 2020

ADDITIONAL RESOURCES

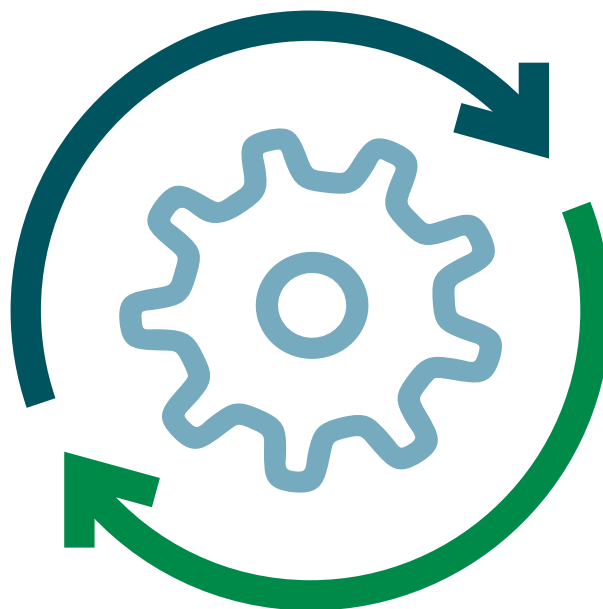
- **READ:** Gender Responsive Indicators: Gender and NDC planning and implementation (UNDP, 2019)
- **APPLY:** Climate Smart Agriculture Sourcebook (FAO)
- **EXPLORE:** Environment and Gender information (EGI) (International Union for Conservation of Nature)

3

GENDER STAKEHOLDERS RESPONSIBLE FOR ACTIONS

WHY DO WE NEED TO INVOLVE GENDER AGENCIES OR STAKEHOLDERS?

Gender-responsive processes are by definition **participatory and multi-stakeholder**. They are meant to create spaces for women and men to safely express their needs and aspirations, allowing climate action solutions to be created. Multi-stakeholder consultations involving relevant national or subnational gender agencies or gender-related stakeholders are key to capturing the needs and concerns of women and men. They also inform the development of more equitable climate plans and NDC implementation. Their participation also ensures availability of the necessary technical expertise to mainstream gender into climate initiatives.



WHAT ARE NATIONAL GENDER AGENCIES AND STAKEHOLDERS IN THE CONTEXT OF THE PARTNERSHIP?

The term **national gender agency** (NGA) is used to cover national or subnational government agencies that have the mandate to represent the interests and concerns of women, or of disadvantaged groups, and are responsible for supporting gender equality. These can include women or gender ministries, departments, agencies, committees, unions, or the UNFCCC gender focal point.

Gender stakeholders (GS) include national or subnational agencies, academia, or women's groups and NGOs or civil society organizations that represent the interests of women or can highlight gender inequality concerns.

Effective participation from national gender agencies may be constrained by their reduced capacities to engage with different sectors traditionally not linked to the advancement of gender equality, like energy, transport, or finance. They may also lack climate-relevant knowledge and, therefore, not feel inclined to participate, or they may be limited in their interventions during climate-related discussions. These capacity building and engagement constraints can be addressed by, for example, organizing knowledge-leveiling opportunities where national gender agencies and gender experts can learn about climate change and its relevance to their work. Further, by consistently inviting the NGAs to climate-relevant policy forums, these agencies can be introduced to the national or sub-national dialogues and be given the chance to engage from an informed position. Similar approaches can be used to encourage and sustain the participation of gender stakeholders, particularly those representing grass-roots and civil society organizations, who may benefit from knowledge-leveiling opportunities.






Effective participation from national gender agencies may be constrained by their reduced capacities to engage with different sectors traditionally not linked to the advancement of gender equality, like energy, transport, or finance.



STRENGTHENING GENDER-RESPONSIVENESS

For some existing NDC Action Plans, the gender agency is not involved, does not provide inputs at meetings, or does not take on specific NDC Action Plan actions. Below are several ways to strengthen the gender agency's ownership for NDC actions, as well as country examples.

	Ways to Increase Gender-Responsiveness	Country Examples
Gender sensitive	<i>Providing inputs during one stage of the country engagement process:</i> NGA and/or GS provided input at one of the five country engagement stages (this can be done, for example, by providing written/ documented input into the Request for Support Letter (RSL), NDC Action Plan development, or NDC Action Plan update).	 <p>RWANDA: The Ministry of Gender and Family Promotion was engaged in the assessment and scoping conversations around the Partnership Plan drafting process.</p>
Gender aware	<i>Inputs throughout the country engagement process:</i> NGA and/or GS provide inputs that are taken up at multiple stages of the NDC Action Plan process (i.e. NGA and GS inputs provided more than once, and concerns and interests are reflected in the NDC Action Plan).	 <p>SAINT LUCIA: The Ministry for Education, Innovation, Gender Relations and Sustainable Development was part of the assessment and Partnership Plan drafting process. It is also mentioned in the Plan's activities, for example, those related to the Green Schools NAMA and to outputs in the energy sector, including the conduction of energy audits and the implementation of emission reduction energy projects.</p>
Gender responsive	<i>Ownership of implementation:</i> NGA and/or GS are in a position to actively engage in and are responsible for implementation of outputs in the NDC Action Plan.	 <p>JORDAN: The Ministry of Social Development (MoSD) participated in the NDC Action Plan drafting process. The MoSD also leads three actions under the Plan (one internal and two external actions to the MoSD):</p> <ul style="list-style-type: none"> • Enhancing capacity of MoSD staff to design and deliver climate resilient services to women and the poor (internal) • Raising women's awareness of climate change risks and actions • Enhancing the livelihood of rural women and their families, and supporting the economic empowerment of rural women by increasing their skills in food production and marketing

ADDITIONAL RESOURCES

- **READ:** Gender and Inclusion Toolbox: Participatory Research in Climate Change and Agriculture (CARE, CGIAR, CCAFS, and World Agroforestry Centre, 2014)
- **APPLY:** Mainstreaming Gender into Climate Action: Lessons from Peru (NDC Partnership, 2019)
- **EXPLORE:** Enabling Voices, Demanding Rights: A guide to gender sensitive community engagement in large-scale land-based investment in agriculture (International Institute for Sustainable Development, Oxfam, 2017)

4

BUDGET ALLOCATION TO SUPPORT GENDER ACTIONS

WHY DO WE NEED TO SECURE BUDGET ALLOCATIONS FOR GENDER ACTIONS?

As with any other activity, **gender-responsive interventions require budgetary support** to fuel implementation and ensure the appropriate technical expertise and on-the-ground activities can be carried out. Therefore, budgets need to **clearly identify budget lines** dedicated to supporting gender activity implementation and involving technical experts (e.g., national gender agencies or gender stakeholders).

WHAT IS GENDER BUDGETING?

Gender-responsive budgeting (GRB), or gender budgeting, is the application of gender mainstreaming in the budgetary process. It entails a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process, and restructuring revenues and expenditures in order to promote gender equality.




Mainstreaming gender equality considerations into national and subnational budgets, investments, and projects can ensure financial resources to support the achievement of gender-related climate outcomes. In practice, this means NDC Action Plans need to allocate funds for:

- Engaging gender experts who are part of the design and implementation team;
- Conducting, updating, or expanding gender analysis;
- Reviewing and/or redrafting data collection tools to integrate the reporting on sex-disaggregated data in the initiative's monitoring and evaluation systems;
- Conducting multi-stakeholder processes that include national gender agencies and gender stakeholders and allow for opportunities to level the knowledge among stakeholders; and
- Budgeting for tailored activities designed specifically to close gender gaps.

STRENGTHENING GENDER-RESPONSIVENESS

Some existing NDC Action Plans do not have an allocated budget or potential investments identified to support gender-related results, projects, and activities. Below are several ways to strengthen gender budgeting in the NDC Action Plan, as well as country examples.

	Ways to Increase Gender-Responsiveness	Country Examples
Gender sensitive	<p><i>Potential for future funding:</i> There is no budget currently allocated for support but the funding source to support the gender specific output has a mandate to fund gender-responsive initiatives, suggesting the gender related activities will receive financial support in the future.</p>	 <p>GRENADA: Some of the Partnership Plan's budget lines related to gender activities are marked to be determined, which indicates these budgets are under consideration for future planning and funding allocations. For example:</p> <ul style="list-style-type: none"> • Number of skilled personnel with knowledge of sustainability and climate resilience (female/ male) in the transport department (as part of capacity building efforts) • Integration of gender-sensitive indicators and use of disaggregated data in the centralized climate change and GHG data collection and management system

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	Ways to Increase Gender-Responsiveness	Country Examples
Gender aware	<p><i>Partial budget allocated to support gender related results:</i> There is some budget allocated to implementing gender indicators.</p>	 <p>REPUBLIC OF THE MARSHALL ISLANDS: An important effort has taken place to either secure funding or seek future support for several of the gender related activities included in the Partnership Plan. For example:</p> <ul style="list-style-type: none"> • National Adaptation Plan developed and implemented, including definition of long-term adaptation options in the context of sea-level rise, with consideration of cross-sectoral aspects such as food security, gender, human rights, health • Costed Gender Action Plan adopted, and gender analysis incorporated in strategic planning, programming, and implementation of climate change initiatives (partial funding secured and seeking additional funds)
Gender responsive	<p><i>Budget allocated for gender outcomes:</i> All gender related activities, outcomes, and outputs have funds allocated or future funding is being sought for their implementation</p>	 <p>UGANDA: The Ministry of Finance, Planning and Economic Development issued a budget call circular as a directive to mainstream gender and climate change into all sectoral budget framework papers and district local government plans, starting with the 2017/18 fiscal year. Uganda's Partnership Plan implementation is also governed by this circular, meaning when the policy and project funding is allocated, they would need to ensure gender actions are also budgeted.</p>

ADDITIONAL RESOURCES

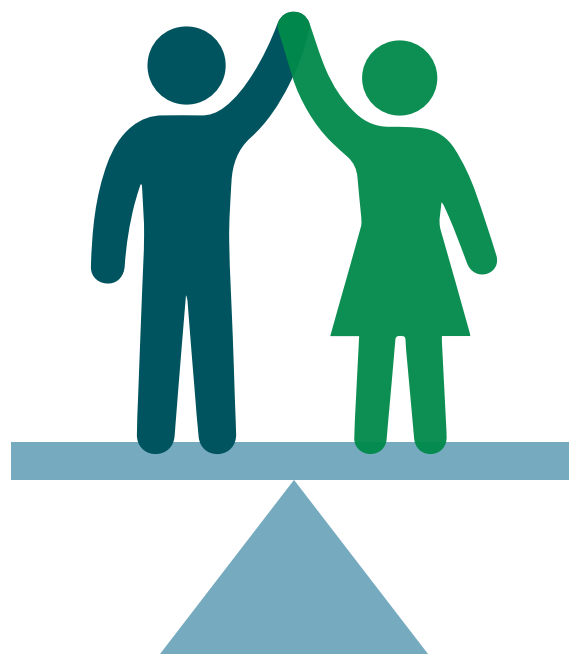
- **READ:** [Gender-Responsive Public Expenditure Management](#) (Overseas Development Institute, 2018)
- **APPLY:** [How Private Sector Investment Can Support Gender-Responsive, Climate-Resilient Development in Tajikistan](#) (European Bank for Reconstruction and Development, July 2019)
- **EXPLORE:** [Gender Budgeting and Gender Equality Indices](#) (International Monetary Fund platform)

5

COHERENCE IN APPROACH FROM OUTCOMES TO INDICATORS

WHY IS IT IMPORTANT TO ASSESS COHERENCE IN GENDER MAINSTREAMING APPROACHES ACROSS NDC ACTION PLANS?



Assessing the coherence in which NDC Action Plans address gender equality is how the Partnership can understand if gender mainstreaming has taken place. Coherence means gender equality goals manifest in more than one outcome—meaning it's not seen as an ad-hoc, isolated effort—and these mentions of gender at the outcome level are supported by identified gender-relevant outputs and by measuring progress through sex-disaggregated data or gender KPIs. This integrated approach demonstrates how **short- to mid-term actions support the overall goal and progress is being tracked and can be acted upon**. Additionally, coherence requires that outcomes, outputs, and KPIs are identified based on the existence and use of gender analysis for the sector/s that relate to the mentioned outcome, denoting an informed decision for closing identified gender gaps.



Mainstreaming gender equality considerations in climate change plans, policies, sectors, projects and/or programs is critical to achieving effective and sustainable climate outcomes. It is the summation of a process ensuring gender considerations are included in the baseline development, the identification of outcomes, outputs and activities, reliance on technical gender expertise, and budgetary support for implementation.

STRENGTHENING GENDER-RESPONSIVENESS

Some existing NDC Action Plans do not mention gender considerations or connect outcome level mentions to related outputs, activities, or KPIs (the latter being gender sensitive, but not yet aware or responsive). Below are two ways to mainstream gender across the NDC Action Plan in a coherent manner, as well as country examples.

	Ways to Increase Gender-Responsiveness	Country Examples
Gender aware	<i>Cascading gender mentions falling under one outcome:</i> Gender considerations are consistently found in one of its outcomes, through its corresponding outputs, indicators, targets, milestones, etc.	 <p>NAMIBIA: Outcome 1 of the Partnership Plan consistently addresses gender in one of its rows, showing coherence in gender references from the outcome definition, to output, KPIs, and activities mentioned. Gender mentions are also found in other outcomes, however these lack clear linear connections.</p>
Gender responsive	<i>Gender mainstreamed in several outcomes:</i> Gender is mainstreamed across several outcome areas (and reflected in outputs, indicators, baseline data, etc.) and responds to gender gaps surfaced in the gender analysis and/or consultations with gender stakeholders.	 <p>CÔTE D'IVOIRE: The Partnership Plan contains several outcomes that mention gender considerations. These mentions are further supported with the inclusion of different outputs and activities that explicitly address gender considerations in their text, as do the indicators that accompany them. The consistency in these mentions alludes to a coherent approach to addressing gender considerations in the Partnership Plan as a whole.</p>

ADDITIONAL RESOURCES

- **READ:** [Gender Equality in National Climate Action: Planning for Gender-Responsive Nationally Determined Contributions](#) (UNDP, 2017)
- **APPLY:** [Gender and Climate Change – Thematic Issue Briefs and Training Modules](#) (UNDP, 2017)
- **EXPLORE:** [Advancing Gender-Responsive Climate Action Through National Adaptation Plan \(NAP\) Processes](#) (NAP Global Network, International Institute for Sustainable Development, 2020)
- **EXPLORE:** [Mainstreaming Gender into Climate Mitigation Activities: Guidelines for Policy Makers and Proposal Developers](#) (ADB, 2016)

SECTOR-SPECIFIC CONSIDERATIONS AND RESOURCES

GENDER CONSIDERATIONS FOR KEY CLIMATE AND DEVELOPMENT SECTORS

As the examples from countries' NDC Action Plans show throughout this guide, gender considerations are cross-cutting and interlinked across all climate-related sectors. The following section, while far from exhaustive, offers summaries and recommended resources to help countries learn about and consider gender issues in common priority-sector spheres. These sections are offered to inspire further thinking around the development of country- and context-specific gender-responsive strategies and actions. Illustrative questions may guide and assess if the outputs, activities, and indicators in NDC Action Plans are gender-responsive.

ACCESS TO NATURAL RESOURCES

Women's limited access to land ownership, reliance on **non-timber products for income generation, supplementation of their family's nutrition**, and engagement in income-generating activities are elements that need to be addressed when engaging in nature-based solutions, forestry, and REDD+ initiatives. Non-timber products are also relevant for women and their families to support their health. The World Health Organization estimates 80 percent of people from developing countries rely mainly on **traditional medicine** for primary health care and about 25 percent of modern medicines descend from plants first used traditionally.

Women and men also have **differentiated knowledge on the use of natural resources and participate in different sections of natural resource value chains**. For example, though women play numerous and varied roles throughout fisheries or agricultural value chains, they tend to be absent in corporate, government, and community leadership and decision-making. Women are often also excluded from forest governance, limiting their influence over rule-making, monitoring, and access to resources.

It is important to keep in mind how policies regarding natural resources can inadvertently impact **women's daily burdens and the safety of women and men**. For example, women in many areas are traditionally tasked with water and biomass collection for household use. With restrictions on protected lands, these policies require women to travel longer distances, increasing their burden. These restrictions also put women at a higher risk of gender-based violence, like sexual acts for access to protected areas. For men and boys in particular, the lack of oversight on extractive activities like fisheries can also increase their vulnerabilities. Evidence shows they are subject to human trafficking and sexual exploitation.

Another example where gender roles and traditional practices may inadvertently reduce access to benefits regards **land titles**. Women often have limited access to property rights. Payments for environmental services schemes that do not acknowledge this barrier may inadvertently discriminate against women.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS RELATED TO ACCESS TO NATURAL RESOURCES?

If you are developing climate interventions related to access to and management of natural resources, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- **Are the interventions considering the use of and access to non-timber products by different gender and social groups?**
- **Is there an understanding of the participation of women and men in the value chains created? Are there opportunities to build on their traditional knowledge or to create job opportunities in non-traditional positions within the value chain?**
- **Is there a possibility that the restrictions on the use of natural resources or access to protected areas will increase the burden of women or men in their daily chores? Can these limitations prompt or increase gender-based violence?**
- **Do the payment for environmental services schemes rely on the demonstration of land-titles by the beneficiaries? Are there options available to recognize other types of land tenure or to distribute [economic] benefits beyond the head of household?**

ADDITIONAL RESOURCES

- [Gender and REDD+](#) (UNDP issue brief)
- [Building Resilience with Nature and Gender in the Eastern Caribbean: A Toolkit to Mainstream Ecosystem-Based Adaptation Gender Equality and Social Inclusion](#)
- [Watershed and Forest Management in India](#)

AGRICULTURE, FOOD SECURITY, AND LAND USE

Women traditionally work in the agricultural sector, contributing significantly to food security and nutrition around the world. But women farmers tend to have far less access to land titles, loans, and productive assets. This has a negative impact on their potential to invest in new agricultural technologies like irrigation or processing of agricultural products, limiting overall outputs. This comprises a major barrier to achieving global poverty reduction, food security, and nutrition goals. Women farmers also tend to receive **less access to extension services and irrigation than men farmers**. **Their plots tend to be smaller with lower yields**, and they tend to work in subsistence agriculture, while men are more often employed in commercial agriculture.

FAO (2010) notes that if women had the same access to productive resources as men, they could increase yields on their farms by 20-30 percent. Further, women are traditionally **the keepers of seed banks and tree nurseries**. Initiatives fostering tree nurseries and reforestation practices can build on women's skills and engage them in value chains.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS RELATED TO THE AGRICULTURAL SECTOR AND FOOD SECURITY?

If you are developing climate interventions related to the agricultural sector, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- **Are the interventions using sex-disaggregated data on women's and men's participation and contribution to the agricultural sector?**
- **Are the interventions targeting micro- and small-holders and agricultural production of household gardens?**
- **Are extension services and knowledge opportunities designed to reach women and men?**
- **Do interventions related to technology uptake –such as improve irrigation systems, use of biofertilizers, renewable technologies used for processing food production– take into account the preferences, biases and economic capabilities of the women and men in their target groups?**
- **Is information on climatic variability and agricultural practices shared using communication means and language appropriate to the rural and indigenous women and men they are intended for?**
- **Do agricultural insurance schemes rely on the demonstration of land titles from the beneficiaries? Are there other requisites that can be used to overcome this potential barrier to insurance services?**

Acknowledging women as active participants in conservation and food production activities, recognizing their **unpaid labor**, and addressing their barriers to access new opportunities should be considered when designing climate actions for those sectors. These opportunities can for example include land titles, new skills, technologies, training, and credit.

ADDITIONAL RESOURCES

For additional resources on the link between gender and the agricultural sector and food security, below are a few good starting points:

- [Good practice policies to eliminate gender inequalities in fish value chains](#)
- [Governing land for women and men: A Technical Guide to Support the Achievement of Responsible Gender-Equitable Governance of Land Tenure](#)
- [CGIAR Climate Change Agriculture and Food Security \(CCAFS\) Gender and Social Inclusion](#)
- [Enabling Voices, Demanding Rights: A guide to gender-sensitive community engagement in large-scale land-based investment in agriculture](#)
- [Gender, climate change, and food security \(UNDP issue brief\)](#)

DISASTER RISK REDUCTION AND RESPONSES

Disasters impact individuals' lives in different manners. For example, **the mortality rates of women and men differ when disasters strike**, with women having a larger probability of death at the moment of the disaster. The reasons for this phenomenon vary for reasons including delayed evacuations as they prepare and carry essential products for children, restrictions on leaving households without male counterparts, or a lack of skills needed to swim or climb trees, making it difficult to find safety in higher places. Meanwhile, men are exposed to higher risks and experience higher mortality rates in post-disaster situations, as they are expected to conduct rescue missions.

Women's literacy rates, mobility patterns or restrictions, and access to information or media may differ from those of men, making it imperative to understand their skills, cultural and social norms, and patterns. This understanding allows for the design of efficient **disaster risk reduction and early warning and evacuation systems**. Additionally, it is important to acknowledge the risks involved in men's rescue missions and the overexposure they have when engaging in such activities.

The lives of women and men in **post-disaster scenarios** are also affected differently. When relocated in shelters, **the burden set on women and girls may increase as they may be expected to provide care for other family members** (i.e. cooking, tending to the ill, cleaning and washing, etc.). Post-disaster scenarios also bring an **increase in household and gender-based violence**. Poorly lit shelters and shared latrines or shower facilities can facilitate attacks on women, girls, and boys. Therefore, taking into account good lighting features and open spaces when designing shelters can contribute greatly to increasing the physical and mental safety of individuals. Including protocols to provide emotional support to disaster victims and counsel could also reduce violence.

Reconstruction efforts and damage compensation schemes can also be designed to increase skills of women and men in affected communities. For example, by including women and men as masons in the reconstruction of their homes, they can acquire new knowledge that will be useful for future opportunities. Further, relief support schemes can be designed to encompass concepts of families broader than the traditional nuclear family. This is particularly important in areas where young adult migration occurs, ensuring grandparents and their grandchildren can have the same support as more traditional families.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS RELATED TO DISASTER RISK REDUCTION?

If you are developing climate interventions related to disaster risk reduction and response, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- Are the interventions proposed to design early warning systems taking into account the literacy rates of women and men? Are they also taking advantage of their preferred communication platforms and technologies?
- Are social stereotypes taken into account (and combated) when designing warning messages and proposing evacuation responses?
- Are shelter facilities designed with features that improve the safety of individuals?
- Are relief initiatives paired with council support and protocols to combat gender-based violence?
- Are relief schemes investing in skill creation of the individuals in the communities?
- Are social stereotypes constraining, in any way, the opportunity of families or individuals to access relief schemes?

ADDITIONAL RESOURCES

For additional resources on the link between gender and the disaster risk reduction and response, below are a few good starting points:

- [A Practical Guide to Gender-Sensitive Approaches for Disaster Management](#)
- [Gender, adaptation and disaster risk reduction](#) (UNDP issue brief)

IMPROVED SERVICE PROVISION

Addressing gender equality in **service provision** demands the recognition of how gender roles shape women and men's access to these services. In this regard, investments on improved access to **modern cooking technologies and renewable energy electrification** provide an important opportunity to enhance the quality of life and improve the health of women and girls in particular. It reduces the burden of firewood collection and the exposure to indoor air pollution while engaged in cooking.

A similar effect can be achieved through improved irrigation systems and **enhanced access to water** which can greatly reduce women's and girls' burdens. Enhanced water access improves the process of securing water for the household and agricultural and animal rearing, while improving health through improved sanitation interventions. Improved **access to sanitation facilities** can further reduce exposure to health hazards, water borne diseases—to which women are more often exposed—and to sexual violence when using communal latrines or open spaces. Improved sanitation facilities in school buildings can additionally increase girls' school attendance as they may reduce attendance when they menstruate if facilities are insufficient or non-existent.

Any interventions which try to address or reduce energy poverty, provide energy sources and water for production use, or increase access to water and sanitation should be done with gender in mind. These efforts have the potential to greatly benefit women, who bear the brunt of this poverty.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS RELATED TO THE IMPROVED PROVISION OF ENERGY OR WATER SERVICE?

If you are developing climate interventions related to the provision of services in the energy and water sectors, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- **Are the interventions targeting the [energy, water, sanitation] needs of poor households?**
- **Are the interventions utilizing sex-disaggregated data on impacts of poor service access [to energy, water, sanitation] as input for their design?**
- **Is there a recognition of the health impacts that improved cooking technologies have on diverse family members?**
- **Are the economic and health impacts of improved access to drinking water used to estimate the benefits of climate interventions?**
- **Are the impacts of improved sanitation facilities used to estimate the additional benefits of climate action?**

ADDITIONAL RESOURCES

For additional resources on the link between gender and improved provision of energy and water services, below are a few good starting points:

- [Gender and sustainable energy \(UNDP issue brief\)](#)
- [Strategies for gender equal clean energy deployment in West African states \[NDC Partnership Case Study\]](#)
- [Gender mainstreaming in the energy sector: Applications in Madhya Pradesh, India \[NDC Partnership Case Study\]](#)
- [Gender and Energy Publications Library](#)

TRANSPORTATION AND MOBILITY

Worldwide, **women tend to walk and use public transport more** than men as these are the cheapest options for travel. Ensuring affordability of low-carbon transportation systems is essential to ensure mobility. Conversely, men tend to use more risky means of transportation, so investing in safety and comfort features will have a positive impact on men's health.

Transportation and mobility systems can be improved, catering to women's needs by ensuring safe experiences when walking, biking, or using public transport systems. If looking to improve these systems, departments should consult women who use public transportation to ensure their safety needs are met. Additionally, redefining public transport lines and **payment systems should take women's multipurpose mobility patterns into account**, ensuring they are not financially penalized for travelling with family members or engaging in care activities.

If a country is looking to increase use of bicycling, an additional consideration is that **women tend to engage less in bicycling**. Bicycling is perceived as less safe or less appropriate due to gender norms. Investing in safety features when designing bicycle lanes and routes can positively update this means of transportation for women. Hosting events where adults, particularly women, can learn to use a bicycle could further spur changes in attitudes, increasing bicycle use beyond their recreational purpose.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS RELATED TO TRANSPORT AND MOBILITY?

If you are developing climate interventions related to the transport sector and improved mobility, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- **Are interventions to electrify national fleets also considering public transport services?**
- **Are the interventions to improve public transport systems considering women's safety and multi-purpose trips when designing the transfer centres or establishing service prices?**
- **If initiatives are considering the drafting of new routes (for public transport, bicycle lanes, etc.), are these also taking into account multi-purpose trips and safety features?**
- **Are initiatives addressing the participation of women and men in the value chains related to public transport and active mobility? Is there a specific target for the involvement of women in non-traditional job opportunities?**

ADDITIONAL RESOURCES

For additional resources on the link between gender and transportation and mobility, below are a few good starting points:

- [Approaches for Gender Responsive Urban Mobility](#)
- [Gender and Urban Services Brief](#)

LARGE-SCALE INFRASTRUCTURE

Interventions related to large-scale infrastructure like renewable energy, water reservoirs, or transport systems may require the relocation of communities accompanied by the **influx of outside working crews**. There can be benefits to hosting these crews in communities' vicinity. For example, women can benefit from engaging in traditional construction job opportunities (i.e. providing boarding or cleaning services) as well as from less traditional jobs (e.g., as masons, drivers, security personnel, etc.). However, these newcomers' visits tend to increase gender-based violence, forced prostitution, and human trafficking.

When relocating communities, women and men have different access to compensation schemes which are typically given to the head of household. Women also tend to work in the **informal sector** or on subsistence activities, meaning their informal activities may be overlooked when designing compensation or skill development programs. Compensation schemes need to be designed with attention to the varying needs of women and men in displaced communities and the economic activities (whether formal or informal) of both.

Any interventions that include construction of large-scale infrastructure may be required to **comply with investors' environmental and social safeguards**. Multilateral development banks are increasingly enforcing social and gender equality safeguards and requesting lenders to comply with their policies. These policies include increasing women's participation in non-traditional jobs and combating gender-based violence that may arise during construction.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS RELATED TO LARGE-SCALE INFRASTRUCTURE?

If you are developing climate interventions related to large-scale infrastructure, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- **Are there social safeguards or national policies set into place, including actions to combat gender-based violence, to guide the development of large-scale infrastructure projects?**
- **Are the differentiated skill development needs and economic activities of women and men sufficiently taken into account when developing compensation schemes for relocated communities?**
- **If compensation is monetary, are compensation schemes designed to reach all family members instead of just the head of household?**
- **When relocating communities, are land titles issues for both women and men as co-owners of a plot instead of registering land only to the name of the head of household?**
- **Are these initiatives ensuring that the neighbouring communities also have access to the services provided, i.e. energy, water, road and transportation.**

continued on next page >>

- **Is it possible to engage the women and men of the neighbouring communities in job opportunities related to the construction process of this infrastructure? Can they engage in operation and maintenance positions afterwards?**

ADDITIONAL RESOURCES

For additional resources on the link between gender and transportation and mobility, the Additional Resources section of this guide includes a few good starting points. You can also start with the following resources on women's participation in large-scale renewable energy infrastructure:

- [Making the Case for Gender Equality in Large-Scale Renewable Energy Infrastructure Development](#)
- [Gender-based Violence and Environment Linkages: The Violence of Inequality](#)

NON-TRADITIONAL JOB OPPORTUNITIES

Women have been traditionally underrepresented in the **science, technology, engineering and mathematics (STEM) fields**. A need exists to increase human capital available to sustain technological shifts and the expansion of services like renewable energy, improved water, or transportation means. It is fundamental for climate change interventions to consider opportunities for **increasing women's participation in these new and promising labor markets**.

Conducting gender analyses of these value chains and **engaging with technical schools and universities** may prove to be essential to secure a skilled national workforce where women and men can benefit from these opportunities. For example, developing school curricula to increase girls' interest in STEM subjects could be beneficial, as well as university courses and training opportunities on solar energy designed for women.

Efforts to include more women should **begin with identifying the contextual gender norms needed to design appropriate strategies counteracting stereotypes within particular sectors**. For example, the renewable energy access sector has become a front-runner to understand gender roles and take advantage of women's entrepreneurial skills and social networks. These skills help assemble, market, and maintain household-scale energy technologies. Efforts at the level of utilities are also encouraging. Energy companies increasingly conduct internal analyses of their workforce and develop organizational policies to attract and retain women technicians and professionals.

WHAT ARE KEY GENDER CONSIDERATIONS TO TAKE INTO ACCOUNT WHEN DEVELOPING CLIMATE ACTIONS TARGETING THE CREATION OF NON-TRADITIONAL JOB OPPORTUNITIES WHEN TRANSITIONING TO A LOW-CARBON ECONOMY?

If you are developing climate interventions related to attracting and retaining women and men in non-traditional or STEM related fields, you may need to consider and provide answers to guiding questions such as the ones below, when drafting and implementing your actions:

- **Is the initiative identifying sex-disaggregated data on STEM participation as input for designing its activities? Is it identifying gender stereotypes and barriers that may hinder women or other social groups to join STEM related fields of study and work?**
- **Are the skill development initiatives designed to combat gender stereotypes?**
- **Is there a need to organize knowledge levelling opportunities to ensure women and men feel equally comfortable following the different curriculums?**
- **Can the climate intervention be used to encourage the review of school and university curriculums to increase interest in STEM related subjects?**
- **Is the initiative paired with incentives for those companies or organizations that invest in reviewing their internal policies to attract and retain women as part of their workforce?**

ADDITIONAL RESOURCES

For additional resources on the link between gender and transportation and mobility, the Additional Resources section of this guide includes a few good starting points. You can also start with the following resources on women's participation in the energy sector:

- [Making the Case for Women in the Energy Sector](#)
- [Stepping Up Women's STEM Careers in Infrastructure: An Overview of Promising Approaches](#)

ADDITIONAL RESOURCES

Consult the following resources to further expand information on gender and sector-specific considerations. These resources are illustrative and not meant to be exhaustive. Further information can be found in the databases listed in the NDC Partnership's [Climate Toolbox](#).

See these helpful resources on how gender intersects with planning processes and development goals:

- [UN CC Learn's Open Online Course on Gender and Environment](#)
- [Gender, Environment and Sustainable Development \(Online Course\)](#)

Learn more about gender and relevant planning and communication processes on climate change:

- [Building Gender-Responsive NDCs \(Insight Brief\)](#)
- [Gender Analysis and NDCs: Short Guidance for Government Stakeholders](#)
- [Gender Equality in National Climate Action: Planning for Gender-Responsive Nationally Determined Contributions](#)
- [Gender Responsive Indicators: Gender and NDC Planning for Implementation](#)
- [Gender Responsive National Communications Toolkit](#)
- [Mainstreaming Gender into Climate Mitigation Activities](#)
- [A Framework for Gender-Responsive National Adaptation Plan \(NAP\) Processes](#)
- [Mainstreaming Gender into the NDC Partnership Country Engagement Process \(Infographic\)](#)

Please see these useful issue briefs and training modules from UNDP on how gender intersects with different sectors and key issues:

- [Gender and climate change thematic issue briefs and training modules](#)
- [Gender and climate change](#)
- [Gender and climate finance](#)

Learn more about gender in mitigation sectors from these resources:

- [Gender and Urban Climate Policy](#)
- [Gender Mainstreaming in Mitigation and Technology Development and Transfer Interventions: Capacity Building Package](#)

Learn more about good practices for integrating gender consideration into climate action through these cases:

- [Mainstreaming Gender into Climate Action: Lessons from Peru](#)
- [Integrating Gender Targets into LEDS and NAMAs: Lessons from Bhutan](#)
- [Gender in Mitigation Actions](#)

ENDNOTES

1. IUCN and USAID, 2016.
2. The present guide was developed based on the process for developing NDC Action Plans. As of 2021, the Partnership applies a broader terminology to encompass NDC Action Plans more broadly.
3. For more information on Partnership Plans, please visit: <https://cetool.ndcpartnership.org/topic/what-is-the-partnership-plan/>.
4. These early stage assessments were previously referred to as Rapid Situational Assessment (RSA) in the NDC Partnership's country engagement process.
5. International actors, such as the World Bank Group, have recently started to propose the use of complementary terms, such as gender-disaggregated data, to recognize that data can be broken down by different gender groups –women, men, gender minorities– to further allow for the analysis of the different challenges these groups may face.
6. These elements are based on UNDP's steps for developing gender indicators, found on [Gender Responsive Indicators: Gender and NDC planning and implementation](#) (UNDP, 2019).

CREDITS

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