



HARNESSING CLIMATE FINANCE TO ADVANCE WOMEN'S CLIMATE LEADERSHIP

Background paper introducing a conceptual framework and a diagnostic questionnaire

// July 2023

WOMEN CLIMATE LEADERSHIP INITIATIVE //

REPORT

TOPICS

- Women Climate Leadership
- Gender-Transformative Climate Finance
- Women-Led Initiatives

ACKNOWLEDGMENTS

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Design

Art Direction: Andrea Carega

Graphic Design: Karlien Truyens

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by **Mafalda Duarte**,
CEO of Climate
Investment Funds

FOR E WO RD

*N*ine years ago, when I arrived at the Climate Investment Funds, I knew one of my biggest priorities would be empowering more women to lead our climate movement. What I could never have anticipated was the incredible momentum we have built over the past decade.

Look around the world at this moment, and you will see women driving the climate conversation — from Greta Thunberg’s youth climate strikes to the groundbreaking work of Christiana Figueres and Hindou Oumarou Ibrahim, who have fought for the rights of Indigenous people and communities in the developing world, to many more.

Just as important is the action happening on the ground, where women are more involved and in more leadership positions than ever. When women lead local responses to climate change, we see better resource management; increased preservation; improved disaster readiness and community mobilization; better conservation and use of natural resources. I could not be prouder of our team’s role in this transformation. We have prioritized gender equity because it is both the right and smart thing to do.

But we still have much further to go as women remain far under-represented in climate leadership. Across the globe, particularly in developing countries, women

continue to face significant challenges in accessing land, credit, education, technology, jobs, and leadership roles. Every one of these challenges is a threat to gender equity and our ability to take on the climate crisis with the speed and urgency it demands.

The world and the climate movement are at a crossroads at this moment, as we face simultaneous challenges, e.g., rebuilding from the pandemic, global conflict and instability, and a debt crisis. We must, therefore, look to embrace new leaders and innovative ways of thinking.

The only way to meet our climate goals, including Net Zero by 2050, is by using all our collective capabilities. We need significant systemic change to continue to empower women, and CIF will remain on the front lines of these fights. We will push for changes in law; reforms to governance mechanisms; restructuring public planning and budgeting processes; and revising sectoral policies. We will persist in transforming labor markets and driving new investments to enable women’s safe access to job opportunities.

We will work to channel finances directly to women and women’s organizations — a severely lacking area, given that climate-related development assistance with gender equality as a principal objective made up only 1.5 percent of total climate action spending. We will continue to lead on innovative approaches, such as blended and sustainability-linked finances, which create opportunities for women to become leaders and entrepreneurs in the climate space.

Finally, we will advance our work that puts women at the center of the ongoing global energy transition. As we accelerate away from coal, for example, we need to reskill and train women so they can benefit from opportunities in the energy transition. By 2030, the green economy could create 24 million jobs worldwide; thus, we must ensure that women can access these jobs, particularly at technical and managerial levels.

I’m so proud of what we have accomplished together, and I know as CIF moves forward, it will continue to give women the tools, financing, and technical support they need to thrive. **The evidence is overwhelming: When women lead, we all win.**

EXECUTIVE SUMMARY

Women, who are disproportionately affected by climate change, bring to the climate finance arena unique perspectives, knowledge, and skills that are essential for effective climate action. Women climate leaders inspire and empower others, challenge traditional gender roles, and drive transformative change toward a more sustainable and just future. The inclusion of women's expertise, concerns, and insights in adaptation and mitigation policy making can thus enhance the effectiveness and efficiency of resource allocation, ensuring that financial resources are directed toward sustainable and socially inclusive projects. Studies have shown that companies and organizations with more women on their leadership teams are more likely to support pro-environmental corporate actions, achieve better financial performance, and generate higher returns on investments than those with fewer women.

Yet, women remain underrepresented in climate policy making at all levels and lag in green economy sectors' employment. Despite the increasing emphasis on gender mainstreaming in climate finance, investment projects still fall short of addressing the structural and normative barriers that women face in accessing spaces where decisions about climate mitigation and adaptation policies are made. To identify the barriers undermining the advancement of women's climate leadership and the practical opportunities for climate finance actors to address these effectively, it is important

to understand the sociopolitical context for action, along with the specific agency of climate finance actors, as derived from their positions and leverage for change.

In this paper, we aim to equip climate finance providers with a comprehensive approach to the following:

- Analyzing the gaps in women's climate leadership across three domains — state/public institutions, markets/private sector, and civil society;
- Identifying cross-cutting barriers, reflecting formal and informal or "invisible" power, that prevent women from accessing and thriving in leadership spaces; and
- Assessing existing and potential policy and programmatic responses that could promote women's leadership.

The paper aims to provide a conceptual approach to understanding women's climate leadership and the barriers women face and highlight selected examples of best practices. Based on this conceptual approach a Diagnostic Questionnaire, which can be used at the project design stage to analyze gaps and identify actions to address structural barriers to women's leadership is introduced.

LIST OF ABBREVIATIONS

AfDB	African Development Bank
CBCRM	Community-Based Coastal Resources Management
CIF	Climate Investment Funds
COP	Conference of the Parties
CSO	Civil Society Organization
CSW67	Commission on the Status of Women, 67th Session, in 2023
CSWD	College of Social Work and Community Development
CTF	Clean Technology Fund
DGM	Dedicated Grant Mechanism
ESG	Environmental, social, and governance
FIP	Forest Investment Program
FO	Fisherfolk Organization
GAGGA	Global Green Alliance for Green and Gender Action
GBV	Gender-Based Violence
GFC	Global Forest Coalition
GIESCR	Global Initiative for Economic, Social and Cultural Rights
IADB	Inter-American Development Bank
IEA	International Energy Agency
IFC	International Finance Corporation
IIED	International Institute for Environment and Development
IRENA	International Renewable Energy Agency
IUCN	International Union for Conservation of Nature
KPI	Key Performance Indicator
MSI	Marine Science Institute
MDB	Multilateral Development Bank

MSME	Micro and Small Enterprises
NDC	Nationally Determined Contributions
NGO	Non-Governmental Organization
ODA	Official Development Assistance
OECD	Organisation for Economic Co-operation and Development
PPCR	Pilot Program for Climate Resilience
RE	Renewable Energy
SAW-IMA	South African Women in Mining Association
SREP	Scaling Up Renewable Energy Program
SRHR	Sexual and reproductive health rights
STEM	Science, Technology, Engineering, and Mathematics
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
USAID	United States Agency for International Development
VICOBA	Village Community Banking
WCCI	Women's Climate Centers International
WEA	Women's Earth Alliance
WEF	World Economic Forum
WOW	Women of Worth
WRM	World Rainforest Movement

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1. INTRODUCTION

By adopting a Gender Policy¹ in 2018, the Climate Investment Funds (CIF) committed to promoting gender equality across its portfolio of investments by ensuring the equal participation and contribution of women and men and hence, equal outcomes for both groups. Building on the partner multilateral development banks' (MDBs) commitments to gender equality, CIF works to integrate gender considerations in all its projects. Over the years, CIF's approach to gender integration has evolved from **gender-informed** (that is, including some gender considerations) to **gender-responsive** (that is, drawing on the analysis of gendered gaps in access to services, markets, and natural resources) and finally to **gender-transformative** (that is, addressing structural barriers to women's full participation in the public and private sectors). Across CIF's portfolio, analysis of relevant gender gaps in access to services, markets, resources, and land is mandatory to ensure that the projects' designs include actions to address those gaps. Through its new programs, CIF aims at gender-

transformative approaches based on project activities that can advance women's climate leadership.

Women are disproportionately affected by the impacts of climate change — whether they are from shocks, such as extreme weather events, or negative trends, such as slow onset disasters (Le Masson, Norton, and Wilkinson, 2015; Sultana, 2014). Women's livelihoods are more dependent on access to natural resources, and they are more likely to be displaced, die, suffer from gender-based violence (GBV), or adopt negative coping strategies during climate shocks (UN Women, 2023). At the same time, women and girls have been powerful drivers of change in the public discourse on the climate crisis. Yet, in many contexts, women still face huge barriers in realizing their potential leadership contribution in climate action.

The constraints on women's climate leadership prevail on many levels, reflecting the structures of gender power in the wider society. Gender norms — deeply rooted in sociocultural practices — consistently



reinforce women's roles in private spheres while downplaying their potential in the public sphere,² thereby reducing their capacity to grow as leaders. These conditions impact women's self-perceptions and self-confidence, enhancing their limiting beliefs about their ability to occupy leadership positions. At a broader level, barriers to women's leadership include unequal access to skills and education, land, credit, and market opportunities, depending on regional, ethnic, income, and class disparities.

In the labor market, discriminatory practices within key institutions undermine the hiring and retention of female talent and the promotions of women to senior levels of employment. Gender-blind policies, characterized by a lack of sensitivity to gender interests and needs, across all sectors, can exacerbate discrimination and contribute to exclusion, particularly from essential services, such as energy, transport, health, and education. This lack of access, which adds to the complexity of women's daily lives, can hinder their participation in jobs or decision-making spaces and their skills acquisition to do so.

Addressing these constraints is vital, as the absence of women from climate action negotiations damages effectiveness in several ways. Specifically, it limits the ability of institutions and policy communities to recognize women's vulnerability, agency, and potential. It also diminishes quality leadership by undermining organizations and social movements' access to diverse qualities and experiences in key roles. Overall, the lack of women in decision-making deprives processes of climate-related planning, policy making, and implementation of women's lived experience, and the insights this would bring to drive effective and transformational change (OECD, 2022).

To address these constraints, enabling environments for promoting women's climate leadership must be fostered across the three domains of state, market, and civil society. Climate finance investments could be mobilized for advancing women's climate leadership through targeted actions, such as improving legislative frameworks and policies, conducting training and sensitization information campaigns and strengthening women's activist and professional networks.

Furthermore, to identify the significant barriers to advancing women’s climate leadership and the practical opportunities to address them effectively, it is important for climate finance actors to understand the sociopolitical context for action, and their own specific agency, based on their position and leverage to promote change.

In addition, an understanding of intersectional disadvantage and the interconnected nature of social identities, such as race, class, disability and faith-based identities, must be mainstreamed into strategy and action, as it highlights how women are affected by multiple forms of discrimination, leading to compounded adverse effects and increased vulnerability to climate shocks and trends.

The paper draws on feminist and transformational approaches to supporting women’s leadership. Elements that are central to these approaches include: *foundational principles* that emphasize inclusion, collaboration, solidarity, and empowerment; a concern with the operation of forms of *power* both visible and invisible and a willingness to challenge dominant structures, norms and values; adherence to forms of *practice* – including visioning, strategic, communication, and resourcing work - that drive transformative change (Batliwala 2010).

The paper starts by analyzing the gaps in women’s climate leadership in the state, market, and civil society domains and providing a rationale – both from equity and efficiency perspectives – for why these gaps need to be bridged. It then offers an overview of the barriers women face in accessing leadership positions at the societal and individual levels. Finally, it elaborates on the actions that each domain can take to create an enabling environment for women’s climate leadership.

In this report, “women’s climate leadership” is defined as **the ability of women to access and influence spaces where decisions about climate mitigation and adaptation are made to ensure that gender equality considerations are incorporated into those decisions and structural barriers to equality are removed.** Supporting women leaders to build connections,

networks and movements, and to reflect on how to challenge patriarchal norms and structures effectively, is important to achieve transformational impacts and accelerate the pace of change (Wakefield 2017).

The framework below is built on three elements:

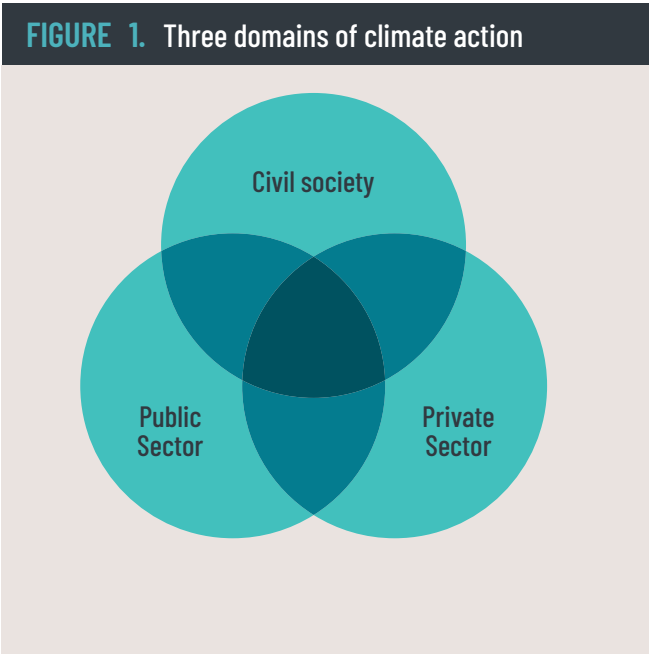
- 1 | Women’s leadership gaps across three domains – state/public institutions, markets, and civil society;
- 2 | Cross-cutting barriers – reflecting formal and informal or “invisible” power – that prevent women from accessing leadership spaces and thriving in them; and
- 3 | Opportunities across the three domains – state, markets, and civil society – for actions and policies that promote women’s leadership and transformative change.

The primary audience of the paper is climate finance providers committed to operationalizing gender equality and women’s empowerment. The broader audience is the full range of actors engaged in climate action (including research and civil society communities) interested in furthering women’s climate leadership.

The paper is the result of extensive dialogues and deliberations with experts working on the gender and climate nexus, as well as representatives of civil society organizations in Kenya, Congo Republic, and Indonesia. Preparatory work also involved reviews of secondary literature, with a focus on the experiences of climate leadership in just energy transitions (and the energy sector in general) and nature-based solutions. The selection of case examples reflects this focus.

2. GAPS IN WOMEN'S REPRESENTATION AND LEADERSHIP

2.1. Women's Leadership Across Three Domains



Climate action occurs across three interrelated domains: state/public sector, market/private sector, and civil society. These domains permeate each other and overlap, and some actions initiated in one domain can be carried out in another. To fully influence climate action, therefore, women need to equally partake in leadership positions across the three domains. Table 1 summarizes the types of leadership positions women need to occupy to advance climate action.

TABLE 1. Examples of leadership positions across three domains

STATE: GOVERNANCE AND PUBLIC SERVICE PROVISION

1. Spaces for women to exercise their voice and authority in decision-making arenas through representation in political and technical/professional leadership and decision-making positions
2. Mechanisms for inclusive consultations to ensure the formulation and implementation of gender-sensitive policies, programs, and budgets, along with the gender-equal provision of public services

PRIVATE SECTOR: ECONOMIC PARTICIPATION

1. Representation in technical and managerial positions
2. Access to leadership positions in medium-sized or large-scale private sector enterprises
3. Equal gender representation on company boards
4. Mentorship and support networks for women engaged in the labor force

CIVIL SOCIETY: SOCIAL INFLUENCE

1. Representation of women's non-governmental organizations in national and international policy making
2. Occupation of leadership roles with influence on decision-making in community-level governance structures as well as natural resource user groups and associations
3. Women as community leaders and organizers
4. Non-profit organizations facilitating social influence in the private sector, e.g., business associations, cooperative movements, and labor unions, along with mentorship and support networks

2.2. Women’s Leadership in the Public Sector

Participation of women in the governance of climate policies and climate-affected sectors is undeniably important from a gender equality perspective but has also proven to result in more effective climate governance. For example, Mavisakalyan and Tarverdi (2019) highlight how women’s participation in parliaments has resulted in more stringent climate change policies; yet, globally, only 26.5 percent of parliamentarians in single or lower houses are women (UN Women, 2023). Women’s local engagement with climate change is also associated with better resource governance, conservation outcomes, and disaster readiness (IBRD/World Bank, 2010; IFC, 2021; Roy, 2020), while their absence from decision-making positions in the public sector may result in less effective policies and actions.

During the 27th Conference of the Parties (COP27), women constituted less than 34 percent of country negotiating teams,³ and among the approximately 110 heads of state, only seven were women.⁴ The representation barely improved from COP26 in Glasgow in 2021, where women accounted for 33 percent of the delegations on average, just as they did in Madrid in 2019.⁵ According to the 2022 SDG Gender Index,⁶ 55 percent of countries made “some” or “fast” progress in increasing women’s participation in climate change leadership between 2015 and 2020.

To summarize, the gaps in women’s leadership in public institutions in the climate space could have the following negative effects:



But 41 percent moved in the wrong direction. Member-states need to continue their efforts to diversify their delegations, as women, Indigenous groups, and youth are the ones who are continuously bearing the brunt of the warming climate.

The intersection of climate and gender is increasingly recognized in the development sector and among private and public stakeholders, with nationally determined contributions (NDCs) expanding their gender targets and becoming more ambitious. Gender integration is slowly becoming recognized as a prerequisite for effective climate action (OECD, 2022). According to the latest review (2020) of the International Union for Conservation of Nature (IUCN),⁷ 78 percent of NDCs include at least one mention of gender — a 40 percent increase from the 2016 baseline. It also noted that Latin America, the Caribbean, and Sub-Saharan Africa are regional leaders, as they have all submitted NDCs with gender aspects.

WOMEN’S LEADERSHIP GAPS	POTENTIAL IMPLICATIONS
Lack of opportunities for women to be leaders in public institutions that deal with climate change policies and impacts	<ul style="list-style-type: none"> • Biased formulation of public climate services, budgets and delivery of resources, as they fail to consider the priorities and needs of women and girls. • Gender-blind policies due to the lack of gender-disaggregated data and analysis. • Absence of equitable career paths that take account of women’s specific needs and roles (for example, as family caretakers). • Inadequate implementation of women’s rights in natural resources in common and customary law. • A lack of role models for early-career women pursuing public-sector careers in climate action. • Loss of opportunities for more effective climate action by public sector actors without women’s valuable insights and expertise.

2.3. Women’s Leadership in the Private Sector

Women continue to be underrepresented in the private sector, too. The *Global Gender Gap* report notes that the share of women hired in leadership roles has increased steadily since 2016, from 33.3 percent to 36.9 percent in 2022. However, only select industries have levels near gender parity in leadership, such as non-governmental and membership organizations (47 percent), education (46 percent), and personal services and well-being (45 percent). At the other end of the spectrum are the sectors that are particularly relevant for climate action, namely energy (20 percent), manufacturing (19 percent), and infrastructure (16 percent).

Specifically in the energy sector, women’s representation could be significantly improved, as they represent 19 percent of the labor force compared to 30 percent across other industries,⁸ with extremely limited management and board appointments.⁹ Representation is even lower in leadership roles — women make up only 13.9 percent of senior managers across 2,500 energy-related firms surveyed by the Organisation for Economic Co-operation and Development (OECD) and the International Energy Agency (IEA) in 2021, which is slightly lower than in non-energy sectors. In renewable energy, women hold 46 percent of the administrative positions but only 28 percent of STEM-related positions.

This reflects on women’s participation in science and technology research posts. As of 2018, women held 31 percent of these positions— the same share globally as in 2015 (2022 SDG Gender Index) – which, indicates very little progress was made and the need to incentivize STEM education for girls and women to harness opportunities in these fields. By 2050, there will be 29 million jobs created along the energy value chain with diverse opportunities that will require different skills and talent for equitable access (IRENA, 2019), meaning that the demand for green talent will outstrip supply.¹⁰ Therefore, an important part of capturing female talent is to ensure that necessary training is provided to the workforce for a green transition (Nishimura and Rowe, 2021).

Emerging evidence has demonstrated that the greater participation of women in leadership roles in the private sector is associated with improved efficiency and better financial outcomes. Women can strengthen and diversify the talent pool in high-potential climate sectors, which is very often associated with improved financial and non-financial business performance (Ely and Thomas, 2020; Tsusaka et al., 2019). For instance, Standard and Poor’s 500 (S&P 500) companies, with women in senior management above the median, saw a 30 percent higher return on equity and a 30 percent lower earnings risk relative to lower-ranked peers.¹¹ There is also a link between gender diversity and stronger financial performance, with investors recognizing the need to factor this variable as a potential risk. Allianz, for example, requires gender diversity data to be aggregated at company and board levels with periodic and consistent reporting.¹²

Gender diversity is also associated with pro-environment policies and actions. Companies with more gender-diverse boards are twice as likely to develop decarbonization strategies.¹³ Banks with a higher share of women directors lend about ten percent less to firms with relatively high pollution intensity (Gambacorta et al., 2022). In the energy sector, the benefits of gender integration are not only linked to increased profitability and efficiency but have been proven to facilitate last-mile energy accessibility,¹⁴ as companies with higher shares of women in leadership positions are more likely to support pro-environmental corporate actions and have more inclusive decision-making and cross-sector collaboration (Pearl-Martinez and Stephens, 2016).

Women are also underrepresented in entrepreneurship. Although a quarter of energy-related patents in 2021 had one or more named female inventors,¹⁵ they have still not received proper visibility or reward for their creations. Women’s participation as entrepreneurs can help diversify value chains, reduce risks, and increase competitiveness, enabling innovation in climate and energy solutions (Jenkins and Cardinal, 2021). Several studies have demonstrated that diversity is good for innovation and business.¹⁶ Therefore, supporting women entrepreneurs in delivering goods and

services can enhance climate action by reaching a larger customer base and providing solutions tailored to women’s needs.

To summarize, the gaps in women leadership in the private sector could have the following negative effects:



WOMEN'S LEADERSHIP GAPS	ILLUSTRATIVE EXAMPLES OF POTENTIAL IMPLICATIONS
Lack of opportunities for women to be leaders in green business sectors and markets	<ul style="list-style-type: none"> • The needs of female customers are not met by products and services. • The scale and form of credit by banks and credit providers in climate sectors does not suit the needs of women entrepreneurs. • Women and girls have fewer employment and career progression opportunities in emerging green economy sectors. • There are fewer role models for early-career women pursuing private-sector careers as green entrepreneurs. • Loss of opportunities for better performance, results, and profits among companies.

2.4. Women’s Leadership in Civil Society

Women and girls are gradually receiving more visibility and acknowledgment for their mobilization against climate change. They lead initiatives, coalitions, and grassroots organizations that impact resilience, mitigation, and policy making. More and more, we see these groups working in a coordinated manner, but their presence at the major climate decision-making platforms has yet to be fully recognized and valued. Due to their knowledge of the local environment and firsthand experiences in negative climate impacts, women’s local actions and responses are associated with better resource governance, conservation outcomes, and disaster readiness (IBRD/World Bank, 2010; IFC, 2021; Roy, 2020). Building and achieving resilience is increasingly regarded as a business imperative (Marsh & McLennan Companies, 2017), requiring community engagement and buy-in. Hence, ensuring that women are stakeholders in community consultations is essential and can help with gaining a social license to operate and mobilizing community support.

In order to tackle climate change, it is crucial to acknowledge and provide assistance to bottom-up adaptation initiatives and grassroots interventions. Rural women are at the forefront of forest management, using tree products to support their households, generate income, and protect their children’s health with medicinal plants. Overall, women’s collective knowledge, representation, and action are powerful tools that can contribute to ecosystem conservation, sustainable use of natural resources, and the development of more sustainable food, energy, water, and health systems.¹⁷

Women’s engagement produces positive effects in advancing restoration and conservation, as well as the sustainable and equitable use, of natural resources,¹⁸ along with more ambitious climate actions.¹⁹ Resource groups, associations, collectives, organizations, and enterprises are enablers of women’s climate leadership in across all sectors. Policy frameworks that mandate engagement with grassroots and

intermediate level women’s organisations in the development of laws and policies are important to nurture both women’s climate leadership at local levels and feminist approaches to social change that challenge local structures of gender power.²⁰ Under the right conditions, these initiatives can provide moral, emotional, and material support to reduce barriers to leadership and facilitate platforms for self-organization and coordination, collective action and advocacy, mutual accountability, and safe spaces to air grievances or express views.²¹

Women’s participation in local climate and nature conservation action can support other leadership enablers, such as access to land, labor, materials, and markets, and opportunities for formal education, skill building, employment in emerging sectors or roles, and knowledge sharing.²² Furthermore, creating or participating in grassroots organizations and other forms of formal associations can convey legitimacy and authority to external bodies, such as state institutions and credit providers, especially with individual members who have low social capital. This can generate further opportunities, as well as increased representation, participation, and influence in community decision-making via collective mobilization and action.²³



However, to date, the funding of local women’s initiatives is limited. For instance, between 2018 and 2019, climate official development assistance (ODA) with gender equality objectives was mostly channeled through central and local governments and other public entities (USD 8.9 billion). As for civil society organizations, they were the second-most used channel (USD 2.4 billion), with a large focus on civil society organizations based in donor countries. Only USD 43 million went to “feminist, women-led and women’s rights organizations and movements and institutions” (OECD, 2022). Bilateral and multilateral funding still needs to identify new mechanisms to ensure finance flows directly to representative grassroots organizations.

To summarize, the gaps in women’s leadership in civil society could have the following negative effects:

WOMEN’S LEADERSHIP GAPS	ILLUSTRATIVE EXAMPLES OF POTENTIAL IMPLICATIONS
Lack of recognition and visibility of women leaders in civil society sectors engaged in climate advocacy	<ul style="list-style-type: none"> • Women, who can be the most affected groups, do not have as many direct inputs in development interventions. • A lack of accountability pressure on public institutions to build resilience in ways that deliver benefits for women and girls. • Absence of intermediary structures that facilitate the flow of climate finance and other resources to community-level women’s climate action groups.
Lack of recognition and visibility of women’s climate leadership at the community level	<ul style="list-style-type: none"> • Devolved climate finance does not reach women and girls or reflect their priorities. • Loss of opportunities to challenge and change structures of gender power. • Perpetuation of unbalanced decisions and ineffective policies and programming.

3. IDENTIFYING BARRIERS TO WOMEN'S REPRESENTATION AND LEADERSHIP

Pervasive gender inequalities and power imbalances in social, economic, and political life limit women's full and equal recognition as competent leaders in climate solutions. Hence, it is necessary to analyze barriers to climate action and the promotion of gender equality at multiple levels and to consider the benefits of implementing policies that address these barriers. Doing so will contribute to fundamental shifts in inequalities and power imbalances, thereby supporting long-term and sustained gains in women's rights and freedoms while building the resilience of women and communities and strengthening their adaptive capacity to climate change.



While a context-specific analysis should always be conducted to understand the unique situation of any country or community, the following themes — often deeply interconnected — can provide a starting point for existing barriers, which limit opportunities and the potential for women's climate leadership:

- Social and cultural norms;
- Human and social capital;
- National laws and policies;
- Ownership of, access to, and control over assets and resources;
- Intersectionality.

3.1. Social and Cultural Norms

The impact of gender equality interventions is limited if they fail to address gender norms. Discriminatory cultural norms undermine women's freedom, mobility, agency, access to services, and recognition in leadership roles. Social norms act to deny women's leadership opportunities through explicit discrimination or implicitly due to the prevailing domestic responsibilities and care burdens that are often considered the primary responsibility of women (see below), thus highlighting the interconnectedness of these themes (Dasig, 2020; Tanjeela and Rutherford, 2018).

Entrenched social and cultural norms are reflected in negative and internalized perceptions of “self” amongst women. Leadership is commonly associated with traditionally masculine behaviors, attitudes, and expectations (Sumra, 2019). For example, in Rwanda, a study shows that women retain socialized or imposed perceptions of men as superior, in charge, more competent for land management, and eligible for land ownership, even when women have been granted rights and co-ownership over assets like land (Abbot, Mugisha, and Sapsford, 2018). Other studies report internalized barriers in women's beliefs about themselves, a lack of confidence, fear of men, shame, a perceived lack of support or “free space”, and feeling voiceless (Bardekjian et al., 2019; Daley et al., 2018; Killian and Hyle, 2020). Meanwhile, leadership actions or gendered behaviors that do not align with what is considered the norm can invoke household or social disapproval, backlash, and even retribution.

3.1.1. Harmful industry practices and workplace culture

Social and cultural norms in the workspace and perceptions of sectors as male-dominated, “boys clubs”, or exclusionary to women reinforce women’s exclusion from certain professional and governance spheres. For example, in the natural resource management space, despite efforts to increase parity, women’s effective participation remains a challenge. A study of community-based water management committees in Kenya found that gender quotas moderately increased women’s representation on committees whereas men still held higher-level leadership positions and participated more frequently in meetings compared to women (Hannah et al., 2021).

Another study on women’s marginalization in Tanzanian forest management notes that “women do not have equal opportunities to raise their voice like men, and women are marginalized in the decisions made about forest management and in the distribution of benefits from the natural resources with which their communities are endowed” (Killian and Hyle, 2020). In some cases, women involved in natural resource management committees or community consultation efforts feel that they are not listened to or taken seriously by communities and practitioners (Hannah et al., 2021; Satyal et al., 2021). Therefore, without considering and addressing social relations, projects can risk “treating the symptoms and not the cause” of the real barriers to women’s participation (Holmgren and Arora-Jonsson, 2015; Killian and Hyle, 2020).

Workplace culture, particularly within the energy sector, creates a hostile environment where women are unsafe, discriminated against, and made to feel uncomfortable. Research from around the world shows how women are sexualized within the industry and are subject to multiple forms of harassment, from crude jokes and verbal abuse to threats and physical assaults from male employees. In South Africa, various studies on sexual harassment toward women described these episodes as a “daily basis” issue (Botha, 2016). Women also tend to be more readily dismissed from the coal industry than men (Lahiri-

Dutt, 2022). This entrenched culture means that some women in mining consciously try not to act “like girls” when on site, and women managers do not associate their success with feminism or women’s rights for fear of alienating male colleagues.

In the workplace, the lack of meaningful commitment to gender equality among energy companies is a serious barrier to women’s entry and engagement in the energy sector. The share of energy industry companies participating in gender diversity initiatives is among the lowest of all industries (Atakhanova and Howie, 2022). While some mining companies frequently restate commitments to gender equality, they do so only to avoid regulation or intervention, but the actual results are negligible (Macdonald, 2018).

3.1.2. Gender-based violence

Research indicates that climate change and biodiversity loss can lead to an increase in gender-based violence (GBV).²⁴ Widespread GBV, in turn, limits the adaptive capacity and climate resilience of women and girls. Women encounter various forms of physical, sexual, financial, and emotional abuse, as well as harassment and discrimination, which discourage engagement with and close pathways to leadership. For example, research on women environmental human rights defenders has revealed the multi-faceted and gender-specific pushback they face from their communities, the private sector, and state actors in response to their advocacy, including acts that weaponize gender norms and roles, and perpetrate sexual harassment and violence.²⁵ Indigenous women defenders face specific forms of societal backlash and violence, and additional barriers to achieving legal justice and accessing support services.

Improving laws to protect women from violence and allocating dedicated resources to prevent, mitigate, and respond to GBV is essential for women’s climate representation and leadership. Strengthening avenues for accessing justice in response to violence and discrimination can enhance women’s confidence in the legal system’s capacity to protect them, thereby being an important avenue for strengthening women’s climate leadership.



Women's access to economic resources and opportunities is often constrained by formal and informal gender-based inequalities and discrimination in the workplace, including working conditions and facilities that are not safe or appropriate for women's needs (Bardekjian et al., 2019; Davidson and Black, 2001). These include potential exposure to GBV when carrying out income-generating activities (Ambrosino et al., 2020). For instance, women working in agricultural supply chains are often employed in precarious arrangements that limit their access to resources supplied to full-time workers (e.g., insurance, overtime pay, protective equipment, and maternity leave), or they work alongside their husbands but not paid separately for their labor (Boyer, 2020). Gender-based vulnerabilities are also exploited by corrupt business actors—women report sexual violence and harassment on agricultural plantations, including work offers in exchange for sex (WRM, 2018). In many cases, women do not have safe access to mechanisms to report violence and harassment or are discouraged for fear of losing income or due to the stigma surrounding GBV (Staritz et al., 2013).

The male dominance of the infrastructure and energy industries perpetuates power imbalances over local community members and disincentivizes accountability for violence and discrimination. Large-scale renewable energy (RE) infrastructure projects, which are often conducted in remote areas with inadequate housing and catering conditions, have increased risks of GBV. In addition, land redistribution and compensation can increase women's vulnerability to GBV, particularly when legal frameworks do not protect their land rights.

3.2. Human and Social Capital

3.2.1. Healthcare & family planning

Empowering women to make decisions about their bodies is important for fostering their agency and enabling them to become leaders. For their well-being, women and families need access to quality, affordable healthcare, mental health resources, and reproductive rights. Family planning and reproductive healthcare are necessary for women to achieve both their family and career goals, as childbearing often coincides with the years of career building. In other words, to break the cycle of poverty and increase the number of women in leadership and decision-making positions, access to family planning services and comprehensive sexuality education throughout women's lives is central.

3.2.2. Education & skills training

Gender norms frequently limit women's access to formal education and training that would enable them to develop the technical skill sets for particular roles and sectors. Ensuring women's access to STEM education and technical training is thus vital for entry and competence in the renewable energy job market (Allison, McCrory, and Oxnevad, 2019)—especially because research shows that early exposure and training in male-dominated sectors and STEM fields can significantly impact choices. Women have historically been excluded or underrepresented in technical fields related to water management and agriculture, thus resulting in limited exposure and access to training and educational opportunities. This reality, coupled with the lack of gender-responsive approaches in capacity-building initiatives, further exacerbates these gaps. But even when training programs and workshops are available, women may be unable to participate due to limited mobility, caregiving responsibilities, or cultural barriers. In addition, women's limited access to information and knowledge on climate and disaster risks hampers their adaptive capacity, thereby reducing their opportunities to become leaders in their communities.

3.2.3. Access to informal networks

Social capital (i.e., family, relationships, social networks, and communities) significantly determines women’s empowerment at the local level (Ikhar et al., 2022). Female employees and female-owned businesses lack access to professional networks, mentorship opportunities, resources (e.g., finances and capacity-building) and information (Bajner, 2019; Nijbroek and Wangui, 2018), leading to gaps in access to internships, apprenticeships, vocational jobs, and, in some cases, promotions and leadership opportunities. Female entrepreneurs also have limited opportunities to enter and access energy transition markets, as they face significant barriers to entry in male-dominated higher-earning industries, such as manufacturing, construction, and mining (Rosa and Sylla, 2016).

3.2.4. Time poverty

Time poverty due to care responsibilities, coupled with the lack of access to social services (particularly childcare provision) and infrastructure, is a significant barrier for women (OECD, 2019). Yet, their participation or leadership in the design of such services as part of urban planning is very limited (OECD, 2019). The pervasive lack of access to electricity — faced by over 700 million people — and the lack of access to clean cooking — faced by over two billion people — also severely affect women’s workload, health, convenience, and comfort, by reducing their capacity to engage outside their households (ENERGIA, 2019).

Unequal distribution of chores, care responsibilities, and mobility restrictions limit women’s ability to take up certain positions that require long hours, extensive international or regional travel, or time away from the house. Women and girls experience time poverty as a result of gender norms and unequal power relations that prescribe them household responsibilities, such as gathering the household’s water and biomass supply, preparing meals, tending a family garden, cleaning, and caring for children and the elderly. Environmental degradation can exacerbate women’s time poverty by forcing them to spend more time gathering and transporting water and/or biomass resources for far distances, which reduces their time to learn, work, and earn an income and, what is more, increases their exposure to GBV and other safety risks.

Ensuring that women have enough time to build a leadership pathway is crucial, as time poverty has been associated with reduced well-being, physical health, and productivity (Giurge, Whillans, and West, 2020).



3.3. Ownership Of, Access To, and Control Over Assets and Resources

3.3.1. Land and natural resources

Women generally have limited access to the ownership and control of land and natural resources due to customary and social gender norms, limited financial resources or assets, or inequitable legal tenure systems. For example, in Indonesia, smallholder plots — established as part of a resettlement project — were only registered under the names of the male heads of households, granting them access to official smallholder cooperatives where they could vote, hold leadership roles, receive payments from crops, and apply for credit. Despite women sharing the responsibility of maintaining the plots, they were excluded from cooperative membership and did not have any influence on how the cooperatives’ decisions affected their livelihoods (Li, 2015).

Such inequity is a serious concern, as insecure rights and access to land and resources contribute to food insecurity, energy insecurity, water and sanitation deficiencies, biodiversity losses, poverty, land grabbing, and displacement. The particular and disproportionate gender-related barriers described

above affect women’s safety and security, adaptive capacity to environmental degradation and climate change, and their ability to devote time and energy to local leadership activities (Njuki et al., 2022; UNEP and IUCN, 2018).

3.3.2. Financial resources

Limited access to credit and other financial services necessary to start a business is a consistent challenge for women entrepreneurs in the RE sector. Women and women’s organizations face higher barriers and restrictions in setting up and running enterprises due to limited access to credit and startup capital, as gender-neutral policies tend to benefit men more than women (de Groot et al., 2017).

3.3.3. Technological resources

Supporting women’s access to technology and digital services is critical for improving human and social capital. During the 67th session of the Commission on the Status of Women in 2023 (CSW67), the UN Commission on the Status of Women reaffirmed the role of technology and innovation in education toward greater gender equality.²⁶

It acknowledged that little progress has been made in closing the gender gap regarding the use of new technologies, connectivity, digital literacy, and education. Women access the internet less than men (45 percent on average compared to 51 percent), while they are also 26 percent less likely than men to purchase a smartphone (OECD, 2019). These disparities are even starker in South Asia and Africa, where 70 percent of men have access to the internet, in sharp contrast to 34 percent of women (OECD, 2019). The digital access gap impedes women’s advancement into leadership positions, as it prevents them from equitable access to information and social networks.

3.4. Legal and Policy Frameworks

The lack of a strong policy and a legal-enabling framework for women’s empowerment poses a significant barrier to the integration of women’s climate leadership in various domains. Barriers are also exacerbated when issues are siloed, and national laws, policies, and mechanisms don’t work together. Inadequate legal frameworks and limited accountability at the national level can affect women leaders’ participation in society. At an individual level, unsatisfactory policy frameworks can discourage women from taking on leadership in public service or civil society.

Only 14 countries have reached legal gender parity, while nearly 2.4 billion working-age women live in economies that do not grant them the same rights as men (IBRD/World Bank, 2023). Gendered occupational segregation and legal restrictions can prevent women from registering businesses, pursuing the same economic activities as men, or holding particular jobs. Women working in agriculture in rural areas tend to have informal arrangements without contracts and earn low wages or payment in kind. In energy entrepreneurship and the RE sector, gender-blind policies, activities, implementation, planning, design, and infrastructure limit women’s opportunities to enter and remain in the sectors, limiting also RE promotion.

For instance, the absence of workplace policies that should support women in balancing their “traditional role” as household caretakers with the requirements of working for RE companies excludes them from the workforce. Unbalanced parental leave policies penalize women by forcing them to take on more caregiving responsibilities than men. Lack of quality and affordable household and care services reduces women’s career availability and often forces them to work part-time or take career breaks, thereby limiting their professional growth and earning potential. In a 2019 IRENA survey, respondents stated that the second-most common barrier to participating in the RE sector was “lack of gender-sensitive policies” as it clashes with women’s disproportionate care burden and mobility restrictions due to gender norms.

Persistent gender data gaps hinder our understanding of the nexus of climate change and gender. For instance, a lack of gender-disaggregated data on women's access to employment opportunities in the green economy and climate services and services that build climate resilience is a common barrier to more effective policies concerning climate leadership.²⁷ National statistical systems lack gender-related environmental statistics, and data gaps include baseline statistics on women's involvement in environmental decision-making, land rights, and access to natural resources.



3.5. Intersectionality

Gender is one of the many social factors that intersect to form individual experiences of privilege and disadvantage in accessing climate leadership spaces. Some of these social factors include but are not limited to income, age, marital status, ethnicity, race, indigeneity, religious identity, sexual orientation, gender identity, and (dis)ability. Intersectional power dynamics play a central role in shaping individual preferences, leadership aspirations, agency, sense of entitlement and self-worth, and voice. Intersecting social factors can facilitate access to resources and opportunities for some socially and politically marginalized groups while restricting access to other groups within the same community.¹⁶

The intersectional disadvantage, in relation to land rights, is very important at the interface with indigeneity. Indigenous people encounter persistent societal and structural discrimination that restricts

their rights over land, territories, and natural resources; their traditional practices; and access to decision-making opportunities. Indigenous women, in particular, experience compounding and intersecting social, economic, and political marginalization that further impacts their access to opportunities and rights over resources (Ayuttacorn, 2019; Barcia, 2017). According to evidence, environmental degradation puts the health, safety, livelihoods, and culture of Indigenous people at risk whereas Indigenous-managed lands display better ecosystem health and higher levels of biodiversity (Garnett et al., 2018; Rice et al., 2021; Schuster et al., 2019).

Women and girls with disabilities experience specific gender and poverty-based disadvantages due to limited physical mobility, increased vulnerability to infectious diseases, and a lack of access to services, livelihood opportunities, information, and networks (particularly during emergencies and displacement) (Das and Majumdar, 2019). Furthermore, they face high levels of violence that often go undetected and unpunished. Globally, one in every three women experiences physical or sexual violence during her lifetime (World Bank Group et al., 2019). Those rates are higher for women with physical and intellectual disabilities as compared with those without disabilities (Garcia, Sosa, and Urban, 2019). Children with disabilities, especially girls, experience many forms of violence by perpetrators within their extended family and the wider community, with no opportunities to get help (World Bank Group et al., 2019).

The plight of girls and women with disabilities is exacerbated by climate change and shocks (Gartell et al., 2020). Often the needs of women with disabilities are ignored during climate adaptation and mitigation measures due to their preexistent exclusion from the decision-making process.²⁸ Also, during disaster recovery phases, women with disabilities face more economic and social isolation compared with disabled men (Das and Majumdar, 2019). Additionally, preexisting and compounding discriminatory gender norms hinder the social mobility of women and girls and reduce their capacity for accessing life-saving services during disasters (GBV AoR, 2021).

A summary of key barriers to women’s climate leadership is presented in Table 2 below.

TABLE 2. Barriers undermining women’s agency

CULTURAL NORMS:
<ol style="list-style-type: none">1. Stereotypes and beliefs undermining women’s ability to participate in the labor market, exercise authority in decision-making arenas, and get access to and tenure in key assets, such as land, other natural resources, and housing2. Industry practices and workplace culture leading to gender-based discrimination, sexual harassment, and gender-based violence (GBV)3. Adverse impact on women’s self-perceptions, aspirations, and confidence
HUMAN CAPITAL:
<ol style="list-style-type: none">1. Access of women to primary health care, sexual and reproductive health services, proper nutrition, etc.2. Access of women to primary, secondary and higher education, including in STEM fields3. Safety concerns regarding domestic violence, intimate partner violence, sexual exploitation, safety in public space, child marriage, sexual harassment, and gender-based discrimination4. Unequal distribution of household care responsibilities resulting in time poverty
SOCIAL CAPITAL:
<ol style="list-style-type: none">1. Access to professional networks, mentorship, and role models, especially in STEM fields2. Access to information and training3. Access to care services and social protection4. Access to political networks determining power over resource allocation through public institutions
LEGAL AND POLICY FRAMEWORKS:
<ol style="list-style-type: none">1. Lack of recognition of customary rights and joint property ownership in marriage2. Discriminatory inheritance laws3. Limited accountability at the national level4. Lack of gender-disaggregated data
ACCESS TO RESOURCES:
<ol style="list-style-type: none">1. Property rights and mechanisms to safeguard implementation of those rights2. Access to services – water, irrigation, electricity, transport3. Access to finance tailored to specific women needs4. Access to technology and digital services
INTERSECTIONALITY:
<ol style="list-style-type: none">1. Social factors that intersect to form individual experiences of privilege and disadvantage in accessing climate leadership spaces.



4. ENTRY POINTS FOR SUPPORTING WOMEN'S CLIMATE LEADERSHIP

Smart and focused provision of climate finance can enable women's leadership in a broad range of ways, and it should become a common effective practice. Supporting feminist and transformational leadership will disrupt existing power structures and challenge dominant social norms. This will require building networks, alliances and capabilities. Climate finance actors need to recognize that this kind of change involves taking the time to build trust, and a willingness to remain engaged when women leaders may face push back and resistance.

Identifying priority actions requires climate finance providers to analyze the context to determine opportunities to promote women's climate leadership. The diagnostic process is discussed below.

4.1. State/Public Sector

4.1.1. Social and cultural norms

Addressing gender norms that limit women's and girls' empowerment starts with a change in institutions and power dynamics within communities and households, also with the engagement and commitment of men and boys. Changes in social norms involve complex and non-linear processes of social change: sometimes, they occur slowly and delicately, and other times, they are fought for by social movements. Changes in formal legal rights for women and girls can lead to longer-term processes of social change (Cornwall and Molyneux, 2006). Demonstrations of political and institutional commitment to gender equality can provide formal guidance and enhance the accountability of governments, communities, and other official stakeholders. They could also invalidate discriminatory practices and beliefs, whilst signaling



BOX 1. Increasing women’s participation in community decision-making in Cambodia and Nepal

In Cambodia, a CIF-funded Pilot Program for Climate Resilience (PPCR) project implemented by the ADB increased women’s participation in community governance structures and planning processes. This was achieved through improving women’s representation in Village Disaster Management Groups where 144 out of the 350 members (41 percent) were women, as well as in Farmer Water User Committees with 26 women out of 83 members. The project also promoted women’s engagement in public consultations in villages with participation of 249 women out of 513 participants (49 percent). In Nepal, the Climate Resilient Watersheds project implemented by the ADB allocated 30 percent of scholarships (16 out of 54) to women pursuing tertiary-level studies in watershed management or related fields. These interventions contributed to the inclusion of women-specific considerations in financed activities and a shift in gender norms about participation in public life.

Key interventions:

- Increase representation of women in the governance structure
- Promote participation of women in planning processes
- Targeted scholarships for women in sectoral management studies

women’s “worthiness”, legitimacy, and authority in claiming their rights and articulating their concerns. However, new evidence suggests that changes in societal norms often take longer to occur compared to changes in laws, which can limit the effectiveness of laws alone. Progressive laws may therefore not have a significant impact or may not be widely accepted without simultaneous behavior change efforts to shift the societal norms.

Growing evidence indicates that to change gender norms, targeting adolescents and youth (including men and boys) should be a priority because the attitudes they develop can have lasting impacts. For instance, educational campaigns can be developed to raise awareness about the legal rights of women and children to land and resources. Rising education levels, shifts in economic structures that create more job opportunities, and gender-egalitarian changes in laws and policies can lead to shifts in gender norms. However, with change can come contestation and conflict, which should be analyzed as a potential consequence of policies and actions.

Modelling feminist principles and challenging patriarchal norms in the workplace requires analysis, reflection and mutual support. Transformative change to social norms does not happen in linear or predictable ways, and climate finance providers need to be able to look beyond short-term outputs and offer patient support. (Wakefield 2017)

4.1.2. Access to productive resources and assets

Women’s property rights are key to their livelihoods and entrepreneurship opportunities. Efforts to address women’s property rights should have two areas of focus: (a) legal recognition and registration of women’s rights to land and property; and (b) cultural norms and practices through the capacity building of institutions responsible for land administration and the legal empowerment of women at the grassroots level.²⁹

For example, the Rwanda Land Tenure Reform Program introduced a dedicated gender strategy. As half of the program’s staff members were women, equal participation and trust with women in local

communities were encouraged (Gillingham and Buckle, 2014). Because of the program, women’s awareness of their land ownership rights and children’s inheritance rights increased, and land access improved among legally married women (Gillingham and Buckle, 2014). Furthermore, the program strengthened land registers’ capacity on gender principles and reduced land-related conflicts and related gender-based violence cases. The program also established an open-access, nationwide digital registry for women to register their land claims (Gillingham and Buckle, 2014).



4.1.3. Gender-responsive policies, laws, and formal rules

National, international, and institutional policy frameworks for gender equality — general (e.g., a national gender policy and gender provisions in the constitution) and sector-specific (e.g., a gender action plan or strategy in national renewable energy policy) — can help advance women’s climate leadership in decision-making spaces by guiding, setting targets and priorities, and establishing actions to address discriminatory gender barriers. Some examples of efforts include institutional anti-discrimination and harassment policies; programmatic gender and social safeguards; national gender and climate action plans; laws protecting land rights and tenure; and strategies on gender mainstreaming and equitable stakeholder engagement (e.g., gender quotas and incentive mechanisms).⁴ To secure equal representation, recognition, and voice in decision-making, gender quotas and targets (as appropriate)

can be established for the participation of women (including women from minority groups) in decision-making opportunities. There is also a need for better qualitative and quantitative gender-disaggregated data at the programmatic level, and more robust monitoring and evaluation processes to track climate and gender outcomes through an intersectional lens.

For example, Kenya developed and adopted a gender policy in 2019 for the energy sector (Ministry of Energy, 2019). The policy aims to increase awareness, change attitudes, and provide a framework for state and non-state actors to mainstream gender in energy policies and programs and consider gender as a basis for the design, implementation, and impact evaluation of all energy projects. Another example of a good practice comes from Rwanda where besides integrating gender and climate change into national planning processes, the Ministry of Finance and Economic Planning has developed tools to ensure that gender and climate change are included in budget formulation. The planning and budget call circular provides guidelines for the inclusion of gender and climate change in the plans and programs of ministries and agencies. Since 2013, Rwanda has issued gender budget statements and from 2022/23, these will be complemented by the environment and climate change budget statement, which will include climate change and gender-related interventions. Related reforms have contributed to the increase in the national budget’s allocations to the environment, climate change, and gender — from 0.4 percent in 2009 to 4.6 percent in 2020 (Rwanda Ministry of Finance and Economic Planning, 2021).

As the planet continues to warm extreme weather will stretch disaster response systems more and more, and the impacts of climate disasters on women and girls will often be more severe. Promoting women’s leadership in disaster response and diversity-sensitive disaster response planning will be important priorities. IFRC guidance (2016) emphasizes the importance of gender and diversity sensitive policies, plans, assessments and tools across all disaster risk reduction activities - and of ensuring full participation of women, men, girls, boys and diverse groups in risk assessments, and in the design, implementation,

monitoring and evaluation of disaster risk reduction and response programs. In the aftermath of disaster events women and girls are at heightened risk of GBV, and both women's leadership in response systems, and strengthened legal frameworks (Box 2) are of critical importance.



BOX 2. IFRC recommendations for strengthening legal frameworks for gender and diversity in disaster response

1. Disaster risk management and related laws include provisions for the active participation of women and other marginalized groups in decision-making.
2. The engagement of communities and vulnerable groups in the drafting of laws and policies pertaining to disaster risk management is clearly mandated.
3. Existing laws protecting women and other vulnerable groups should be enforced during disasters, including providing adequate funding for health and social services.
4. Relevant laws should include enforceable incentives and disincentives for the protection of women and other vulnerable groups.

IFRC 2016

4.1.4. Human and social capital

To achieve equal access to essential services and infrastructure, such as safe transportation, water, and energy, it is crucial to expand access to quality and affordable care services, such as childcare and elderly care. Providing accessible, affordable, and high-quality care services can enhance women's leadership by enabling them to participate in the economy and build their human capital. This can be accomplished through technology, used to facilitate service delivery, and evoke accountability. To mitigate GBV risks, new infrastructure projects must consider women's and girls' perspectives on accessing the related services and having their needs met. Such reflections will support women's empowerment while fostering safer communities. Improved infrastructure, which means incorporating a gender lens to public lighting, public spaces, and public transport, will reduce safety-related risks and vulnerabilities that women face (OECD, 2019).

In domains of social provision, healthcare and education Gender Budget Initiatives have provided extensive and valuable experience in methodologies that can highlight the need to allocate resources to women's needs, particularly in supporting their caring roles.³⁰ The Public Expenditure and Financial Accountability program has prepared a framework for assessing Gender Responsive Public Financial Management (PEFA 2020) that outlines a range of measures for ensuring adequate resourcing of support to women and girls through public budgets including: requesting line ministries to outline the measures they are taking; preparing Gender Budget Statements and ex post gender impact analyses to drive change; including gender analyses routinely in budget statements. It is important to recognize that women's capacity to take up leadership roles in all fields (including climate action) is deeply affected by the nature of the support they receive from public services, particularly in health and social care.

Providing trainings to individual women and developing their life skills will inspire them to participate as leaders and change agents in climate decision-making spaces. Capacity-building interventions should be carried out in safe spaces and take into consideration women's disproportionate household and care responsibilities. South Africa's Just Energy Transition Investment Plan (2023–2027) is committed to addressing gender, inequality, and social exclusion, including strengthening women's climate

leadership through education, training, and the alleviation of discrimination: *"This is required in both the provision of education and training opportunities as well as access to employment. Particular attention will be given to transitioning women, youth, and other vulnerable groups from education and training into decent work, including equal access to promotions to management and leadership roles"* (Presidency, Republic of South Africa, 2022).

BOX 3. Summary table – Examples of entry points to address barriers to Gender-responsive Governance and Public Service Provision

Shifting social and cultural norms

- Launch educational and behavioral change campaigns to increase awareness of women's legal rights to land and natural resources and the importance of gender diversity in decision-making targeting men and boys.
- Strengthen women's voice and representation in local action arenas through gender-equitable project governance.

Instituting gender-responsive legal and policy frameworks

- Expand capacities at the country level to collect gender-disaggregated and specific data to inform policies, laws, and formal rules on access to land, natural resources, and service provisions, and to measure and track gender norm-related data.
- Mandate gender equality in decision-making spaces by working with partners to identify rapid and practical adjustments (e.g., quota policies, incentive mechanisms and capacity-building gender targets, and gender-bias workshops) to institutional policies and procedures to close gender leadership gaps in key institutions at all levels.
- Institute gender-targeted education and labor market transition policies and laws that protect women's property rights.
- Ensure that budget allocations for climate action take into account the need to promote women's empowerment and leadership.

Building human and social capital

- Provide quality, accessible services (e.g., healthcare, infrastructure, and utilities) through targeted measures to improve the accessibility of sexual and reproductive health rights (SRHR) services, safe transport infrastructure, and utilities to women-headed households and women entrepreneurs.
- Adopt social protection policies that value women's work by providing fair and equitable living wages, secure employment, educational and training opportunities, collective bargaining rights, parental leave, childcare policies, and more to support the well-being of women and communities.

Increasing access to assets and resources

- Implement land formalization programs to legally recognize and register women's tenure and access rights, including customary secondary use rights.
- Build capacities of institutions responsible for land administration to enhance women's property rights.

4.2. Private Sector

4.2.1. Social and cultural norms

Highlighting role models and profiling the achievements of women's climate leadership can help challenge traditional gender roles and stereotypes and raise awareness of the potential for women to make significant contributions to climate action. Celebrating women can also inspire and motivate other women to pursue careers and leadership positions in this area.

Mentorship programs can be one effective option, though they require a supply of experienced women leaders available to support colleagues who have recently attained senior positions. Women isolated in leadership positions may also find themselves under pressure to downplay policy agendas related to gender equity. Establishing, therefore, support networks for women leaders to strengthen their security and agency and addressing systemic biases at all levels are significant areas of intervention (Leading Effectively Staff, 2022).

For example, IIED worked with partners and communities in Kitui County, Kenya to co-design energy solutions with a cross-section of the community members working in poultry and horticulture value chains — using gender analyses, disaggregated data, and inclusive workshops, among other tools and methods. The final solutions aim to engage women's groups to build on their collective voice and recommend financing that caters to women's strengths, such as due diligence processes that consider women's networks as an asset (Johnstone, 2022).

Storytelling can be a powerful tool for creating awareness and inspiring action; it can involve organizing side events at major energy and climate meetings, where women can share their stories and insights with a wider audience. These events can provide a platform for women to showcase their work, build networks, and connect with potential allies and supporters. In addition, communication campaigns can be developed to raise awareness of the importance of women's participation in climate action and illustrate the success stories of women who are already making a difference.



4.2.2. Access to productive resources, assets, and services

Investments in climate technologies for mitigation and adaptation are increasing rapidly. However, women-owned businesses may not benefit as much due to gender gaps in accessing finance. Removing obstacles blocking access to credit and other financial services for female entrepreneurs will strengthen the individual and collective agency, which is central to women's climate leadership. For instance, the Canadian government's Women in Cleantech Challenge supported the creation of six women-led clean technologies companies. Each entrepreneur received over USD 600,000, including support for business incubation, science and technology assistance, and a living and travel expenses stipend, thus enabling them to focus on their business (OECD, 2020).

Decentralized renewable systems, such as Pico lights, solar home systems, mini-grids, stand-alone systems and products, and grid-tied commercial and industrial systems, lend themselves to meet different local and gender needs. In addition, smaller systems can more easily bundle other empowerment components, such as funding, financing, training, and skills development specifically designed to benefit women (Parajuli and Alexander, 2022).

Microfinance and women's community finance groups can provide an onramp toward women's empowerment. Microfinance schemes, such as village community banking (VICOBA), give women access to larger quantities of money that they can invest and use to forge connections with other women. Indeed, disrupting conventional household income flows has proven to be a significant enabler of women's economic empowerment that can also influence women's leadership in the RE sector (Atahau et al., 2021; Cecelski, 2003).

BOX 4. Improving women’s access to finance in Tajikistan

In Tajikistan, through the Pilot Program for Climate Resilience (PPCR), CIF-funded projects by EBRD contributed to enhancing women’s access to finance and economic opportunities through gender-responsive financial products, gender capacity-building support for private sector partners, financial literacy and business management capacity-building support, and targeted outreach to women. Engaging men, women’s groups, and local organizations, such as the National Association of Businesswomen helped increase women’s uptake of climate resilience technologies. Overall, the program supported 345,059 women (48 percent of total beneficiaries) and achieved gender-transformative results by contributing to a shift in gender norms and increased social status for women entrepreneurs.

Key interventions:

- Gender-responsive financial products
- Gender capacity-building support for private-sector partners
- Financial literacy and business management capacity-building support
- Targeted outreach to women

Private sector energy companies and microfinancing institutions can help design women-friendly innovative financing schemes and products (e.g., flexible loans and credit for women in RE entrepreneurship) and enhance their direct access. Models, such as direct access channels that remove governments as intermediaries and reduce institutional hoop-jumping for community organizations, are needed to allow women and women’s organizations to access funding and financing more easily, through flexible loans and dedicated credit.

Closing technology skills gaps, such as skills in mobile payments, coding, and modeling, is vital to support women and enable them to thrive in their professional careers. The UN Commission called for

BOX 5. Promoting female entrepreneurship and women’s participation in RE in Maldives

A Scaling Up Renewable Energy Program (SREP) project in Maldives, implemented by the Asian Development Bank and funded by the Climate Investment Funds (CIF), promoted female entrepreneurship and improved demand-side management through reduced electricity tariffs and targeted outreach to women. The project conducted awareness-raising campaigns about the benefits of RE and the role of women in energy. It involved the participation of women’s groups, youth, and local communities, intending to achieve at least 50 percent female participation in all community outreach activities. Gender-sensitive consultations were conducted on 88 islands with over 12,000 participants. The project also planned to deliver targeted capacity development opportunities for women’s groups and reduce off-peak and “shoulder” rate tariffs provided to women-led micro and small enterprises (MSME), resulting in productive use of electricity by female entrepreneurs.

Key interventions:

- Targeted outreach to women consumers and women-led development committees to improve demand-side management
- Reduced electricity tariffs for female entrepreneurs

increased public and private sector investments to bridge this divide and foster more inclusive innovation ecosystems with gender-responsive technologies.

Innovative financing methods, such as outcome-based financing and social bonds, are increasingly being used to fund development goals beyond addressing climate change. While private investors are increasingly interested in gender and climate issues, it can be challenging to fully integrate both. Blended finance that explicitly includes gender and climate performance indicators is one example of an innovative private sector financing instrument that can help create better conditions for private, sector-led, gender-smart climate finance.

4.2.3. Legal and policy frameworks to promote workplace equality

National labor market and green growth policy can be instrumental in removing barriers to full and equal participation of women in the workforce and promoting their access to leadership roles in all occupations and industries. Social protection policies should value women's work through fair and equitable living wages, secure employment, educational and training opportunities, collective bargaining rights, parental leave, and childcare policies to support the well-being of women and communities. In addition to guaranteeing equal pay for work of equal or comparable values, and protecting women from discrimination, national laws and regulations can contribute to bridging the leadership gap in business, for instance, through transitional gender quotas.

BOX 6. Blended finance to increase female employment in RE projects in Mexico and Brazil

In Mexico and Brazil, CIF-funded Clean Technology Fund (CTF) projects, implemented by IADB, helped increase female training and employment in the male-dominated energy sector by incentivizing renewable and energy-efficient private companies to employ more women. A reduced loan interest rate was offered to companies that met the goals of a gender action plan whose commitments included gender equal pay; the introduction of sexual harassment prevention policies; professional development support and paid internships for women; childcare assistance; paternity leave; and lactation rooms. These interventions led to the adoption of gender-responsive policies and infrastructure and increased employment opportunities for women.

Key intervention:

- Reduced loan interest rates offered to companies with proactive gender-responsive human resources policies

Corporate policies should make employment sites appropriate for and attractive to women through gender-responsive human resource policies that include flexible work, safeguarding policies, childcare, technical training, and mentorship opportunities. Preventing GBV via key performance indicators [KPIs], guidelines, code of conduct, gender-responsive grievance mechanisms, and more will allow women to access economic opportunities while ensuring zero tolerance for workplace violence against women.

One effective way to promote female entrepreneurship is through gender-inclusive public and private procurement policies, which incorporate activities for business readiness, equal access to procurement opportunities, and fair and transparent procurement processes for women-owned businesses.

4.2.4. Human and social capital

Improving access to formal training, STEM education, and technical skill sets is key to equipping women with the skills, knowledge, and opportunities to enter and compete in the energy industry. Supporting women to enter green employment means taking action at an early stage when girls are in high school, making career decisions.

For example, in South Africa, the WomEng organization developed booklets to disseminate information about engineering programs and scholarships for girls to attend secondary schools (Schomer and Hammond, 2020). As developing countries have limited opportunities for energy specialization and most youths need to live abroad to follow energy careers, scholarships and vocational training for women in STEM are critical steppingstones for them to jumpstart their energy careers and pave their way toward leadership roles. Investments are needed in local grassroots organizations to tackle these issues by incentivizing young women to enter the energy sector from a multidisciplinary perspective — energy lawyers, economists, accountants, and other types of knowledge are needed for effective climate action, in addition to STEM fields.

Organizations that establish targeted counseling services, mentorship, career development, and job search support can help women and youth improve their skills, expand their networks, and find high-quality employment. Hence, providing financial and other resources to professional organizations for women will enhance their collective bargaining power and influence; it will also enable them to offer peer-

to-peer support and expand their reach, thus scaling up their impact. Besides direct financing and capacity-building, more interventions to increase female entrepreneurs' knowledge and skills related to financial planning and management, leadership, procurement processes, and professional networks are needed.

BOX 7. Summary table – Examples of entry points to address the barriers to women's climate leadership through markets

Shifting gender norms

- Support women in leadership roles to sustain their confidence and effectiveness (for example, through mentoring, establishing support networks, and addressing institutional biases).

Building human and social capital

- Support targeted outreach, mentoring, and capacity-building to increase women's entry, retention, and advancement in green employment.
- Increase access to emerging technologies skills for women and develop a more inclusive digital infrastructure, particularly in rural areas.
- Support development of women's entrepreneur networks to enable them to share information and take collective action to challenge and overcome discrimination in access to finance and markets.

Instituting gender-responsive legal and policy frameworks

- Improve mobility and safety in public by developing policies and regulations that ensure a safe workplace for all employees, contract staff, and customers.
- Support gender-lens investing through engaging in gender-responsive ESG investing and gender bonds, as well as adhering to sustainable financial guidelines (for example, green taxonomy), government regulations/licensing, and reporting requirements.
- Institute policies to promote workplace equality, such as gender equity provisions in the national labor market and a green jobs growth policy; remove labor restrictions; and adopt non-discrimination/equality of opportunity legislation.

Institute gender-responsive corporate policies

- Increasing access to assets and resources
- Provide targeted and tailored support for women-led firms by ensuring access to finance, technology, and training for female entrepreneurs.

4.3. Civil Society

4.3.1. Social and cultural norms

Efforts to increase women’s participation and leadership cannot produce desired outcomes and meaningful change if they fail to account for the gendered social norms and beliefs or underestimate the difficulty of changing such norms. For example, gender-related concessions, such as permission to attend natural resource meetings and project consultations, may not advance meaningful participation and leadership, if women are not encouraged or safely able to voice ideas or concerns or contribute their knowledge, perspectives, and priorities. Likewise, efforts to change established norms and practices, without understanding context-specific social and gender dynamics, can unintentionally trigger household and community disapproval and backlash, potentially exposing women to social capital loss, violence, intimidation, harassment, and further exclusion.³¹

Establishing safe spaces for women away from traditional settings, where power dynamics and gender norms may limit open and equal discussions, can surface diverse perspectives, and allow discussions around them. For example, in Micronesia, workshops brought women from different communities together, rather than engaging them within their own communities. This arrangement uprooted norms and power dynamics, allowing the women to engage on new terms in an all-female setting, which opened up new opportunities for discussions (McLeod et al., 2018).

To address discriminatory gender norms and behaviors, dialogues can be facilitated with traditional authority holders and community leaders. According to recent research, norms can be altered through coordinated initiatives that involve the formation of coalitions, comprising government champions; private sector representatives; civil society members; and development partners. These coalitions can work towards advocating for reforms and encouraging behavioral changes that facilitate the implementation of such reforms (Braunmiller and Dry, 2022).



BOX 8. Engaging men to strengthen women’s land rights – Experiences from Zambia

Strengthening women’s access to and control over land through the gender sensitization of local leaders in Zambia (Malasha, 2021)

Across much of Africa, land is allocated through customary practices rooted in kinship. In Zambia’s customary systems, chiefs, their advisors, and village headpersons have the authority to allocate land. Predominantly men, they significantly determine whether harmful gender norms and practices persist or change.

The Integrated Land and Natural Resource Governance program funded by the United States Agency for International Development (USAID) piloted an approach to engage traditional leaders in analyzing harmful gender norms in land rights and identifying the leaders’ roles in changing those norms. Ninety-six customary leaders from seven chiefdoms participated in a year-long three-part dialogue series, which opened safe spaces for customary leaders to reflect and take positive action. The dialogue sessions analyzed gender inequalities in ownership, access, and control of land and prompted discussions on the change needed and how to overcome challenges.

The dialogue series prompted more women to bring land-related concerns to traditional leaders, raised awareness of GBV and land restrictions, and led many traditional leaders to include their wives and children on land documentation, encouraging other men in their communities to follow their example. As a result of the dialogues, some of the customary leaders made plans to shift gender norms that hinder women’s land rights.

Strengthening women's rights in various domains can lead to processes that change social norms. Interventions to promote rights in natural resources and land can also produce direct, short-term benefits for women, in terms of enhanced resilience, status, and opportunities to engage in local climate leadership activities. Box 8 gives examples of interventions that have strengthened women's land rights at the community level.

An important lesson from this experience is that changing a formal land title is generally insufficient to catalyze social change. Local stakeholders may be unaware of legal provisions for equitable tenure, and women may fear social backlash and violence for exercising land rights, which may conflict with customary tenure systems. Women may need direct support to engage in legal processes and effectively make claims. Therefore, negotiations, local deliberation, and effective communication are necessary for effective change.

4.3.2. Enhancing the access of women and women's organizations to assets and resources

The provision of climate finance to communities at the frontline of the climate crisis has been a major focus of climate adaptation efforts. This has led to the development of guidance materials (Patel et al., 2021; Steinbach et al., 2022) and the principles for locally-led adaptation that have been adopted by more than 80 agencies (IIED, 2022). To support women's climate leadership, the principles are a beneficial general guide for climate finance practice. Key to offering sustained financial support is women's and girls' strategic leadership and participation in decision-making processes at all institutional levels. Given that women and women's organizations receive low funding and face many obstacles in accessing finance, giving them direct access to finance can enable greater participation in climate action.

Most financing for RE flows toward large projects, as transaction costs are less than those for investments in many smaller projects. However, it also means that they have outsized impacts on communities that can disproportionately affect women, particularly

in the absence of land tenure rights and spaces for meaningful participation and representation in land-related consultations (CIF, 2021). Renewable energy investments can create opportunities to increase women's land rights through joint land titling for couples and registration of lands under women's names.

Women's professional organizations can enhance collective bargaining power, influence policy change, and provide peer-to-peer support. For example, in South Africa, women involved in mining formed the South African Women in Mining Association (SAW-IMA) (Mohr, 2021). An analysis from the World Bank on women in mining organizations found that these groups can enable negotiating power to demand policy change or act as a network for greater women's recruitment in the mining industry (ENSOME and Copenhagen Social, 2021).

However, in some cases, groups led by and focused on the rights and empowerment of socially and politically marginalized groups, such as women and Indigenous people, do not have access to adequate resources to increase their influence in energy-transition efforts. The lack of resources for women's professional groups limits their scalability and reach. Voluntary and unpaid collective action can erode women's free time and add to their labor burden (ENSOME and Copenhagen Social, 2021).

Despite increasing efforts from larger donors, bilateral and multilateral funding still needs to explore new mechanisms for direct flow to grassroots organizations either through grant mechanisms and direct access to women-led NGOs or by ensuring that recipient governments incorporate a gender lens in their selection criteria.

To address gender gaps in access to climate resources, it is important to prioritize a tailored allocation of funds for women's groups, organizations, associations, and their livelihood enterprises, economic initiatives, and human and tenure rights agendas. Dedicated and long term core funding to women's organizations at intermediary and grassroots levels is often critical to building the capacity for transformational leadership

(Wakefield 2017). In addition, technical, legal, and administrative barriers should be removed to guarantee access of women's groups to a flexible and simplified funding process. Investments should prioritize projects that aim to bring transformational changes and intentionally dedicate resources to women at the community level. Furthermore, flexible financing mechanisms should be provided. Women's and women-led organizations should be invited as equal partners at all stages, from policy design to implementation, encouraged by smaller funds, flexible timelines, and adaptable reporting formats, along with capacity-building and institutional support.

BOX 9. Promoting Indigenous peoples' and local communities' leadership in forest-based economic activities

The CIF-funded Dedicated Grant Mechanism (DGM) — implemented by the World Bank under the Forest Investment Program (FIP) — supported local women's leadership in forest-based economic activities through direct finance to Indigenous peoples and local community groups and its commitment to increase women's representation in governance. Overall, 24 percent of the financed subprojects are women-led. Women represent five of the nine voting members in the DGM Global Steering Committee and hold about 24 percent of the seats on the national steering committees. In some countries, engagement with women groups led to significantly higher percentages of women-led subprojects: in Ghana, 42 percent of individual grants are women-led, and 34 percent of those involve migrant women; in Burkina Faso, 81 percent of livelihoods-focused subprojects are implemented exclusively by women; and in Mexico, 85 percent of community initiatives are women-led.

Key interventions:

- Direct finance to Indigenous peoples and local community groups
- Increase female representation in governance
- Engage women's groups



4.3.3. Building women's human and social capital

Women working together in groups and organizations can achieve leadership empowerment by strengthening their individual and collective agency and capabilities. Participation in women's organizations (e.g., producer groups, trade unions, microfinancing groups) can help develop psychological and political capabilities, as women gain a better understanding of their community, social, and political systems — essential for developing leadership skills. Also, workplace camaraderie enables women to challenge and contest unequal power relations and promote gender equality. Membership in groups and organizations benefits women in the form of group support and skills acquisition from leadership trainings, which will help them advocate for their participation and influence. While technical skills are important, strengthening self-confidence and public speaking skills is crucial to counterbalance gender stereotypes and norms, which can inspire women to envision alternative paths of action and become climate leaders.

Dedicated funding can support women and girls in their preparation for engaging in dialogues with governments, donor communities, and allies to ensure their participation in the design and implementation of policies. It is important to build capacity and ensure that women and girls understand their rights, have the technical knowledge and skills to influence climate agendas, and are empowered to negotiate and occupy spaces of leadership and power.

Supporting women's leadership within Indigenous, Afro-descendent, and local communities is crucial. This can be achieved by mapping potential leaders among Indigenous, Afro-descendent, and local community women and girls, and creating sustained fellowships or sponsorship mechanisms to strengthen their leadership. It is important to avoid prioritizing women of status (e.g., members of ethnic or religious majority) over those of lower status (e.g., women living in poverty or members of minority groups). For example, the Bolinao community-based coastal resources management in the Philippines specifically targeted the participation of women as leaders in



the fisherfolk organizations. To achieve this, the principles of gender sensitivity and equality were reflected in the programs and policies of facilitating institutions. Family members were also mobilized to support women’s leadership by sharing household responsibilities (Dasig, 2020).

A key area for climate action is the ability of women to operate as leaders at the community level. For example, women’s inclusion was actively promoted in the development of devolved climate finance

systems in the dryland counties of Kenya (Crick et al., 2019). Stipulations for women’s inclusion in ward-level climate change committees were included in the county legislation³² — a process that has led to broader changes in social processes and norms. Women were also encouraged to contribute to and shape the design of investments to ensure that domestic use of water is considered in addition to livestock. Lastly, women were elected to executive positions, thus gaining more visibility in community decision making.

TABLE 3. Examples of women’s CSOs working on climate change and supporting women’s climate leadership

WOMEN’S EARTH ALLIANCE (WEA)

Centered on women’s knowledge, leadership, and alliances in transforming the climate crisis and climate injustice, WEA identifies and trains grassroots women leaders to take on leadership positions and work on the frontlines to reverse climate change and protect their communities’ natural resources, livelihoods, and health. The women receive training, funding, and access to networks of support for sustained long-term leadership.³³

WOMEN’S CLIMATE CENTERS INTERNATIONAL (WCCI)

An international movement, WCCI brings skills from other geographies to work with vulnerable communities in East Africa to co-create “climate centers” — community hubs that empower women to become climate movement leaders and promote sustainable climate solutions. WCCI uses low-cost environmentally-appropriate technologies, advocacy, and leadership through community dialogues and data collection to understand local concerns and resource demand.³⁴

GLOBAL GREEN ALLIANCE FOR GREEN AND GENDER ACTION (GAGGA):

Comprising 16 women’s funds, eight environmental justice funds, 28 NGOs, and 390 grassroots groups in 39 countries, GAGGA provides local women-led groups with small grants and non-financial support to build capacity, develop advocacy tools, and build alliances. This is done through mutual capacity strengthening, thematic workshops, and access to information.³⁵



BOX 10. Summary table – Examples of entry points to address barriers to women’s climate leadership through civil society

Shifting gender norms

- **Work with reference groups**, such as religious and community leaders, local groups, as well as men and boys to shift community gender norms, increase the social acceptance of women’s leadership, and reduce GBV risks.

Building human and social capital

- **Support targeted outreach and capacity-building** by earmarking funds to share capacity with women-focused civil service organizations (CSOs) and ensuring their active participation in climate investment projects (for example, through frequent communication on meetings; timely dissemination of information; provision of local language support in meetings; training to improve the management of and the report on official funding; and vocational and life skills acquisition).

Addressing local governance

- **Invest in context-specific and locally-led interventions** by understanding and tailoring activities to the local context through the involvement of local organizations in planning, designing, implementing, and hiring local staff to serve in leadership positions in projects.
- **Provide dedicated budget and logistical planning** to support the participation of women and women-focused CSOs in project meetings, activities, and decision-making processes, including at national, regional, and international forums. (For example, this should cover travel costs, participant stipends, extra food in meetings for families, childcare, and/or allowance for women to attend with children. Activities should be planned with respect to time and labor burdens and mobility limitations, among other considerations.)

Increasing access to assets and resources

- **Provide direct financial support to women and women’s organizations** by creating a funding mechanism and/or offering pooled funding, direct grants, or funding quotas to directly support women-focused CSOs and business organizations, including Indigenous, Afro-descendent, and local community women, in existing efforts to advance women’s climate leadership.
- **Provide support to adopt effective monitoring tools and ensure transparency and accountability.**

5. PRIORITIZING ACTIONS



This report has illustrated various ways for climate finance providers to promote women’s climate leadership. For any given agency or actor to identify appropriate opportunities for action, it is important to evaluate their positionality, agency, and potential as providers of climate finance. This involves understanding the instruments they have (e.g., partnerships, financial instruments, knowledge, and research) to support change and develop sustainable alliances to promote women’s climate leadership.

None of what has been discussed is set in stone, given that all points are context-dependent and subject to change. Most climate finance providers will have a degree of choice over the extent to which they prioritize devolved or decentralized approaches to finance provision; nevertheless, their choices will still be influenced by sectors and geographies

of focus. A feature of climate finance that is worth highlighting is that it often provides the possibility to work simultaneously to build women’s leadership capacity at all levels while also promoting change in policy and legal enabling frameworks. This kind of dual approach is often the most effective way of promoting deep and transformational change.³⁶ Lastly, the approaches to forming partnerships and collaborations with public or private entities and community actors will vary depending on the specific circumstances of each engagement.

In conclusion, regardless of the sector or context of operation, Box 11 below highlights the key elements of effective practice in promoting women’s climate leadership through climate finance. However, not all these practices will be feasible in every context, meaning that a narrow range of focus areas, pursued effectively, will often be the best approach.

To be truly effective and sustainable, prioritized actions should recognize and value the different social identities men and women hold, such as gender identity, race, age, indigeneity, religion, and disability/ability, and build upon an understanding of context-specific power and legal structures that reinforce the norms restricting women’s agency and potential for leadership.

The Women’s Climate Leadership Diagnostic Questionnaire, presented in Annex 1, aims to provide a roadmap for analyzing barriers and opportunities for promoting women’s climate leadership in the context of climate investments, based on the conceptual framework outlined in this paper.

BOX 11. Promoting women's climate leadership: Ten elements of effective practice for climate finance providers

1. Identify gender gaps in climate leadership that are relevant to the effectiveness of the intervention.

- Collect or improve relevant gender-disaggregated data.
- Map practical actions that can be developed with partners to address areas where women's climate leadership is weak.

2. Build an understanding of structures of gender power that constrain action to promote women's climate leadership.

- Identify power and legal structures that reinforce norms that restrict women's agency and potential for leadership.
- Identify potential partners with the commitment and positionality to support women's climate leadership.
- Identify ways in which other dimensions of disadvantage (e.g., race, class, disability) act to constrain opportunities for specific women to move into leadership roles.

3. Encourage changes in social norms that could promote women's climate leadership.

- Identify any possible opportunities for strengthening women's rights in terms of assets (particularly land) or voice and representation (for example, in climate action committees) that could positively affect relevant social norms.

4. Identify potential "quick wins" with partner agencies for promoting women into leadership positions.

- Work with partners to find rapid and practical adjustments that can be made to institutional policies and procedures to close gender leadership gaps in key institutions.
- Introduce training measures for all relevant management/leadership staff (male and female) to promote gender inclusion.

5. Support measures that will build the capabilities of the next generation of women leaders in key institutions.

- Identify opportunities to provide appropriate educational and training options (for example, in STEM) that are targeted at closing the women's leadership gap.
- Find effective ways (e.g., mentoring, support networks, and addressing institutional biases) to support women in leadership roles to sustain their confidence and effectiveness.
- Scope ways to promote access to credit and training for women entrepreneurs in green sectors.
- Identify and support effective feminist activist communities seeking to promote transformational change.

6. Promote the collective agency and voice of women's groups and enterprises in relevant sectors.

- Scope opportunities to provide finance and other support to women-led organizations and businesses, along with gender and social justice-focused CSOs in relevant areas and sectors.
- Seek ways to support women's groups and enterprises to develop the capability to manage and report on official funding.
- Provide longer-term investment and support for feminist movement-building organizations, based on their real needs and interests.

7. Secure safer working environments for women at all levels.

- Scope opportunities to support culturally appropriate training in non-discrimination.
- Develop clear and accessible accountability mechanisms for project/program staff at all levels to report experiences of discrimination, harassment, and violence, with rigorous investigation protocols to swiftly address complaints.

8. Design changes to policy and legal structures that will promote women's access to leadership positions.

- Analyze gaps or biases in policy and regulatory frameworks that could be addressed with new initiatives.

9. Analyze the gender distribution of benefits from project and program budgets to ensure that the overall impacts are favorable to women and girls and that appropriate support is provided to promote women's climate leadership.

- Ensure that financial tracking systems provide information on the gender distribution of benefits from activities.
- Analyze the gender distribution of climate risk to ensure that budget allocations are equitable with regard to the different challenges faced by women and men.
- Develop a clear target for the minimum level of resources to be spent on promoting women's climate leadership and ensure that it is monitored.

10. Develop long-term strategies and coalitions for promoting women's leadership in key climate institutions and sectors.

- Take a strategic view of change and look beyond the life of the program or project for actions that will catalyze long-term change.

ANNEX 1: WOMEN'S CLIMATE LEADERSHIP DIAGNOSTIC QUESTIONNAIRE

Introduction

This Women's Climate Leadership Diagnostic Tool aims to help climate investment projects' teams to identify the barriers impeding women's climate leadership and the opportunities for advancing it through project activities.

This tool is a guide for the early stages of scoping, analysis, and planning. It is not intended to be exhaustive, but to be illustrative of the issues that should be addressed through analyses and discussions with stakeholders. By identifying the structural barriers that impede women's climate leadership, it aims to deepen more traditional gender mainstreaming analysis in order to determine entry points for policy and programmatic responses that could eliminate those barriers.

The tool can be applied in many different ways, but for the most impact, a three-stage process is recommended:

- 1 | **Develop an analysis of the gaps, barriers, and existing enabling policies concerning women's climate leadership, using the questionnaire below as a guide.**
- 2 | **Conduct a workshop with the appropriate project/program team and partners to identify a small number of specific, high-impact actions that can be taken forward in the operationalization of the climate finance initiative under consideration.**
- 3 | **Develop a framework for monitoring the effectiveness of the actions identified in promoting women's climate leadership.**

THE QUESTIONNAIRE

I. Analyzing the Gaps in Representation of Women in Leadership Positions

Public Sector

- 1 | How many women and men hold decision-making positions in national governing institutions (for example, as ministers, parliamentary members, president, cabinet, and secretary positions)? With breakdown of specific sectors targeted by the project?
- 2 | Is there a national ministry or other government entity responsible for mainstreaming gender equality, women's empowerment, and social equity?
 - Is the entity involved in climate-related policy making (for example, participating in nationally determined contributions [NDCs]/climate coordination or planning committees)?
 - In what ways is it involved?
- 3 | What groups, ministries, and institutions make up the national gender machinery?
 - Is there a network of gender focal points among government institutions?
 - Does the national gender machinery participate in climate planning at the international, national, subnational, and local levels?
- 4 | What ministries or other national entities are involved in climate policy making at both the national and international levels? Do they have gender focal points?

Private Sector

- 5 | What is the composition of the private sector entities in the sectoral value chains targeted by project activities?
 - Types of organizations and services/products?
 - Distribution among small-scale, medium-sized, and private sector enterprises?
- 6 | How are women and men across diverse social groups represented in these private sector enterprises?
 - Number/percentage of women and men across professional roles and management levels, or across the value chain from harvest to sale?
 - Number/percentage of women and men holding leadership and board positions in medium-sized and large-scale enterprises?
 - Number/percentage of women and men who own or are the head of businesses in the sector?
- 7 | What types of informal or precarious employment are prevalent (for example, seasonal, unpaid, low-wage, on-call, and temporary)?
 - Number/percentage of men and women typically holding this type of employment?
 - What are the barriers preventing informal workers from gaining access to formal employment in the natural resource sectors?
 - What are the challenges and issues arising from these types of employment structures (for example, lack of access to benefits and safety equipment, limited oversight, human rights violations, gender-based violence, and harassment)?

Civil Society

- 8 | What are the key national or local civil society organizations focused on women's rights, gender equality, and human rights?
- Which groups are actively engaged in climate change (or sector-relevant) research, advocacy, and initiatives, among others?
 - At what level(s) do these groups operate (i.e., international, regional, national, or local)?
 - Do the groups have specific commitments to or a focus on women's leadership?
 - Do the groups have specific commitments to or a focus on women's climate leadership?
- 9 | What is the involvement of women's rights, gender equality and advocacy groups, and other civil society organizations in climate decision-making?
- Are there any women's, gender equality, or social equity groups focusing on climate change and environmental issues?
 - Are women's rights, gender equality and advocacy groups, and other civil society organizations able to access spaces to participate in national climate decision-making?
 - Are these groups involved in international or regional climate decision-making forums, such as the United Nations Framework Convention on Climate Change (UNFCCC) Conference of the Parties (COP)?
- 10 | Are there sustained and accessible funding opportunities for women-led and -focused civil society organizations?
- 11 | Are there local natural resource management groups, associations, or collectives relevant to the project's sector (for example, water user associations and electricity cooperatives)?
- What types of local-level institutions exist that govern natural resources and energy transition-related resources?
 - How are these groups involved in natural resource programs and projects?
 - Do these groups provide financial, technical, or other support to members?
- 12 | How are women and men represented in the membership and leadership within these groups?
- Number/percentage of men and women in these groups?
 - Are there requirements for membership that may facilitate or impede women or men from joining?
 - What is the role of women in those organizations?
 - Number/percentage of men and women holding leadership positions in these groups?
 - Are women and men involved in decision-making positions holding equal voices and influence in decision-making?
 - Do women and men face gender-specific challenges, such as social backlash and other concerns, for their leadership positions?
 - Do these challenges stem from communities, households, or within groups?
- 13 | Are there groups specifically focused on the participation of women or other politically and socially marginalized groups in land and natural resource management, energy transitions, and other relevant sectors?

II. Analyzing the Barriers Women Face

Social and Cultural Norms

- 14 | What are the time and labor burdens of women and men in relation to their respective household care responsibilities?
- 15 | How does the unequal distribution of household care responsibilities hinder women's participation in:
- Use and management of land and natural resources?
 - Participation in climate-related decision-making?
 - Participation in climate-related training, capacity building, and educational opportunities?
 - Participation in the labor market?

Human and Social Capital

- 16 | How does the lack of, or limited access to the following areas contribute to unequal opportunities for participation in the labor market and the assumption of leadership positions in the climate-related sectors (check all that apply and provide data, wherever available and applicable):
- Information?
 - Training and educational opportunities?
 - Primary healthcare, sexual and reproductive health services, and nutrition?
 - Supportive care services that alleviate women's household care responsibilities (for example, childcare facilities)?
 - Social protection programs?
 - Professional networks, mentorships, and role models, particularly in the science, technology, engineering, and mathematics (STEM) fields – within the context of climate leadership?
- 17 | What concerns are experienced by women and men that may undermine or prevent their participation in climate-related sectors?
- Are there industry practices and workplace culture contributing to gender-based discrimination, sexual harassment, and gender-based violence?
 - Are there safety concerns, such as domestic violence, intimate partner violence, sexual exploitation, and sexual harassment, that hinder women's engagement in climate-related sectors?

Intersectionality

- 18 | In what ways do various social identities and statuses (such as being Indigenous, belonging to ethnic, religious, or linguistic minorities, having a disability, or being of different ages) intersect to create a compounded exclusion for women in climate-related sectors?

Access to Resources and Services

- 19 | What societal expectations influence the roles of women and men in relation to the access, use, and management of key assets and services (such as land, natural resources, and housing)?¹
- 20 | What are the informal rules and social norms surrounding women's ownership and control of natural resources and land?²
- 21 | What are the impacts of societal expectations of gender roles and informal rules and social norms on the following areas:
- Women's formal ownership of land and natural resources (for example, through land titling)?
 - Distribution of power and resources within male- and female-headed households?
 - Decision-making in the household regarding land and natural resource management (for example, adoption of climate-smart technologies)?
- 22 | What assets are required or highly desirable for using and managing natural resources for income generation, household needs, community use, and more? (This could include, for example, improved seed varieties, personal transportation, business licenses, personal identification, and safety equipment):
- Number/percentage of women and men with secure access to these assets?
 - Financial barriers to accessing these assets?
 - Specialized licensing or training required to access/use these assets?
 - How do the needs, interests, and priorities of women and men differ in relation to these assets?
 - How do these differences affect the ability of women and men to access these assets equitably?
- 23 | What are the broader implications of unequal access and ownership for women (for example, regarding their ability to earn an autonomous income, participate in community resource groups, and access financial services and benefits from programs)?

1 For example, there are gendered stereotypes associated with land and natural resource management, such as men doing labor-intensive work like timber harvesting because women are perceived to be incapable of doing this work.

2 Such rules may include the following: (a) men are supposed to make final decisions over land management; (b) a male relative is always listed on land titles for land informally controlled by women; (c) women's decision-making pertains to household gardens, while men make decisions about income-generating crops.

III. Analytics of Enabling Environment

Public Sector

- 24 | What are the key national policies, strategies, and action plans that set goals, commitments, and priorities for gender equality, women's empowerment, diversity, and social inclusion?
- 25 | In these key documents (policy, strategy, or action plan), what issues and considerations of women's climate leadership and/or climate change are included (check all that apply and provide additional data, wherever available and applicable)?
- Recognition of climate change dimensions, risks, and vulnerabilities that disproportionately affect women and girls, as well as marginalized groups?
 - Identification of climate change issues in priority sectors or thematic areas that advance gender equality and social equity?
 - Institution of measures that address gender and social inequalities related to climate change?
 - Recognition of women's empowerment, agency, and leadership as critical to climate action?
 - Other?
- 26 | Are the sectoral policies, strategies, and action plans gender-sensitive?
- Are there mechanisms to ensure the enforcement of gender-sensitive policies and practices in terms of access to land, natural resources, and service provisions?
- 27 | Is data collection and usage gender-sensitive?
- Are data and information on specific barriers identified?
 - How does the government ensure gender-sensitive data collection for informing policies, laws, and formal rules regarding access to land, natural resources, and service provision?
- 28 | Does the government practice gender-responsive budgeting (GRB)?
- Is GRB integrated into government climate coordination or mechanisms?
 - How is GRB planned and implemented by government institutions and mechanisms?
 - What gender-responsive budgeting mandates or guidelines have been instituted to guide the formulation and implementation of specific policies or practices to ensure the allocation of resources toward gender equity and women's empowerment?
- 29 | What are the specific actions undertaken in the public sector related to advancing gender equity and women's leadership at the workplace (check all that apply and provide data, wherever available and applicable)?
- Targeted policies or programs that improve the education and transitions to the labor market for women?
 - Policies or programs that address and prevent gender-based harassment in the workplace?
 - Policies or programs that address and prevent gender-based discrimination in the workplace to enable women to achieve and retain leadership positions:
 - Initiatives, supports, or subsidies in place for women (for example, maternity leave, childcare facilities, and support for work-life balance)?
 - Measures that address the gender pay gap and promote pay equity for women in leadership roles within the public sector?

- Initiatives that support the development of women’s leadership:
 - Promotion of mentorship and career development opportunities, specifically for women?
 - Policies and initiatives to promote gender diversity in elected or appointed positions on boards and senior management positions within the public sector?
- Inclusion and participation of marginalized and underrepresented groups of women (for example, considering race, ethnicity, age, sexual orientation, gender identity, [dis]ability, among others) in decision-making spaces and policy formulation?

30 | What specific actions has the public sector undertaken in relation to promoting women entrepreneurship in the marketplace, in relation to the following areas (check all that apply and provide data, wherever available and applicable)?

- Access to services, such as utilities, that addresses the needs and challenges faced by women entrepreneurs headed households?
- Provision of initiatives or subsidies that support childcare and work-life balance for women entrepreneurs?
- Incorporation of gender considerations into investments in the green economy and procurement frameworks?

31 | How has the public sector engaged in partnerships or collaborations with civil society organizations to promote gender equality?

32 | Do any of the public sector’s actions or commitments focus on women as leaders (in government, civil society, private sector, communities, households, etc.) in climate change action?

33 | What are the key sectoral policies and strategies relevant to the project?

34 | For each of those key documents (the policy, strategy, or action plan), what issues and considerations related to gender equity, women’s rights, and social equity are included? (Check all that apply and provide data, wherever applicable and available.)

- Commitment to gender equity in the preamble, objectives, or as a cross-cutting issue?
- Measures that address gender inequities in relation to sectoral issues:
 - Identification of climate change dimensions, risks, and vulnerabilities related to the sector and discussions on relevant gender dynamics?
 - Formulation and/or implementation of gender and social equity frameworks?
 - Establishment of indicators to track and assess the integration of gender and social equity?
 - Support to ensure women benefit from sectoral initiatives?
 - Promotion of women’s leadership roles in the sector?

Private Sector

- 35 | What specific actions has the private sector taken in relation to advancing gender equity and women's leadership at the workplace (check all that apply and provide data, wherever applicable and available)?
- Policies or programs that address and prevent gender-based harassment in the workplace?
 - Institution of gender and social safeguards policies?
 - Policies and programs that address and prevent gender-based discrimination in the workplace to enable women to achieve and retain leadership positions?
 - Measures that address the gender pay gap and promote pay equity for women in leadership roles?
 - Initiatives, supports, or subsidies in place for women (for example, maternity leave, childcare facilities, and support for work-life balance)?
 - Initiatives within the private sector to promote mentorship and career development opportunities, specifically for women?
 - Policies or initiatives that encourage transparency and accountability in promoting women's leadership and gender equity on boards and in executive positions?
 - Implementation of sectoral best practices to promote women's leadership?
- 36 | What is the impact of governments, civil society organizations, or other stakeholders on the private sector in advancing women's leadership and gender equity in the workplace?
- Response to related government regulations, licensing requirements, and reporting obligations?
 - Sectoral contributions to related national labor market policies and initiatives?
 - Engagement in related partnerships or collaborations with government agencies?
 - Engagement in related partnerships or collaborations with external organizations?
- 37 | What measures has the private sector implemented to integrate gender equity considerations into their environmental, social, and governance (ESG) practices and green taxonomy frameworks to foster the growth of green jobs and women's leadership in environmentally sustainable sectors?
- Establishment of gender requirements in relation to ESG reporting?
- 38 | What policies or initiatives has the private sector implemented to promote women's entrepreneurship, in terms of providing access to funding and resources for business leadership (check all that apply and provide data, wherever applicable and available)?
- Investments that target women specifically (for example, economic empowerment funds, grant access, and trainings for women's natural resource user groups)?
 - Finance?
 - Technology?
 - Training?
 - Adoption of gender-specific investment policies or strategies:
 - Use of gender-smart investing criteria?
 - Incentives for gender-lens investing/gender bonds?
 - Employment of investment vehicles that consider gender (such as gender-lens investing or gender bonds)?

Civil Society

- 39 | What actions have civil society organizations undertaken to promote gender equity and advance women's leadership internally (check all that apply and provide data, wherever applicable and available)?
- Policies or programs that address and prevent gender-based harassment:
 - Institution of gender and social safeguards policies?
 - Policies and programs that address and prevent gender-based discrimination in the workplace to enable women to achieve and retain leadership positions:
 - Measures that address the gender pay gap and promote pay equity for women in leadership roles?
 - Initiatives, support, or subsidies in place for women (for example, maternity leave, childcare facilities, and support for work-life balance)?
 - Initiatives to promote mentorship and career development opportunities, specifically for women?
 - Institution of measures to ensure equal opportunities for women to attain leadership positions?
- 40 | What measures have the civil society organizations undertaken to promote women's leadership initiatives within their communities and networks (externally)?
- What specific policies, guidelines, or initiatives have civil service organizations promoted and supported for women's leadership?
 - Policies or initiatives that promote women's leadership in grassroots and community-based organizations (for example, capacity-building programs or initiatives to enhance women's skills and capabilities in participating in business professional networks and leadership roles)?
 - Initiatives that promote gender diversity and equal representation in decision-making bodies (for example, promoting the need for specific quotas or targets to ensure women's participation in local self-governance bodies and decision-making processes)?
 - Advocacy for and engagement in policy discussions and reforms to promote the creation of spaces for women's leadership within the community and society?
 - Organization of specific advocacy campaigns or awareness-raising activities to challenge and transform gender norms and stereotypes regarding gender roles and promote women's leadership?
 - Monitoring and evaluation of the impact of their activities and interventions in promoting women's leadership and challenging social and cultural barriers?
 - What measures have the civil society organizations undertaken to ensure the sustainability and continuity of women's leadership initiatives within communities and networks?
 - Strategies adopted to mobilize resources and funding to support women's leadership initiatives and programs?
- 41 | What are the impacts of the public and private sectors on the civil society organizations' advancement of women's leadership and gender equality?
- Collaboration with other stakeholders, such as government bodies and private sector organizations, to strengthen collective efforts toward achieving gender equality and women's leadership?
 - Existence of legislation and financial support to create an enabling environment for civil society organizations, networks, and community-based organizations to effectively exercise collective bargaining power in order to promote women's leadership and gender equality?

ENDNOTES

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- 1 <https://www.climateinvestmentfunds.org/knowledge-documents/cif-gender-policy>.
- 2 In gender theory, Carole Pateman describes the dichotomy between the private and the public spheres – a central and historical argument to justify why women are relegated to the private life and men to the public life.
- 3 <https://www.bbc.com/news/science-environment-63636435>.
- 4 <https://www.wfp.org/stories/five-things-i-took-away-cop27-women-young-people-and-climate-action#:~:text=Around%20110%20heads%20of%20state,disproportionately%20affected%20by%20climate%20impacts>.
- 5 <https://www.shechangesclimate.org/>.
- 6 <https://www.equalmeasures2030.org/story/womens-representation-still-critically-low/>.
- 7 <https://iucn.org/news/gender/202111/new-research-reveals-global-progress-including-gender-nationally-determined-contributions-ndcs#:~:text=In%20this%20new%20study%2C%2078,the%202016%20IUCN%20baseline%20analysis>.
- 8 http://www3.weforum.org/docs/WEF_FOJ_Executive_Summary_GenderGap.pdf.
- 9 <https://www.bloomberg.com/professional/blog/energy-boards-lacking-diversity-trigger-climate-worry/>.
- 10 <https://www.weforum.org/agenda/2022/04/upskill-for-green-jobs-of-the-future/>.
- 11 <https://www.oecd.org/gender/data/women-in-senior-management-roles-at-energy-firms-remains-stubbornly-low-but-efforts-to-improve-gender-diversity-are-moving-apace.htm>.
- 12 <https://www.allianzgi.com/en/home/insights/outlook-and-commentary/diversity-as-an-investment-theme>.
- 13 <https://abirdseyeview.global/diversity-and-climate-action/>.
- 14 https://www.ifc.org/wps/wcm/connect/efc71c24-b75d-45fd-8d6c-73a4d2a6d04b/10953_Gender_Case_Study_LightingAsia.pdf?MOD=AJPERES.
- 15 <https://www.weforum.org/agenda/2022/11/gender-gap-energy-sector/>.
- 16 <https://www.weforum.org/agenda/2022/11/gender-gap-energy-sector/>.
- 17 <https://www.un.org/en/chronicle/article/why-organized-grassroots-women-matter-sustainable-development-rural-communities>.
- 18 See Agarwal, 1997; Ali et al., 2014; Alvarez and Lovera, 2016; Bajner, 2019; Gissi, Portman, and Hornidge, 2018; GFC [Global Forest Coalition], 2021; Killian and Hyle, 2020; James et al., 2021; Leisher et al., 2016; Meinzen-Dick et al., 1997; Nhem and Lee, 2019; Njuki et al., 2022; Pattanakiat, n.d.; Sipahutar et al., 2019; Torre et al., 2019.
- 19 See: Alvarez and Lovera, 2016; Resurrección et al., 2019; Strumskyte, Magaña, and Bendig, 2022.
- 20 See: the *Gender and Social Inclusion Strategy 2021-2023* of the Provincial Local Governance Support Programme, Government of Nepal, pp14-16 on ‘legal and policy development and reform’.
- 21 See: Aryal, 2014; Ayuttacorn, 2019; Carter, 2019; Daley et al., 2018; Penunia, 2011; Resurrección et al., 2019; Strumskyte et al., 2022; Whyte, 2014.
- 22 See: Aleke & Egwu, 2015; Dasig, 2020; Hernández, 2022; Pattanakiat, n.d; Suárez, Mosquera, and Del Castillo, 2018.
- 23 See: Agarwal, 1997; Ayuttacorn, 2019; Herbert, 2022; Penunia, 2011; Resurrección et al., 2019.
- 24 Desai and Mandal 2021.
- 25 See: Castañeda Camey et al., 2020; Global Witness, 2021; Ramos et al., 2021.
- 26 <https://www.unwomen.org/en/news-stories/press-release/2023/03/press-release-un-commission-on-the-status-of-women-reaffirms-the-role-of-technology-and-innovation-and-education-in-the-digital-age-in-accelerating-gender-equality>.
- 27 There are various efforts to address the barrier of a lack of disaggregated data in the energy sector. For example, the African Development Bank is advocating for the production of gender-specific statistics to help countries assess and address gender gaps. This would enable them to develop gender-sensitive policies (AfDB, 2021).
- 28 <https://chemonics.com/blog/safeguarding-women-and-girls-with-disabilities-during-natural-disasters-and-external-shocks/>.
- 29 Sutz (2020) outlines core principles that strengthen women’s land rights, including ensuring that women are legally empowered and have confidence and opportunity to speak out.

- 30 See: Budlender et al 2002; Elson and Sharp, 2010.
- 31 See: Badstue et al., 2020; Castañeda Camey et al., 2020; Daley et al., 2018; Dasig, 2020; Izquierdo, 2017; Kristjanson et al., 2019.
- 32 For example, the Makueni County regulations stipulate that the Ward County Climate Planning Committee includes two women's representatives, two youth representatives (both genders), and a representative of people living with a disability (Crick et al., 2019, p. 30, footnote 15).
- 33 <https://womensearthalliance.org/what-we-do/>.
- 34 <https://www.iied.org/building-women-led-community-climate-movement>.
- 35 <https://gaggaalliance.org/>.
- 36 See Crick et al 2019 for a powerful case example.

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The Climate Investment Funds
c/o The World Bank Group
1818 H Street NW, Washington, D.C. 20433 USA

Telephone: +1 (202) 458-1801
Internet: www.cif.org



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