



GENDER INTEGRATION GUIDANCE NOTE FOR CLIMATE INVESTMENT FUND PROJECTS

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1. Introduction

This guidance sheet highlights good practices for gender integration in the Climate Investment Funds' (CIF) project design. It starts from CIF's commitment to support transformational change and climate-smart development for both women and men, and builds on the requirements for gender integration in the project design, set out by the CIF Gender Policy and the gender policies of multilateral development banks (MDB).¹

The guidance lays out three basic steps to CIF project teams for effective gender integration: (i) conducting a sector-specific analysis to identify gender gaps in opportunities and outcomes relevant to project objectives; (ii) planning specific actions to address those gaps; and (iii) defining how progress on those actions and their impacts will be measured, using specific gender indicators, including sex-disaggregated indicators. To improve the quality of gender integration, projects should ensure that a clear results chain is established between the three steps—analysis, actions, and indicators. Examples are provided for each step and different project types.

2. Step 1: Conduct Gender Analysis

The first fundamental step in integrating gender in project design is to conduct a gender analysis. The objective is to identify specific gender gaps relevant to the project objectives, such as the differences between women and men, in terms of access to services, employment, asset (e.g., land) position, decision-making power, and leadership representation, among other factors (see Box 1 for examples). The gender gaps identified should be noted in the analysis section of project documents and the relevant sections of the CIF project's cover page.

The analysis should be tailored to the project's specific focus and grounded in the relevant sector(s). This means considering potential differences in how women and men might participate in—and benefit from—project activities; the broader gender gaps they reflect; and the potential ways to address those gaps. It should also provide a foundation for measuring results—documenting the baseline conditions through national statistics or other quantitative and qualitative data to the extent possible.

In particular, the analysis should look for:

- Existing differences in access to services and barriers to equal access (e.g., in energy, transport, social protection, agricultural extension, and early warning systems);
- Differences in employment and income levels, along with the underlying drivers of these differences;
- Differences in access and control over productive assets and resources (e.g., land, technologies, water, forests, and credit/finance) including for women entrepreneurs, as well as formal policies and informal sociocultural gender norms causing these differences;
- Differences in skills and capacities (e.g., agricultural knowledge and practices, along with financial literacy);
- Disparities in women's participation in decision-making at the community, subnational, or national levels (e.g., natural resource governance, and resilience planning); and
- Gender-responsiveness of policies and women's leadership representation in institutions.

Box 1. Examples of Gender Gaps Relevant to CIF Projects

- Women have low rates in workforce participation and leadership in the renewable energy sector, due to barriers to entry, retention, and career advancement challenges.
- Women have limited access to renewable energy services, as they are not engaged in the design, delivery, or operation of off-grid solutions.
- Women farmers are far less likely than their male counterparts to know about technologies that reduce vulnerability to climate change, and use them (e.g., drip irrigation and weather services), due to factors, including the lack of information and awareness, along with restrictive gender norms.
- Women lack land tenure and access to key productive assets, including land, forest resources, housing, or technology.
- Women have limited access to social safety nets, early warning systems, and other crucial resources for disaster risk management and recovery.
- Women's mobility is restricted, due to the challenges women face in accessing and using public transport systems, including overloading, inadequate space, and security.

The gender analysis should not only document gender gaps, but also explore the reasons underlying their existence. For instance, the analysis should assess whether context-specific gender norms limit the access of women and girls to education, work, participation in community activities, or freedom of travel. It should also address how identities, such as race and ethnicity, Indigenous identity, age, disability status, or class/income can intersect with gender identity and potentially result in the further marginalization of some women.

There are various sources that projects can use to conduct a gender analysis. Project teams can review secondary sources, including country- and sector-specific studies and guidance and tools on gender developed by many MDBs, and analyze gender gaps relevant to the project's technical objectives.² They can also use project-specific tools, such as consultations as well as poverty and social environmental assessments, to collect primary data and identify the particular gaps between women and men in the specific context of their project.

Project teams are encouraged to engage with gender specialists early in the project design process, including members of the CIF Gender Working Group. Gender experts and project teams should also identify gender issues, including the countries' gender focal points³ under the United Nations Framework Convention on Climate Change (UNFCCC), through dialogue and engagement with country-level stakeholders. Consultations with women organizations, women service users, entrepreneurs, etc. should be prioritized during project stakeholder consultations at the design phase.

As noted at the outset, a gender analysis should be tailored to the project, particularly on the specific sector involved and the gender gaps relevant to the project's objectives. It should build on national gender priorities, but should not focus on general national-level gender inequality gaps that cannot be feasibly addressed by the project.

The analysis may conclude that the project cannot make a meaningful difference in closing certain gender gaps, due to the systemic nature of the problems and/or the limited scope of the project's activities. Still, reasonable efforts should be made to narrow those gaps within the context of the project. If the project team concludes that the project cannot address gender gaps at all, the analysis should explain why.

3. Step 2: Develop Gender Actions

The next step is to design actions to address the gender gaps, identified in Step 1, within the context of the project's objectives. These interventions should seek to ensure that both women and men can benefit equally from project-generated services (e.g., renewable energy and agricultural technologies), along with employment and skills and capacity-building opportunities. Some activities may also contribute to broader, transformational changes toward greater gender equity.

Project teams can draw on sector-specific resources to provide suggestions for relevant activities to support women and girls and advance gender equality. Most gender actions should be included under relevant project technical components, instead of being designated as add-on activities. These activities should be allocated a specific budget, as part of the project design, to ensure their implementation. Specific budgets allocated to gender activities should also be reported to the CIF Administrative Unit, as committed under Phase 3 of CIF's Gender Action Plan.

Box 2 provides examples of potential actions. For instance, projects may target specific services, activities, or opportunities at women or women-led businesses. They may set targets for the share of jobs to be held by women. Or they may create dedicated capacity-building activities for women, tailored to their specific needs, in order to empower them with the information, knowledge, and skills they need to pursue employment, adapt to climate change, and/or influence climate-related decisions. Projects can also include specific actions to address and mitigate particular gender-related risks, such as gender-based violence. However, gender actions should not be limited to risk mitigation.

Box 2. Some Potential Gender Actions Relevant to CIF Projects

- Promote women’s employment in high-skilled jobs in renewable energy, through internships, using quotas and targets for women’s employment, skills trainings, and human resources policy reforms;
- Create dedicated adaptation grants for women, in order to bolster their livelihoods, improve food security, and increase their participation in climate-resilient agricultural value chains;
- Improve women’s access to agricultural extension services by offering training, equipment, and technology;
- Enhance women’s leadership in local community-based natural resource governance structures and locally-led climate finance delivery through targeted capacity-building and use of gender quotas;
- Ensure women’s uptake of climate resilience technologies by providing tailored financial products and capacity-building;
- Register land and housing built as part of disaster recovery processes in women’s names or jointly in the names of husbands and wives; and
- Design gender-responsive green transport systems by consulting women and including their priorities and needs in transport system design.

4. Step 3: Develop Gender Indicators

Projects should develop and include gender indicators, including sex-disaggregated data, to measure progress on gender actions and their contribution to narrowing gender gaps. The indicators should have baseline values—as identified in Step 1—as well as specific targets. They can include both quantitative and qualitative data, but should always be measurable and attributable. Gender indicators should be included in the project’s overall monitoring and evaluation framework as well as linked to the project’s main and intermediate indicators. This will ensure regular reporting throughout the project’s implementation. Project teams would be expected to report on these indicators to the CIF Administrative Unit.

Projects are encouraged to use person-level, sex-disaggregated indicators, as they are more effective for tracking differential outcomes between women and men. Examples include the number of women benefiting from services, employment opportunities, or skills training, or participating in local- or national-level decision-making or governance processes.

Project teams can use various sources of data and methodologies to set baseline and target values of sex-disaggregated and gender-specific indicators. Teams can access quantitative data points on various gender equality areas based on national demographic and household surveys, administrative records, etc. Baseline and target values of some gender indicators, particularly those aiming to measure changes in perceptions and attitudes, can also draw on qualitative information gathered through tools, such as interviews and focus groups.

Box 3. Examples of Gender Indicators in CIF Projects

- Share of small and medium-sized enterprises benefiting from low-carbon energy and energy efficiency services that are women-led;
- Number of internships provided to women to train them for employment in the renewable energy sector;
- Share of sub loans provided to individual women or enterprises with a minimum of 50 percent ownership by women;
- Share of women (percent and total number) in disaster risk management committees;
- Percentage increase in women’s representation in forest and natural resource governance processes;
- Number of subgrants provided to women for climate-resilient agriculture practices;
- Share of skilled jobs in sustainable forest management and forest-based enterprises provided to women (percent and total number);
- Share of women among individuals targeted by climate-related early warning systems and other risk reduction measures (percent and total number);
- Percentage change in the number of women benefiting from crisis-responding social assistance mechanisms;
- Percentage change in women’s access to forest resources (timber and non-timber);
- Number of women with improved clarification on access to land and natural resources.

5. From Gender Gaps to Actions to Results: Project Examples

Projects should develop and include gender indicators, including sex-disaggregated data, to measure progress on gender actions and their contribution to narrowing gender gaps. The indicators should have baseline values—as identified in Step 1—as well as specific targets. They can include both quantitative and qualitative data, but should always be measurable and attributable. Gender indicators should be included in the project’s overall monitoring and evaluation framework as well as linked to the project’s main and intermediate indicators. This will ensure regular reporting throughout the project’s implementation. Project teams would be expected to report on these indicators to the CIF Administrative Unit.

As noted in the introduction, it is important to show a clear results chain between the analysis, planned actions, and indicators. Here are three examples of how this might be done in a CIF project:

Example 1: Project to improve energy efficiency in public buildings

Gender gap: The project will create significant job opportunities, as there will be a demand for energy audits, the design of energy efficiency measures, and building renovations. However, the gender analysis finds that those jobs are likely to be taken mostly by men, because women have low rates of representation in science, technology, engineering, and math (STEM) fields, as well as skilled roles within the energy sector. The primary cause is the structural barriers preventing women’s entry and advancement.

Gender action: To address this gap, the project will develop a training program for female professionals to enable them to support energy audits, technical designs, and construction supervision, in the role of a technical consultant.

Gender indicators: The project will track the progress on the number of female professionals participating in technical training, as well as the percentage of technical jobs created through the project that are filled by women.

Example 2: Increasing climate resilience through efficient irrigation

Gender gap: A private sector-led climate resilience project aims to improve the access of small- and medium-sized farmers to efficient irrigation technologies. The gender analysis finds that women farmers are less likely than men to be aware of those technologies or have the skills to use them. They also face barriers in adopting the technologies, such as the lack of control over land resources.

Gender actions: The project will include targeted outreach mechanisms for women to improve their understanding of irrigation benefits. It will also allocate land plots and free irrigation equipment to women farmers and provide hands-on technical training on how to use the technology.

Gender indicators: The project will track the number of women benefiting from training and capacity building-activities, as well as the number of women farmers adopting efficient irrigation technologies.

Example 3: Reducing deforestation and forest degradation

Gender gaps: A forestry project aims to protect forests while improving community livelihoods. The gender analysis finds that women have limited access to land and natural resources; lack representation and leadership in forest management processes; and need training to implement community-based pilot programs.

Gender actions: The project consists of actions targeting women in project villages to improve their access to land and natural resources. It also includes actions to support female government staff in order to develop their knowledge on mitigation and adaptation measures, with a focus on forest ecosystems, and in the case of women's groups, to help them implement community-based forest protection pilot programs. The project will also ensure that women are represented equally in community-based forest management governance processes.

Gender indicators: The project will track increases in household income, disaggregated by sex; the number of women staff and community members trained; and the number of women with increased access to land and natural resources.

6. Further Resources

CIF has a collection of resources on gender integration, available at <https://www.climateinvestmentfunds.org/mainstreaming-gender>.⁴ Additional recommended resources include:

Asian Development Bank. 2021. “Guidelines for Gender Mainstreaming Categories of ADB Projects.” <https://www.adb.org/documents/guidelines-gender-mainstreaming-categories-adb-projects>.

Asian Development Bank. 2021. “ADB Strategy 2030. Operational Plan for Priority 2. Accelerating Progress in Gender Equality, 2019–2024.” <https://www.adb.org/sites/default/files/institutional-document/495956/strategy-2030-op2-gender-equality.pdf>.

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World Bank. 2020. “Stepping Up Women’s STEM Careers in Infrastructure.”

<http://documents1.worldbank.org/curated/en/192291594659003586/pdf/An-Overview-of-Promising-Approaches.pdf>.

Endnotes

¹ See CIF, 2020, "CIF Gender Action Plan – Phase 3 (FYI21–24) – Revised," Washington, DC: CIF, https://www.climateinvestmentfunds.org/sites/cif_enc/files/meeting-documents/ctf_scf_22_7_rev.1_cif_gender_action_plan_phase_3_final.pdf; see "CIF Gender Policy," 2018, Washington, DC: CIF, https://www.climateinvestmentfunds.org/sites/cif_enc/files/knowledge-documents/joint_ctf-scf_17_4_rev.1_cif_gender_policy_rev1_2_final.pdf.

² A gender analysis should also review nationally determined contributions (NDCs) and national adaptation plans (NAP), along with other relevant long-term strategies and policies.

³ For a list of gender focal points under UNFCCC, see <https://unfccc.int/topics/gender/resources/list-of-gender-focal-points-under-the-unfccc>.

⁴ See also <https://unfccc.int/topics/gender/resources/guidelines-or-other-tools-for-integrating-gender-considerations-into-climate-change-related-activities-under-the-convention>.



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