



GEF/C.54/Inf.05
June 1, 2018

54th GEF Council Meeting
June 24 – 26, 2018
Da Nang, Viet Nam

**GUIDANCE TO ADVANCE GENDER EQUALITY
IN GEF PROJECTS AND PROGRAMS**

TABLE OF CONTENTS

Abbreviations	iii
Introduction	1
Gender Equality and the Environment	1
GEF’s Policy on Gender Equality	2
Addressing Gender in GEF-Financed Activities	3
Project Identification (PIF and PFD Preparation)	4
Policy requirements.....	4
Gender considerations during preparation of the PIFs and PFDs.....	4
Reporting on Gender at submission of PIFs and PFDs	5
Project Development (CEO Endorsement/Approval Preparation)	7
Policy requirements.....	7
Gender considerations during CEO Endorsement preparation	7
Reporting on gender at CEO Endorsement/Approval stage	14
The GEF Enabling Activities and policy/strategy work.....	15
Project Implementation, Monitoring, Reporting, and Learning	16
Policy requirements.....	16
Gender considerations during the project implementation	16
Monitoring and reporting.....	17
Knowledge management and learning	20
GEF’s Gender Tagging Framework.....	20
Policy requirements	20
GEF’s Gender tags	20
References	22
Annexes.....	24

Figures

Figure 1. Gender Considerations in the GEF Project Cycle	4
Figure 2. Elements of Gender Analysis	11

Tables

Table 1. Summary of gender-responsive considerations at submission of PIF and PFD.....	6
Table 2. Summary of Gender Considerations at CEO Endorsement/Approval Request	15

Boxes

Box 1. Guiding questions to support initial stakeholder consultations and analysis.....	5
Box 2. Guiding questions to consider when mapping/identifying Stakeholder and Partners	8
Box 3. Guiding questions that can help identify gender-responsive activities	12
Box 4. Guiding questions to help address gender in the formulation of program/project outputs and outcomes	13
Box 5. Guiding questions to consider when formulating gender sensitive indicators	14
Box 6. Guiding questions to consider during project implementation	17
Box 7. Guiding questions when conducting Midterm Reviews	18
Box 8. Guiding questions to consider when conducting Terminal Evaluations.....	19
Box 9. Guiding questions to consider when developing gender-responsive communication	20

ABBREVIATIONS

GEF	Global Environment Facility
GEWE	gender equality and women's empowerment
MEA	Multilateral Environment Agreement
MTR	Mid-Term Review
PFD	Program Framework Document
PIF	Project Identification Form
PIR	Project Implementation Report
TE	Terminal Evaluation

INTRODUCTION

1. GEF Council approved a new GEF Policy on Gender Equality (GEF, 2017c) in November 2017. The Policy marks GEF's increased ambition to ensure gender equality and promote women's empowerment across its operations. The new Policy responds to the recommendations of the Independent Evaluation Office's Evaluation of Gender Mainstreaming in the GEF (GEF, 2017a), which was endorsed by GEF Council in May 2017, which found that "there has only been a limited increase in the percentage of projects rated gender sensitive or gender mainstreamed". The Policy also responds to the increased attention to gender equality and women's empowerment (GEWE) by the conferences of the parties to the Multilateral Environmental Agreements (MEA) that the GEF serves. With the objective to support the effective implementation of the Policy, this guidance:

- Provides detail on the practical steps and required actions to implement the principles and mandatory requirements specified in the Policy with a focus on gender-responsive design, implementation, and monitoring of GEF programs and projects.

2. The guidance is organized around the GEF project cycle and focuses on the expected actions and steps needed to meet the requirements set out in the Policy. The guidance is applicable to full- and medium-size projects, enabling activities as well as programmatic approaches. The target audiences are the GEF Agencies in charge of project design, implementation, monitoring and reporting. The note also can be useful for the broader GEF partnership, including GEF Operational Focal Points and national executing partners and consultants involved in GEF projects. It should also be noted that this guidance note is a living document that can be updated, as necessary, in consultation with GEF Agencies and the GEF Gender Partnership.

GENDER EQUALITY AND THE ENVIRONMENT

3. Through their different roles and responsibilities and varied priorities and needs, women and men alike shape the drivers and pressures on environmental resources and systems. Women and men use natural resources in different ways. They also influence in different ways markets; policies; and global, regional, national, and local incentives and behaviors that impact the health of the global environment. As such, women are vital to tackling environmental challenges. Nevertheless, gender inequalities and gaps persist. The GEF Gender Implementation Strategy¹ identifies three gender gaps most relevant to GEF projects and programs in the GEF-7 programming directions:

- (a) **Unequal access to and control of natural resources:** Women continue to be held back by structural constraints and gender norms related to access to and control of land, water, and other productive assets and biological resources. Even when

¹ Forthcoming, June 2018

the law guarantees women equal rights as men, many women have less control over natural resources. Research shows that if women were given same access to productive resources as men, agricultural productivity in developing countries could increase 20-30 percent, which in turn would reduce poverty, and improve women's ability to support their families, and sustainably manage and use natural resources.

- (b) **Unbalanced participation and decision making in environmental planning and governance at all levels:** Gender norms, women's greater time constraints and other structural constraints continue to prevent women the same opportunities as men to decision-making related to the management and sustainable use of natural resources. Addressing gender gaps related to participation and leadership in decision-making processes, from the local to global levels, can help making institutions and policies more representative, as well as helping women better engage in decisions that shape environmental planning, policy-making, as well as sustainable solutions and practices.
- (c) **Uneven access to socio-economic benefits and services:** Women, in many places, don't have the same access to income-generation opportunities, credit, and technology as men. Moreover, women often face more obstacles than men in accessing financing, training and information. Broadening women's socio-economic benefits can significantly contribute to improvements in the global environment in areas such as natural resource management, reducing land degradation, renewable energy, sustainable fisheries etc.

4. The transformative potential of addressing these gender gaps and more effectively engaging women stems not only from the opportunity to engage more people in environmental efforts in terms of absolute numbers, but also from (i) the inclusion of unique skills, knowledge, and experiences of women, including their roles as primary users and stewards of many natural resources; and (ii) supporting women's roles to change the causal chain of environmental degradation from their involvement in governance and the public and private sectors, to their choices as consumers in the global market, to investment choices.

GEF'S POLICY ON GENDER EQUALITY

5. The GEF has long recognized gender equality as a cross-cutting priority that is integral to the GEF's ability to achieve global environmental benefits. It has made, together with GEF Agencies, significant progress on gender mainstreaming over the past years. This progress has been guided by several GEF policies and strategies, such as the Policy on Gender Mainstreaming (GEF, 2012a); GEF 2020 Strategy (GEF, 2015b); and the Gender Equality Action Plan (GEF, 2014). The GEF Policy on Gender Equality seeks to ensure equal opportunities for women and men to participate in, contribute to and benefit from GEF-financed activities. It further outlines GEF's ambition to shift from a gender-aware, "do no harm" approach to a gender-responsive, "do good" approach. The Policy specifies gender-responsive actions, from design to implementation; and monitoring and evaluation to ensure that GEF programs and projects are

not only designed with a good understanding of relevant gender differences, roles and needs, but also that they actively pursue activities that contribute to equal access to and control over resources and decision making while empowering women and girls.

6. The Policy outlines the following guiding principles that form the basis for a gender-responsive approach in GEF operations:

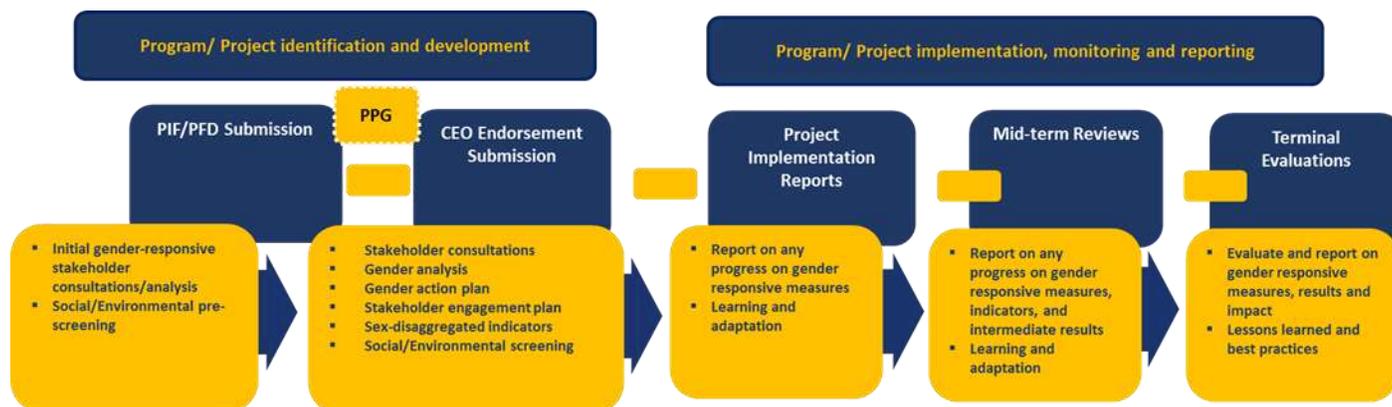
- (a) Efforts to mainstream gender and promote gender equality and the empowerment of Women are pursued in accordance with the decisions on gender under the MEAs that the GEF serves, and in recognition of related international and national commitments to gender equality and human rights.
- (b) GEF-Financed Activities address and do not exacerbate existing gender-based inequalities.
- (c) Stakeholder engagement and analyses are conducted in an inclusive and gender-responsive manner, so that the rights of women and men and the different knowledge, needs, roles and interests of women and men are recognized and addressed.
- (d) GEF-Financed Activities are conducted, designed, and implemented in an inclusive manner so that women's participation and voice are, regardless of background, age, race, ethnicity or religion, reflected in decision-making, and that consultations with women's organizations, including Indigenous women and local women's groups, are supported at all scales.
- (e) A gender-responsive approach is applied throughout the identification, design, implementation, monitoring, and evaluation of GEF-.
- (f) Opportunities to address gender gaps and support the empowerment of women are seized in order to help achieve global environmental benefits.

ADDRESSING GENDER IN GEF-FINANCED ACTIVITIES

7. The GEF Policy on Gender Equality outlines a set of mandatory requirements for mainstreaming gender throughout the GEF project cycle (Figure 1). The following sections elaborate on these requirements and provide strategic entry points, steps and checklists, for each stage of the project cycle. They further incorporate relevant mandatory requirements outlined in the GEF's new Policy on Stakeholder Engagement (GEF, 2017d). Additional guidance on indigenous peoples and local communities and social risks assessments can be found in GEF (2015a) and GEF (2012b)².

² The GEF Secretariat is currently updating the Policy on Environmental and Social Safeguards, which will address some of the gap areas identified by the participants to the GEF-7 replenishment negotiations, such as Gender Based Violence (GBV) as well as broader inclusion of vulnerable groups and disabled people.

Figure 1. Gender Considerations in the GEF Project Cycle



Project Identification (PIF and PFD Preparation)

Policy requirements

8. GEF’s Policy on Gender Equality and GEF’s Policy on Stakeholder Engagement (GEF, 2017c and 2017d) require that GEF Agencies provide the following in the Program Framework Document (PDF) and Project Identification Form (PIF), which are submitted for Work Program entry or CEO Approval:

- (a) Indicative information on gender considerations relevant to the proposed activity, and any measures to address these, including the process to collect sex-disaggregated data and information on gender.
- (b) Description of any consultations conducted during project development, as well as information on how stakeholders will be engaged in the proposed activity, and means of engagement throughout the project/ program cycle.

Gender considerations during preparation of the PIFs and PFDs

9. It is key in the program and project identification stage to gather information on gender dimensions relevant to the activity. This means engaging women and men of all ages in discussions about the project idea, and to begin collecting and analyzing data and information on the gender-specific context of the program or projects.

10. The indicative information required at PIF/PFD submission stage can draw on information derived from any initial stakeholder consultations or reviews of available information. For example, these can include relevant sectoral and country reports; gender analyses undertaken for similar projects and programs; or the social and environmental pre-screening of PFD/PIFs. At this stage, these often are conducted to inform the design of the project and to avoid any unintended and negative social and environmental impacts. It can also draw on findings from literature reviews or desk studies. The analyses should serve to inform the project on the gender-specific social, cultural, and legal context (Box 1). It should further

serve to inform project planning and determine the scope and type of gender mainstreaming activities that will be needed later in the program/project development and implementation stage. Additional needs for quantitative (statistics) and qualitative data (analytical) information, resources and/or expertise required during the project development phase should also be included.

Box 1. Guiding questions to support initial stakeholder consultations and analysis

Who are the target beneficiaries?

- Try to disaggregate the beneficiaries by gender
- Ensure that consultations include a good balance between women and men

What are key gender issues in the sector?

- Identify whether there are any general differences in terms of roles and needs between women and men in the sector/geography
- Identify, if possible, the main sources of livelihoods for women and men

How might the project affect women and men differently?

- Is the activity likely to have the same positive and negative effects on women and men?
- Identify, if possible, legal, cultural, or religious constraints on women's potential participation in the activity.

Does the GEF Agency or project partners have the capacity to deliver benefits to or involve women?

- Will specialized gender/development expertise be required to ensure a gender-responsive project development?

Reporting on Gender at submission of PIFs and PFDs

11. The section on gender at the PIF submission stage requests GEF Agencies to provide the following information:

Briefly describe any gender dimensions relevant to the project, and any plans to address gender during project preparation (e.g., gender analysis).

Does the project expect to include any gender-responsive measures to address gender gaps or promote gender equality and women's empowerment? (yes /no / tbd)

If possible, indicate, in which results area(s) the project is expected to contribute to gender equality: closing gender gaps in access to and control over natural resources; improving women's participation and decision making; and or generating socioeconomic benefits or services for women.

Does the project's results framework or logical framework include gender-sensitive indicators? (yes /no / tbd)

12. These questions aim to ensure GEF Agency’s compliance with the new GEF Policy on Gender Equality, and recognize the expected contribution of projects to promoting gender equality in GEF-7 through three main results areas, including access to and control of resources; participation and decision making; and socioeconomic benefits and services. These are the gender gaps most strategic and relevant to GEF-7 programming, and projects contributing to these result areas will also be tracked by GEF Secretariat³.

13. Respectively, at PFD submission, GEF Agencies are requested to provide the following:

Are gender dimensions relevant to the success of the program? (yes /no)

If yes, provide indicative information on these dimensions and how these will be addressed in the program. If no, explain why.

Indicate whether the program will include gender-sensitive indicators in its results framework. (yes /no / tbd)

14. The information provided in PIF’s and PFD’s is considered preliminary and will enable GEF Secretariat to validate that gender considerations are being included in the project identification and design from the initial stages of project preparation. Table 1 summarizes gender-responsive considerations at the PIF/PFD stage.

PIF	PFD
<ul style="list-style-type: none"> ■ Summary of preliminary findings on gender, including the gender-specific context of the project, elaboration of any identified gender differences and gaps, and description of any potential gender differentiated impacts and risks relevant to the activity. ■ Findings from initial stakeholder consultations relevant to gender, such as barriers/opportunities for women and men to participate as stakeholders, beneficiaries and decision makers in project development and subsequent implementation. ■ Elaboration on how the planned project outcomes could be enhanced by attention to gender equality and women’s empowerment, ■ List of any activities to be undertaken in the project development phase, such as gender analysis, plans to collect sex-disaggregated data and information, including any considerations about gender expertise in the project team, and associated resource availability. 	<ul style="list-style-type: none"> ■ Description of the gender-specific context of the program, elaborating on the relevance of gender to program success and sustainability. ■ Indicative list of any activities that the program will undertake to support gender mainstreaming efforts in the design, implementation, and monitoring and evaluation of the subsequent child projects. ■ Program’s expected contribution to gender equality and women’s empowerment.

³ For further information, see GEF’s Gender Implementation Strategy (forthcoming June 2018)

Project Development (CEO Endorsement/Approval Preparation)

Policy requirements

15. The GEF Policy on Gender Equality requires GEF Agencies, at or prior to CEO Endorsement/Approval, to provide the following:
 - (a) Gender analysis or equivalent socio-economic assessment that identifies and describes any gender differences, gender differentiated impacts and risks, and opportunities to address gender gaps and promote the empowerment of women that may be relevant to the proposed activity.
 - (b) Any corresponding gender-responsive measures to address differences, identified impacts and risks, and opportunities through a gender action plan or equivalent.
 - (c) If gender-responsive measures have been identified, the results framework or logical framework include actions, gender-sensitive indicators, and sex-disaggregated targets.

16. The GEF Policy on Stakeholder Engagement (2017d) requires that GEF Agencies, at the CEO Endorsement/Approval stage, present “stakeholder engagement plans or equivalent documentation with information regarding stakeholders who have been and will be engaged, means of engagement, dissemination of information, roles and responsibilities in ensuring effective stakeholder engagement, resource requirements, and timing of engagement throughout the project/program cycle.”

17. During the project design and development phase, GEF Agencies may request a Project Preparation Grant.

18. Stakeholder consultations and gender analysis or equivalent socioeconomic assessment are eligible activities under this phase.

Gender considerations during CEO Endorsement preparation

19. Systematic consideration of gender during the stakeholder identification and consultations stage is needed to ensure that women’s and men’s voices alike are heard. It strengthens the design and implementation of GEF-financed activities by reducing risks and addressing the social and economic needs of affected stakeholders.

Box 2. Guiding questions to consider when mapping/identifying Stakeholder and Partners

- Do those key stakeholders consulted include individuals or groups with a gender perspective (e.g., ministries of women, nongovernment organizations focused on promoting gender equality, women’s rights, or the empowerment of women)?
- Is there a balanced gender representation among key stakeholders?
- Is there at least one stakeholder that has the skills, expertise, and capability to integrate gender?

20. The following general steps will ensure gender-responsive stakeholder engagement:

- (a) Conducting inclusive stakeholder analysis and selecting participatory consultation methods that ensure that women’s and men’s needs, knowledge, and expertise are heard; and that they are provided equal opportunity for participation and decision making in project design. This could include using participatory mechanisms and tools to determine how (and when) to involve the different stakeholders, as well as recognizing that stakeholders can be engaged in various ways from gathering and giving information, to consultation, dialogue, and partnership.
- (b) Supporting and selecting project partners, when relevant, that represent civil society (including women’s groups and women’s advocacy organizations) and promote women’s participation and leadership at all levels. This could include efforts to:
 - actively reach out to women’s organizations and gender focal points of relevant national ministries, nongovernment organizations and civil society;
 - proactively ensure the involvement of more of the underrepresented gender if a strong gender imbalance exists among project stakeholders;
 - identify gender differences in knowledge, interests, priorities, and power within stakeholder groups, as well as among different stakeholder groups; and
 - raise awareness throughout the project development phase among women’s groups at the national/regional or sectoral level on environmental financial opportunities (e.g., through outreach and knowledge-sharing activities), and promoting gender-sensitive communication.

Gender Analysis

21. The GEF requires that all medium- and full-size projects have conducted a gender analysis or equivalent socioeconomic assessment at or prior to CEO Endorsement/Approval request. Gender analysis is the analytical process used to identify, understand, and describe

gender differences and the relevance of these differences to a specific activity (policy, program or project). Gender analysis (Figure 2) is part of part of social analysis and the results from gender analysis contribute to the strategic direction of project design and implementation. The analysis should serve to:

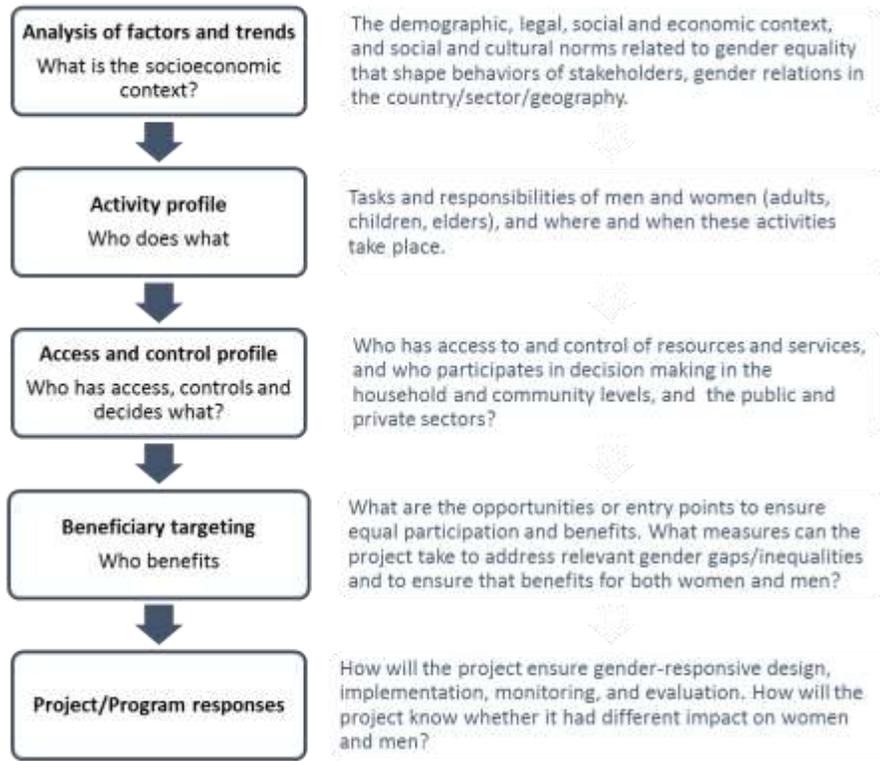
- collect gender-related information and sex-disaggregated beneficiary data, and to determine the baseline situation;
- inform or form part of the project’s Social and Environmental Screening procedure;
- integrate gender considerations into the program/project theory of change to understand how and why a given intervention will lead to a specific change;
- determine program/project activities required to respond to gender risks, differences, gaps, and opportunities; and
- support the formulation of indicators relating to sex disaggregation and gender sensitivity, to be included in program/project results framework.

22. The scope of the analysis can vary and it can be carried out in various ways, depending on GEF Agency policies and procedures, as well as the specific project/program context. The effort should include a collection and analysis of quantitative and qualitative sex-disaggregated data and gender information. The gender analysis can be a stand-alone activity or it can be included as a key component of broader stakeholder analyses or social and situation assessments. Already existing data and information, such as sectoral assessments, country gender assessments, gender analyses of prior or similar projects, and national statistics available from databases can support the analysis.⁴ While each GEF Agency uses its own analytical frameworks, tools and procedures for carrying out a gender analysis, a gender analysis or social assessment should help to:

- determine the relevance of gender dimensions to the activity’s success and sustainability;
- identify gender differentiated impacts and risks (e.g., as part of the environmental and social safeguard analysis), and identify factors that limit or facilitate equal participation of women and men in the program/project;
- identify any specific gender differences, including women and men’s different roles, needs, priorities, capacities and vulnerabilities relevant to activity;
- identify any gender gaps (e.g., access to and control over natural resources, access to benefits and services, and participation and decision making) that the activity could address to support program/project results and sustainability.

⁴ For example, the World Bank’s Gender Statistics database is a comprehensive source for the latest sex-disaggregated data and gender statistics, covering demography, education, health, access to economic opportunities, public life and decision-making, and agency (World Bank, 2018); or CEDAW country reports (CEDAW, 2000–09). Data and information may also be obtained from government ministries or agencies responsible for gender equality.

Figure 2. Elements of Gender Analysis



Gender action plan

23. The GEF Policy on Gender Equality requires that any planned gender-responsive measures to address differences, as well as identify impacts, risks, and opportunities, are provided through a gender action plan or equivalent. The gender action plan is a bridge between gender analysis and implementation, and it is a tool to help translate and make visible findings of the gender analysis in program/project implementation and evaluation. An action plan is highly context specific, however. There are some action domains that can be considered an integral part of a Gender Action Plan, such as those actions that:

- provide equal access to and control over resources and information, such as gender- and age-appropriate training and communication material;
- give equal voice and representation in decision making, such as quotas for women in community resource management groups;
- reduce women’s workload, such as introducing labor-saving technologies and tools; and
- engage at policy level, such as review of the existing sectorial policies to identify entry points for women’s empowerment.

24. Use of participatory approaches should be considered throughout the Gender Action Plan to provide equal opportunity for men and women to benefit from the planned activities. In addition to the concrete actions relevant to the program/project, the plan should also set out timelines, responsible actors, and resource allocations. The action plan can be integrated into project components and elements, including the logical framework, project implementation plan, budget, and results framework (Section 4.4 provides further information on results frameworks).

25. The Gender Action Plan may be structured around the following components:

1. **Introduction/Background:** Elaboration of findings from gender analysis and basic information on gender within the project area (national, sub-national, regional).
2. **Strategies and Activities:** Description of actions and activities the project will put in place to respond to identified gender risks, differences, gaps or opportunities.
3. **Monitoring and Evaluation:** Description of how the project will track and evaluate gender impacts and results, including sex-disaggregated indicators and targets (included in the project results framework).
4. **Resources:** Indication of timelines, budget allocations, and staffing resources dedicated to the activities.

Box 3. Guiding questions that can help identify gender-responsive activities

- **What mitigating actions are needed?** For example, activities that mitigate identified risks created by the project (e.g., displacing women from key assets such as land and livelihoods, or increasing women's unpaid labor).
- **What actions are required to ensure equal opportunities for women and men to participate in and benefit from the project?** For example, activities that aim to address barriers between women and men in access to opportunities and resources (e.g., entrepreneurship opportunities, training).
- **What actions could help to address identified gender gaps and opportunities to empower women?** For example, activities or strategies that address underlying gaps between women and men that can help enhance delivery of environmental benefits (e.g., barriers for women to participate in decision making, or gender gaps relating to control of or access to land).

Gender-responsive results framework

26. The process to identify expected outcomes, outputs, and results of GEF programs/projects provide key entry points to ensure that they respond to the differentiated needs, concerns and capabilities of men and women alike. The GEF Policy on Gender Equality requires that programs/projects that have identified gender-responsive measures and actions include in their results framework or logical framework gender-sensitive indicators and sex-disaggregated targets, when direct beneficiaries are targeted. This means that gender

considerations should be part of the project's theory of change, through outcomes, outputs, and indicators. This entails conscious consideration of how proposed project activities and results may affect women and men differently and how reducing gender gaps could support project success and sustainability.

Box 4. Guiding questions to help address gender in the formulation of program/project outputs and outcomes

- How will the products, services, or policy measures generated by the program/project respond to women's and men's different concerns and needs?
- Is it necessary to specify outputs separately for men and women?
- Does the outcome address the needs and concerns of women and men alike?
- Does the outcome need to have a specific gender dimension?
- In what ways can the program/project contribute to the overall goal of gender equality and women's empowerment?
- Will this outcome bring about improvements for both women and men?

27. A core component of tracking gender results is the formulation of sex-disaggregated and gender-sensitive indicators. All beneficiary-level indicators and targets should be disaggregated by sex (as well as age, class, or ethnic origin to identify sub-groups of men and women) wherever possible. For example, rather than targeting only women, an indicator could look specifically at improvements for the situation of indigenous women who potentially face different challenges, not only from indigenous men (owing to the gendered division of labor in indigenous cultures) but also from other women. Annex 3 provides examples of sex-disaggregated indicators.

28. Programs and projects that have identified specific activities and outcomes to address gender differences and gaps also might consider including gender-sensitive indicators in the project's results framework. These would allow them to demonstrate the progress toward achieving gender equality or the empowerment of women. These kinds of indicators go beyond disaggregation of beneficiaries by sex. For example: while a sex-disaggregated indicator can measure the number of women and men farmers who received training on sustainable agroforestry, it may not be sufficient to determine whether the training itself responded to the differentiated needs of women and men farmers. In this case, there might be a need for a gender-sensitive indicator that qualitatively assesses whether the capacity of women and men has been increased.

Box 5. Guiding questions to consider when formulating gender sensitive indicators

- Are indicators, to the extent possible, sex disaggregated (reflecting also sub-groups of men and women according to age or ethnic origin)?
- Are the indicators sufficient to measure whether conditions for women and men are changing, for example, in terms of access to resources, decision making, and/or benefits?
- Do the indicators measure, where relevant, the gender aspects of each outcome/output?
- Are targets set to ensure sufficient level of and progression toward gender equality, quantitatively and qualitatively?
- Have the indicators been designed in a way that enables gender-sensitive monitoring and collection of accurate data in a culturally sensitive manner?

Budgeting and Staffing

29. Adequate resources and expertise are critical to effectively deliver on gender-responsive measures in implementation and monitoring and evaluation. This means that (i) responsibilities for integrating gender aspects in project implementation are explicit in job descriptions or terms of references; and (ii) the project budget includes resources to carry out specific gender-related activities in implementation, monitoring and evaluation, communication, and knowledge dissemination (e.g., costs associated with staffing and capacity building required to train staff or conduct gender activities and stakeholder consultations).

Reporting on gender at CEO Endorsement/Approval stage

30. The section on gender at the CEO Endorsement submission stage requests GEF Agencies to provide the following information:

Gender analysis or equivalent socioeconomic assessment. (Type response here; if available, upload document or provide link)

Does the project expect to include any gender-responsive measures to address gender gaps or promote gender equality and women's empowerment? (yes /no) If yes, please upload gender action plan or equivalent here.

Indicate in which results area(s) the project is expected to contribute to gender equality: closing gender gaps in access to and control over resources; improving women's participation and decision making; and or social and economic benefits or services for women.

Does the project's results framework or logical framework include gender-sensitive indicators? (yes /no)

31. At the CEO Endorsement stage, projects that expect to address gender gaps and promote gender equality are to indicate in which result areas the project is expected to contribute to GEWE. Projects also should have a results framework that allows tracking progress and results.

32. Table 2 below summarizes different gender considerations at the CEO Endorsement/Approval stage.

Table 2. Summary of Gender Considerations at CEO Endorsement/Approval Request

- Summary of the findings from stakeholder consultations and the gender analysis or equivalent socioeconomic assessments, including elaboration on the gender context of the project, identified gender differences and gaps, and gender-differentiated impacts and risks.
- Gender Action Plan or equivalent that elaborates concrete and project-specific actions to address gender differences and gaps, gender-differentiated impacts and risks, and opportunities to promote the empowerment of women that support project objectives and outcomes.
- Stakeholder engagement plan that reflects on and clearly describes actions on stakeholder engagement.
- Gender-sensitive indicators that will be used to track, monitor, and report on gender results.

The GEF Enabling Activities and policy/strategy work

33. Enabling Activity projects provide financing for the preparation of a plan, strategy, or national program to fulfill the commitments under the Conventions that the GEF serves, including national communication or reports to the Conventions. Similarly, many GEF-financed medium- and full-size projects include activities that focus on developing and preparing national policies or strategies and, as such, do not work directly with beneficiaries on the ground. These plans and strategies provide an essential opportunity to recognize, build capacity, and to develop actions to advance GEWE. Some possible actions to include in these national documents include the following:

- request that gender experts review draft plans and strategies;
- ensure that any background and stocktaking exercises associated with development of the plans and strategies adequately account for the different roles for women and men;
- ensure that women are effectively engaged as members of stakeholder groups consulted during development of the strategies and plans;
- consider including gender-disaggregated data collection and/or gender-specific indicators; and
- consider how national gender policies can be incorporated into sectoral strategies and action plans.

Project Implementation, Monitoring, Reporting, and Learning

Policy requirements

34. The GEF Policy on Gender Equality (GEF, 2017c) and GEF Stakeholder Engagement (GEF, 2017d) require that GEF Agencies:

- oversee the implementation of gender-responsive measures as documented at the CEO Endorsement/Approval stage;
- provide information in their annual project implementation reports (PIR), mid-term reviews (MTR), and terminal evaluations (TE) on progress, gender-sensitive indicators, and results;
- oversee the implementation of stakeholder engagement, and include information on progress, challenges, and outcomes in their PIRs, MTRs, and TEs.

Gender considerations during the project implementation

35. For GEF programs/projects that already are at implementation stage, a good starting point for gender mainstreaming is to review the questions outlined in the GEF Program/Project Development Checklist (Annex 2), and to identify if and how mainstreaming gender in the project is still feasible. For programs/projects that are just starting implementation, an essential step is to ensure that the project management team has the adequate gender expertise and is working with key stakeholders.

1. **Project implementation team:** To ensure that gender is mainstreamed, project staff must have sufficient capacity and gender expertise to implement the project effectively. Possible activities include:
 - providing training to women and men alike at all levels of the project team to ensure they understand the gender dimensions addressed by the project;
 - hiring gender specialists who can help team members and partners to integrate gender issues into the different project activities; and
 - ensuring that responsibilities for integrating gender aspects at project implementation are explicit in job descriptions or in the terms of references of management, technical staff, and consultants.
2. **Working with stakeholders:** It is important that project stakeholders are informed about gender inequality and GEF's commitment to address them. This means assessing and creating gender awareness among potential partners, such as civil society groups, and government and private sector institutions.
 - target partnerships with civil society groups such as women's advocacy groups;

- provide targeted capacity development, when relevant, at the local level to support and encourage women and men alike to bring their voice, needs, potential, perspectives, and priorities;
 - seize opportunities to engage and target men as agents of change and champions for gender equality;
 - embed project processes within a national or sectoral context, when relevant, through capacity building and decision-making processes.
3. **Continuing gender mainstreaming efforts:** Even if specific gender-focused activities may not have been elaborated on at the design phase, developing a gender action plan or framework for gender mainstreaming early on allows for budget adjustments and determining staffing needs. Further analysis on gender-related issues is often required during the implementation phase, including sector-specific analysis/case studies or further assessment of gender opportunities that can be leveraged, when relevant, for the benefit of certain stakeholder groups and/or local communities.

Box 6. Guiding questions to consider during project implementation

- Are the assumptions and information regarding the characteristics, needs, and interests of men and women, which informed the initial project design, still valid?
- Have any challenges or barriers arisen during project implementation hindered the equal participation of men and women in activities, decision-making processes, and the distribution of resources and benefits?
- Does the implementation team have gender expertise and a gender focal point?
- Are partner organizations aware of and trained to address gender inequalities among beneficiaries?

Monitoring and reporting

36. The GEF requires GEF Agencies to report on gender-responsive measures, as documented at the CEO Endorsement/Approval stage and to provide information on progress, sex-disaggregated and gender-sensitive indicators, and results in their annual PIRs, MTRs, and TEs.

37. **Project Implementation Reports:** GEF Agencies must submit to GEF Secretariat's individual PIRs for all full-size and medium-size GEF projects under implementation (GEF, 2017b). Key data reported in the PIR is aggregated at the GEF portfolio level and used for management and reporting processes. The PIR is a key opportunity to report on activities and results relating to gender. Some GEF Agencies already have their own policies in place that require reporting on gender during the project implementation stage and, as such, include a gender section in their PIRs. GEF Agencies that do not have this requirement should consider

adding a section on gender that would report on any activities relating to GEWE, as well as any progress toward gender results.

38. **Mid-Term Review:** The MTR is a critical juncture in project implementation to assess if a project is on track with its action plans and in meeting its intended results. The MTR is an opportunity to assess implementation progress on gender activities, targets, and design features, including progress toward meeting gender-related results. It is also an opportunity to adjust activities and targets, consider midcourse corrections to improve implementation, outreach, and results for women’s participation, access to resources, and benefits. This means that GEF Agencies should prepare a written assessment of findings relating to the implementation of gender activities and gender-related results for incorporation into the MTR.

Box 7. Guiding questions when conducting Midterm Reviews

- How can the project’s results framework be more gender responsive?
- Is the project reaching women as well as men? How does the project engage with women and girls?
- What are the wider impacts/changes the project is achieving in relation to women and men?
- What impact is the project having on women and men, as well as on their gendered power dynamics?
- Are there any legal, cultural, or religious constraints on women’s participation in the project?
- Does the monitoring and evaluation strategy consider women and men separately?
- Have indicators been developed to measure how women and men are impacted by the activities and results?
- Are partner organizations aware of and trained to address gender inequalities among beneficiaries?
- What adaptive management measures are recommended to improve gender mainstreaming and the project’s work to advance gender equality and women’s empowerment (e.g. mid-term gender analysis; additional gender expertise needed)?

39. **Terminal Evaluation:** GEF Monitoring and Evaluation Policy (GEF, 2011) specifies that TEs will, at the minimum, assess achievement of outputs and outcomes, and report on these. While assessing project results, Agencies will need to determine the extent to which the project objectives—as stated in the documents submitted at the CEO Endorsement stage—have been achieved. In addition to the MTR and the PIR, the project TE can provide lessons for future programming. The TE methodology and evaluation should, to the extent possible, report on sex-disaggregated and gender-sensitive indicators and results. In preparation for the TE, GEF Agencies may consider the following (GEF IEO, 2015c):

- (a) Gender-sensitive identification and selection of key evaluation stakeholders:
 - Identify and select key female and male stakeholders and their interests, positive or negative, in the project. Who has been involved? Who was most dependent? Who has had an economic stake?

- Marginalized key evaluation stakeholders may lack the recognition or capacity to participate on an equal basis, and particular effort must be made to ensure and enable their participation.
 - Keep in mind the literacy levels, language skills, and time and logistical constraints of key evaluation stakeholders identified, especially of marginalized stakeholders.
 - It may not be possible to have all identified stakeholders involved; use an inclusive and transparent approach in the identification and selection of key evaluation stakeholders, informing key stakeholders about the process and reasons for their inclusion or exclusion from actual engagement.
- (b) Stakeholder Mapping:
- To what extent did the stakeholder mapping take into account different activities, capacities, access to resources, roles, needs, and priorities of men and women alike?
 - Did a gender analysis take place to identify the potential negative impacts of project intervention on women as well as men?
 - Did a gender-sensitive social analysis or assessment take place?
- (c) Interviews/Focus Group Discussions/Consultation Workshops:
- Stakeholder consultations with all key groups, including women’s groups and with the appropriate women (the ones directly or indirectly affected by an intervention as beneficiary as well as implementer, user, and community member) at the table.
- (d) Surveys: When developing and administering surveys, take into account any gender indicators, UN-SWAP gender considerations, evaluative questions, and pointers toward the identification and selection of key evaluation stakeholders.

Box 8. Guiding questions to consider when conducting Terminal Evaluations

- Were gender issues fully integrated into the project design, implementation, monitoring, and reporting?
- How did the project work to promote gender equality and women’s empowerment (GEWE)?
- Did the project miss any opportunities in terms of mainstreaming gender or advancing GEWE?
- What were the benefits and opportunities of taking gender into consideration?
- What were the GEWE results achieved (or likely to be achieved)?
- What were the gender mainstreaming principles adhered to by the project?
- Are there any lessons learned in terms of gender that could be used for similar future interventions in terms of design, implementation, and monitoring and evaluation?

Knowledge management and learning

40. The GEF Policy on Gender Equality commits the GEF Secretariat and GEF Agencies to “generate and share knowledge on good practice, methodologies and lessons learned on promoting Gender Equality and the Empowerment of Women related to the GEF’s areas of work.”

41. This means that, in addition to GEF Agency reporting as part of the monitoring obligations to GEF Secretariat, GEF Agencies are also encouraged to actively generate and share knowledge on good practices, methodologies, and lessons learned on promoting GEWE. This is part of their contribution, as GEF partners, to joint learning and knowledge management on gender. In publications or presentations on GEF-financed activities, GEF Agencies should try to showcase their gender mainstreaming experiences in project development and implementation and share them broadly, for example, in public events and conferences. Gender results are also encouraged to be integrated into regular means of communications (e.g., newsletters, progress reports, social media channels, and websites). Other important means of communicating information on gender issues and results are through workshops, webinars, or the dissemination of best practices.

Box 9. Guiding questions to consider when developing gender-responsive communication

- Does the publication, presentation, or reporting pay attention to relevant gender aspects of the project?
- Are women’s organizations, gender equality advocates, and experts included as sources of information in publications, presentations, or when reporting?
- Does any publication, presentation, or other form of reporting contain gender insensitive language or perpetuate gender stereotypes?

GEF’S GENDER TAGGING FRAMEWORK

Policy requirements

42. The GEF Policy on Gender Equality outlines GEF’s ambition to improve the monitoring and reporting on gender equality results. The policy requires “the Secretariat to track and report annually to the Council, and, as required, to the MEAs which the GEF serves on portfolio-level progress, sex-disaggregated data, gender information and results.”

GEF’s Gender tags

43. To improve the capturing and reporting of results on gender equality and women’s empowerment, the GEF Secretariat has introduced a GEF gender tagging system. This system is designed tags to more effectively (i) ensure policy compliance; (ii) prompt considerations on gender early in the project cycle; and (iii) capture portfolio results on GEWE. The tagging system

is designed to label and track GEF projects and programs that (a) identified relevant gender differences and gaps in their analysis; (b) addressed these differences and gaps through specific measures; and (c) linked measures to gender-sensitive indicators in their results framework.⁵ It is specifically designed to track projects that expect to contribute gender equality and women's empowerment through three main results areas most relevant to GEF-7 programming framework:

- i. Closing gender gaps in access to and control over resources;
- ii. Improving women's participation and decision making;
- iii. Contributing to social and economic benefits or services for women.

44. The tagging system will require that GEF Agencies respond to a set of questions as part of completing the PFDs/PIFs and CEO Endorsement/Approval requests. It will further require that GEF Agencies report on progress and results on gender as part of the annual PIRs, MTRs, and Terminal Evaluations (TEs).

45. GEF Secretariat's role is to review compliance and to check whether adequate information has been provided. In its review of submitted PDFs/PIFs, and Requests for CEO Endorsement/Approval, GEF Secretariat will assess whether the documentation reflects the principles and requirements set out in the Policy. GEF Secretariat will use the information derived from the gender tags, combined with qualitative portfolio analyses to (a) monitor and track progress; (b) compile reports to GEF Council; (c) develop knowledge and communication products; and (d) support learning with a view to improve guidance on gender responsive programs and projects in the future.

⁵ The new GEF gender tags are not performance indicators or intended to rate or score the extent to which projects have adequately considered or addressed gender differences or gaps. The approach recognizes that some GEF projects will be able to do little to address gender gaps, and it is important to note that the gender tags are not intended to penalize these projects.

REFERENCES

- CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women). 2000–09. “Country Reports.” (Online.) New York: UN Women. Available at www.un.org/womenwatch/daw/cedaw/reports.htm.
- GEF (Global Environment Facility). 2011. *The GEF Monitoring and Evaluation Policy 2010*. Evaluation Document No. 4. Washington, DC: Global Environment Evaluation Office. Available at www.gef.io.org/sites/default/files/ieo/evaluations/gef-me-policy-2010-eng.pdf
- _____. 2012a. “Policy on Gender Mainstreaming.” Policy: SD/PL/02. Washington, DC: Global Environment Facility. Available at www.thegef.org/sites/default/files/documents/Gender_Mainstreaming_Policy-2012_0.pdf
- _____. 2012b. *Principles and Guidelines for Engagement with Indigenous Peoples*. Washington, DC: Global Environment Facility. Available at www.thegef.org/sites/default/files/publications/GEF_IP_Part_1_Guidelines_r7.pdf.
- _____. 2014. “Gender Equality Action Plans.” GEF/C.47/09.Rev.01. Agenda Item 9. GEF Council Meeting held on October 28–30, 2014, in Washington, DC. Washington, DC: Global Environment Facility. Available at www.thegef.org/sites/default/files/council-meeting-documents/25_EN_GEF.C.47.09.Rev_01_Gender_Equality_Action_Plan_1.pdf
- _____. 2015a. “Agency Minimum Standards on Environmental and Social Safeguards.” Policy: SD/PL/03. Washington, DC: Global Environment Facility. Available at www.thegef.org/sites/default/files/documents/Policy_Environmental_and_Social_Safeguards_2015.pdf.
- _____. 2015b. *GEF 2020: Strategy for the GEF*. Washington, DC: Global Environment Facility. https://www.thegef.org/sites/default/files/publications/GEF-2020Strategies-March2015_CRA_WEB_2.pdf.
- _____. 2015c. GEF IEO: Addressing Gender in Evaluations Guidance for Approach Papers, Washington, DC: Global Environment Evaluation Office. Available at <http://gef.io.org/sites/default/files/ieo/ieo-documents/addressing-gender-evaluations.pdf>.
- _____. 2017a. “Evaluation on Gender Mainstreaming in the GEF.” GEF/ME/C.52/inf. 52nd GEF Council Meeting held on May 23–25, 2017, in Washington, DC. Prepared by the Independent Evaluation Office of the GEF. Available at www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.ME_C.52_Inf.09_Gender_May_2017.pdf.
- _____. 2017b. “Guidelines on the Project and Program Cycle Policy.” GEF/C.52/Inf.06/Rev.01. 52nd GEF Council Meeting, held on May 23–25, 2017, in Washington, DC. Washington DC: Global Environment Facility. Available at

[www.thegef.org/sites/default/files/documents/EN_GEF.C.52.Inf_.06.Rev_.01_Guidelines on the Project and Program Cycle Policy.pdf](http://www.thegef.org/sites/default/files/documents/EN_GEF.C.52.Inf_.06.Rev_.01_Guidelines_on_the_Project_and_Program_Cycle_Policy.pdf).

_____. 2017c. "Policy on Gender Equality." GEF/C.53/04. 53rd GEF Council Meeting held on November 28–30, 2017, in Washington, DC. Washington, DC: GEF. Available at www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.53.04_Gender_Policy.pdf.

_____. 2017d. "Policy on Stakeholder Engagement." GEF/C.53/05/Rev.01. 53rd GEF Council Meeting, held on November 28–30, 2017, in Washington, DC. Washington, DC: Global Environment Facility. Available at [www.thegef.org/sites/default/files/documents/EN_GEF.C.53.05.Rev_.01_Stakeholder Policy 3.pdf](http://www.thegef.org/sites/default/files/documents/EN_GEF.C.53.05.Rev_.01_Stakeholder_Policy_3.pdf).

World Bank. 2018. "Gender Statistics." (Online database.). Washington, DC: World Bank. Available at <https://datacatalog.worldbank.org/dataset/gender-statistics> (accessed on)

ANNEX

1. Definitions

CEO Approval: Approval of a fully developed medium-size project or enabling activity by the GEF CEO.

CEO Endorsement: Endorsement of a fully developed full-size project by the GEF CEO.

Enabling Activity: Plan, strategy, or reporting preparation of a project to fulfil commitments under a convention.

Empowerment of women and girls: An expansion of a GEF Agency to improve women's lives through participation and decision-making activities to support (i) women's rights and their access to and control over resources; (ii) women's access to opportunities and resources; (iii) actions to transform the structures and institutions that reinforce and perpetuate gender discrimination and inequality; and (iv) women's ability to exert influence in society.

GEF Agency: An institution eligible to request and receive GEF resources directly from the GEF Trustee on behalf of an eligible recipient for the design and implementation of GEF-financed projects.

GEF-Financed Activity: Any full-size or medium-size project that enables regional or national outreach activities, financed from any GEF-managed trust fund.

Gender: Refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female, and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. Gender is part of the broader sociocultural context, including class, race, poverty level, ethnic group, sexual orientation, and age. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.

Gender analysis: A critical examination of how differences in gender norms, roles, power structures, activities, needs, opportunities, and rights affect women, men, girls, and boys in a certain situation or context. It includes the collection and analysis of sex-disaggregated data and gender information to understand gender differences and gaps; determine gender-differentiated impacts and risks; identify measures to avoid adverse gender impacts; and uncover and act on opportunities to address gender gaps and inequalities relevant to the activity.

Gender equality: Equal rights, responsibilities, and opportunities of women, men, girls, and boys. Equality does not mean that women and men will become the same; rather, that rights, responsibilities, and opportunities of women and men will not depend on whether they are born male or female.

Mainstreaming gender: Assessing the implications for women and men of a planned action, including legislation, policies, or programs. It is a way to make women's, as well as men's, concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs so that women and men benefit equally and that inequality is not perpetuated.

Gender-responsive approach: Particular needs, priorities, power structures, status, and relationships between men and women are recognized and adequately addressed in the design, implementation, and evaluation of activities. The approach seeks to ensure that women and men are provided equal opportunities to participate in and benefit from an intervention. It promotes targeted measures to address inequalities and promote the empowerment of women.

Gender gap: Disparity and inequality of conditions between women and men due to their position or role in society. It concerns inequalities in terms of their participation, access to opportunities, rights, power to influence and make decision, incomes and benefits, and control and use of resources.

Gender-Sensitive Indicator: An indicator that can be used at various levels to monitor and report on socioeconomic and gender-sensitive changes over a period of time.

Program Framework Document: Document that sets forth the concept of a program that is proposed for GEF financing.

Project Identification Form: Applicable document that sets forth the concept of a full- or medium-size project that requests GEF financing.

Stakeholder: An individual or group that has an interest in the outcome of a GEF-financed activity or is likely to be affected by it, such as local communities, indigenous peoples, civil society organizations, and private sector entities comprising women, men, girls, and boys.

Stakeholder engagement: A process involving stakeholder identification and analyses, planning of stakeholder engagement, disclosure of information, consultation and participation, monitoring, evaluation, and learning throughout the project cycle. The process also addresses grievances and includes on-going reporting to stakeholders.

2. Checklists

(i) Checklist for project identification stage

Project Identification	Early Opportunities to Integrate Gender
Understand project context, problem, root causes, and drives	<ul style="list-style-type: none">▪ Consider how the anticipated project and its outcomes may affect women and men differently▪ Consider how the underlying gender constraints may intersect with project objectives▪ Reflect on socioeconomic, as well as the institutional and political context of the project regarding gender equality opportunities and risks
Collect and review data/information	<ul style="list-style-type: none">▪ Examine available qualitative and quantitative data and information that may reveal gender issues in the sector or country of your project▪ Collect relevant sex-disaggregated baseline data and information, and determine additional information needs
Consult stakeholders and prospective partners	<ul style="list-style-type: none">▪ Use participatory methods to guarantee equal opportunities for women and men to participate and contribute to project design▪ Assess potential barriers for women to participate and contribute to project planning and design▪ Identify and consult with gender experts and local civil society organizations and women groups
Determine staffing and budget	<ul style="list-style-type: none">▪ Define responsibilities for integrating gender aspects into project design (e.g., ensuring that job descriptions are explicit)▪ Consider a gender-balanced project design team and use of local gender experts▪ Allocate sufficient funds for gender analyses and participatory stakeholder consultations

(ii) Checklist for the project development stage

Project development	Opportunities to Integrate Gender
Gender Analysis	<ul style="list-style-type: none">▪ Consult gender experts, civil society organizations, and women’s groups in the country/sector to help identify key gender issues▪ Collect and analyze sex-disaggregated information and baseline data (e.g., laws, policies, socioeconomic trends, and norms that might affect the opportunities of women and men to contribute to the project▪ Analyze implications of gender barriers that may prevent women or men from having equal opportunity to benefit from project activities and results▪ Identify opportunities to empower women to support project success and sustainability
Stakeholder identification and analysis	<ul style="list-style-type: none">▪ Conduct participatory stakeholder analyses and consultations to determine rights, roles, priorities, and capabilities of women and men (e.g., different dependence and needs in terms of, say, health, livelihood, and/or income) on resources and issues at stake; different influences and impact of project on women and men (e.g., how gender barriers may affect project success or have potential adverse impact on women and girls); men and women’s concerns, needs, capabilities, and opportunity to contribute to the project▪ Determine how to involve and engage with different groups of stakeholders
Develop the theory of change	<ul style="list-style-type: none">▪ Consider how anticipated project results may affect women and men differently and how addressing gender gaps could support project success and sustainability (e.g., by improving women’s access to resources or decision making)▪ Link environmental issues with gender equality objectives (e.g., how women’s empowerment could promote sustainable practices)▪ Reflect on whether identified gender issues require revision of the theory of change
Check activities outcomes, outputs	<ul style="list-style-type: none">▪ Reflect on risks and opportunities of the project and how project benefits may be different for women and men▪ Reflect on whether there are any entry points or opportunities for the project to support gender equality and/or women’s empowerment▪ Determine whether identified gender issues require revision of project components (e.g., outcomes, outputs, and activities)
Refine results frameworks	<ul style="list-style-type: none">▪ Disaggregate indicators by sex where possible and, where relevant, refine indicators to go beyond only measuring participation to capture results and impact (e.g., income and productivity gains for women and men, improved access to resources and services, reduced workload)▪ Determine what types of data must be collected to track gender-related project results
Prepare budget and staffing	<ul style="list-style-type: none">▪ Ensure that responsibilities for integrating gender aspects during project implementation are explicit in job descriptions or terms of references▪ Consider a gender-balanced project team and the use of local gender experts with expertise on gender analysis and mainstreaming▪ Allocate sufficient funds to implement the gender action plan

(iii) Guiding questions to consider at the CEO Endorsement stage

- 1. Were key stakeholders, including women and men, engaged in the preparation of the project?**
 - Were gender experts or women’s groups, civil society, and indigenous peoples involved in project design? If so how?
 - Were barriers of marginalized stakeholders identified and, if so, were they addressed?
 - Were gender experts or women’s groups involved in project design?
 - Were standards of free, prior, and informed consent adhered to throughout the consultation stages?

- 2. Did the project conduct an adequate gender analysis during project development?**
 - Were the needs, access to, and control over resources by women and men alike (e.g., power, time, financial resources) analyzed?
 - Were any key gender issues and/or barriers identified that could impact the project’s ability to achieve its results or prevent women and men from benefiting equally?
 - Will men and women have equal access to participation in the project?
 - How will gender inequalities, laws, policies, and norms affect the achievement and sustainability of project results?
 - Does the project have the potential to contribute toward gender equality and women’s empowerment? If so how?
 - Did the information and finding of gender analysis explicitly feed into project design?

- 3. Does the project have a gender-responsive project results framework with sex-disaggregated and gender-responsive indicators?**
 - Were sex-disaggregated data collected to track gender-related project performance and results? Are they adequately able to measure impacts on women and men alike?
 - Have the outputs been designed to be relevant and beneficial for both women and men?
 - Have specific outcome indicators referring to gender (men and women) been developed?
 - Will planned activities reach and involve women and men alike?
 - Is there a specific budget for gender-related activities?

- 4. Does the project have the resources and capacity to deliver gender components?**
 - Have financial inputs been assessed to ensure that men and women alike will benefit from the planned project? Does project staff have adequate capacity and knowledge to address gender components of the project or has a gender expert been required?

(iv) Examples of sex-disaggregated indicators

Consultation participation	<ul style="list-style-type: none">▪ Number and percentage of men and women actively participating in consultations, workshops, and committee meetings▪ Number of women and men in decision-making positions relating to the activities or in the project context▪ Number and percentage of women and men serving in leadership positions relating to the areas of intervention or in the project context▪ Number and percentage of men and women, by social group, consulted about project plans
Benefit sharing	<ul style="list-style-type: none">▪ Number of women and men benefitting from organized workshops and trainings opportunities within the program or project▪ Number of women and men receiving program or project benefits▪ Number of women and men benefitting from tools and resources▪ Number of women and men benefitting from financial investments, due to program interventions▪ Number of women and men engaged in benefit-sharing discussions▪ Number of poor households that are project beneficiaries; number headed by men/women.
Access to resources and assets	<ul style="list-style-type: none">▪ Number of men who have ownership of land in their name▪ Number of women and men who have access to land, water and forest resources.▪ Number of women and men who have knowledge of laws relating to areas of intervention▪ Number of women and men trained on land-right issues (e.g., land tenure/security rights)▪ Number of women who have ownership of land in their name (e.g., land titles and tenure security)▪ Number of women of in a leadership position with regard to land, water, forest and other biological resources (e.g., entrepreneur, manager, lead farmer)

3. Additional Resources

Tools and guidelines

1. GEF(forthcoming): E-course on Gender and the Environment
2. GEF forthcoming): *Emerging Best Practices in Mainstreaming Gender at the GEF*
3. IUCN (2013): *Framework for Conducting Gender Responsive Analysis* (available at http://cmsdata.iucn.org/downloads/framework_gender_analysis.pdf)
4. UNIDO (2015): *Guide on Gender Mainstreaming: Environmental Management Projects* (available at www.unido.org/sites/default/files/2015-02/Gender_Environmental_Management_Projects_0.pdf)
5. UNDP (2010): *Gender, Climate Change and Community-based Adaptation* (available at [http://www.undp.org/content/dam/aplaws/publication/en/publications/environment-energy/www-ee-library/climate-change/gender-climate-change-and-community-based-adaptation-guidebook-/Gender%20Climate%20Change%20and%20Community%20Based%20Adaptation%20\(2\).pdf](http://www.undp.org/content/dam/aplaws/publication/en/publications/environment-energy/www-ee-library/climate-change/gender-climate-change-and-community-based-adaptation-guidebook-/Gender%20Climate%20Change%20and%20Community%20Based%20Adaptation%20(2).pdf))
6. World Agroforestry Centre: *Compilation of Gender Research Methods and their Application* (Available at <http://www.worldagroforestry.org/gender/gender-research-methods>)
7. UNDP (2016): *How to Conduct a Gender Analysis: A guidance Note for UNDP Staff* (available at https://info.undp.org/sites/bpps/SES_Toolkit/SES%20Document%20Library/Uploaded%20October%202016/UNDP%20Guidance%20Note%20how%20to%20conduct%20a%20gender%20analysis.pdf)
8. FAO (2018) Guidance note on gender-sensitive vulnerability assessments in agriculture (Available at <http://www.fao.org/3/I7654EN/i7654en.pdf>)
9. FAO (2017) Training module: How to integrate gender issues in climate-smart agriculture projects (Available at <http://www.fao.org/3/a-i6097e.pdf>)
10. FAO (2015) Gender in Climate-Smart Agriculture Module 18 for the gender in agriculture (Available at <http://www.fao.org/3/a-i5546e.pdf>)

Online databases

1. World Bank Gender Databank (available at <http://datatopics.worldbank.org/gender/>)
2. UNDP Gender Inequality Index (available at <http://hdr.undp.org/en/content/gender-inequality-index-gii>)
3. UNDP Gender Development Index (available at <http://hdr.undp.org/en/content/gender-development-index-gdi>)
4. FAO Gender and Land Rights Database (available at <http://www.fao.org/gender-landrights-database/en/>)
5. The Environment-Gender Index (available at <http://genderandenvironment.org/egi/>)
6. FAOSTAT (available at: <http://faostat3.fao.org/home/E>)
7. AQUASTAT: FAO's global water information system (available at: <http://www.fao.org/nr/water/aquastat/data/query/index.html?lang=en>)

Multilateral Environmental Agreements and Gender

United Nations Convention on Biological Diversity

Convention text: Recognizes “the vital role that women play in the conservation and sustainable use of biological diversity and (affirms) the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation”. Preamble

Gender Action Plan (<https://www.cbd.int/gender/action-plan/>)

Objectives:

- To mainstream a gender perspective into the implementation of the Convention and the associated work of the Parties and the Secretariat
- To promote gender equality in achieving the objectives of the Convention, the Strategic Plan for Biodiversity 2011–2020 and the Aichi Biodiversity Targets
- To demonstrate the benefits of gender mainstreaming in measures toward the conservation of biodiversity, sustainable use of the components of biodiversity, and fair and equitable sharing of benefits arising out of the utilization of genetic resources
- To increase the effectiveness of the work under the Convention on Biological Diversity.

United Nations Convention to Combat Desertification

Convention text: Stresses “the important role played by women in regions affected by desertification and/or drought, particularly in rural areas of developing countries, and the importance of ensuring the full participation of both men and women at all levels in programs to combat desertification and mitigate the effects of drought.” Prologue The Parties commit themselves to “promote awareness and facilitate the participation of local populations, particularly women and youth, with the support of non-governmental organizations, in efforts to combat desertification and mitigate the effects of drought.” Article 5.

Gender Action Plan (<https://www.unccd.int/publications/gender-action-plan>)

Objectives:

- To enhance women’s role as agents of change by addressing the gender inequalities they face;
- To build the capacities of women and girls to access the resources they need to improve their livelihoods, manage land sustainably and become resilient to drought;
- To build the technical capacities of UNCCD stakeholders at all levels to design and implement gender-responsive plans and programmes, including in LDN interventions;
- To develop a baseline on gender-related issues in land degradation and desertification, and monitor, report and regularly review progress in the implementation and achievement of objectives;
- To mobilize adequate resources to achieve these objectives.

UN Framework Convention on Climate Change - Including Paris Agreement

Under the Paris Agreement (1/CP.21) Parties acknowledge that as climate change is a common concern of humankind: Parties should when taking action to address climate change, respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity”

Gender Action Plan (<https://unfccc.int/resource/docs/2017/sbi/eng/l29.pdf>)

Objectives:

The GAP sets out, in five priority areas, the activities that will drive the achievement of its objectives.

- Capacity-building, knowledge-sharing and communication. The GAP seeks to enhance the understanding and expertise of stakeholders on the systematic integration of gender considerations and the application of such understanding and expertise in the thematic areas under the Convention and the Paris Agreement and in policies, programmes and projects on the ground.
- Gender balance, participation and women’s leadership. The GAP seeks to achieve and sustain the full, equal and meaningful participation of women in the UNFCCC process.
- Coherence. The GAP seeks to strengthen the integration of gender considerations within the work of UNFCCC bodies, the secretariat and other United Nation entities and stakeholders towards the consistent implementation of gender-related mandates and activities. FCCC/CP/2017/11/Add.1 16.
- Gender-responsive implementation and means of implementation. The GAP aims to ensure the respect, promotion and consideration of gender equality and the empowerment of women in the implementation of the Convention and the Paris Agreement.
- Monitoring and reporting. The GAP seeks to improve tracking in relation to the implementation of and reporting on gender-related mandates under the UNFCCC.

Minamata Convention on Mercury

Convention text

- Recognizes “health concerns, especially in developing countries, resulting from exposure to mercury of vulnerable populations, especially women, children, and, through them, future generations”. Preamble.
- Calls for “strategies to prevent the exposure of vulnerable populations, particularly children and women of child-bearing age, especially pregnant women, to mercury used in artisanal and small-scale gold mining”. Annex C on artisanal and small-scale gold mining.

Key decisions

- Guidance on addressing gender, Child Labor in artisanal and small-scale gold mining for national action plan development. COP 1/ decision UNEP/MC/COP.1/17. 2017.
- Gender balance taken into account in evaluation to assess experiences in implementing Strategic Approach 2006–2015. UNEP/MC/COP.1/INF/11. 2017.

Basel Convention on Control of Transboundary Movements of Hazardous Wastes and their Disposal

Convention text

- The Conference of the Parties to the Basel Convention has made commitments to gender equality under the BRS Gender Action Plan.
- Under Decision BC-13/20, the Conference of the Parties recognized that efforts still needed to be made to ensure that women and men, boys and girls, from all Parties are equally involved in the implementation of the Convention.

Rotterdam Convention

Convention text

- The Conference of the Parties to the Rotterdam also reiterated their commitment to gender equality in Decision RC-8/13 in which they recognized the efforts that still need to be made to ensure equal participation of men and women, boys and girls, in decision making on gender-responsive hazardous chemicals and waste policies.
- The appointment of experts in the Chemical Review Committee, a subsidiary body under the Rotterdam Convention must take into account gender. Article 18

Stockholm Convention on Persistent Organic Pollutants (2001)

Convention text

- The Stockholm Convention includes gender considerations in its text especially in recognition of the potential impacts POPs can have on human health, especially on women, including pregnant and breastfeeding women. States that Parties are “aware of the health concerns, especially in developing countries, resulting from local exposure to persistent organic pollutants, in particular impacts upon women and, through them, upon future generations”. Preamble.
- Parties undertake to “where appropriate, cooperate directly or through global, regional and subregional organizations, and consult their national stakeholders, including women’s groups and groups involved in the health of children, in order to facilitate the development, implementation and updating of their implementation plans” Article 7
- Parties shall “promote and facilitate... development and implementation, especially for women, children and the least educated, of educational and public awareness programmes on persistent organic pollutants, as well as on their health and environmental effects and on their alternatives”. Article 10.
- The Conference of the Parties to the Stockholm Convention also decided at their first meeting that the appointment of the members of the Persistent Organic Pollutants Review Committee, a subsidiary body under the Stockholm Convention shall take into account gender. (Annex to decision SC-1/7).

Gender Action Plan- BRS Conventions (<http://www.brsmeas.org/Gender/BRSGenderActionPlan>)

The commitments of the BRS Conventions to gender mainstreaming were then enshrined in the Gender Action Plan which was originally adopted in 2013 and updated in 2016. The Action Plan provides a blueprint for short, medium and long-term actions to be taken to promote gender equality within the Secretariat and gender mainstreaming in its programme of work and activities.

The objectives of the Gender Action Plan are to:

- Promote the consideration of gender issues in hazardous chemicals and waste management at the national and regional levels;
- Develop an understanding and support from BRS staff on the issue of gender equality;
- Ensure that the Secretariat’s programmes and projects are planned and implement from the gender equality perspective;
- Support staff in achieving a sustainable work-life balance.