



Submission by the Gender Office of the  
International Union for Conservation of Nature – IUCN

**Draft Guidelines  
to Mainstreaming Gender in the  
Development of National Adaptation Plans (NAPs)**

United Nations Framework Convention on Climate Change (UNFCCC)  
August 2011



The International Union for Conservation of Nature (IUCN) takes pleasure in submitting the following proposal concerning draft guidelines for the incorporation of gender in the development of National Adaptation Plans (NAPs) to the Secretariat of the United Nations Framework Convention on Climate Change (UNFCCC), following the invitation by SBI directed to Parties and relevant organizations to submit their input to the the development of draft guidelines for the elaboration of National Adaptation Plans (NAPs) by 15 August 2011.

### *Rational for Gender Mainstreaming*

Gender mainstreaming implies a logical, interconnected, coherent and comprehensive inclusion of gender perspectives into the process of designing and implementing the NAPs. There is no single best formula for identifying the entities to be created to guide and implement the planning process – each country needs to set up structures best suited to their particular situation. Gender mainstreaming has to be carried out through the effective participation of stakeholders with gender expertise within the particular structure of institutions established.

Climate change will affect all countries, in all parts of the globe. But its impacts will be distributed differently among regions, generations, age classes, income groups, occupations and genders (IPCC, 2001). The poor, the majority of whom are women living in developing countries, will be disproportionately affected.

Because climate change affects women and men differently, a gender equality perspective is essential when discussing policy development, decision-making, and strategies for mitigation and adaptation. Women are not just helpless victims – they are **powerful agents of change**, and their leadership is critical. Women can help or hinder strategies related to energy use, deforestation, population, economic growth, science and technology, and policy making, among other things.

In 2001, Parties to the UNFCCC adopted guidelines<sup>1</sup> for the preparation of national adaptation programmes of action (NAPAs) with insufficient reference to gender and gender equality. The subsequent result was that only 17% of NAPAs by countries incorporated a gender perspective, despite the fact that gender disparities remain among the deepest and most pervasive of all inequalities and, in fact, hinder the best of development efforts profoundly. Furthermore, where gender was incorporated, women were portrayed as victims and not as possible contributors to adaptation and sustainable development efforts.

The UNFCCC CoP16 held in Cancun, Mexico in November/December 2010 under the Presidency of the Government of Mexico, marked a paradigm shift in our understanding of the value of gender mainstreaming in climate change efforts and initiatives and should henceforth be built upon.

### *Parties' Obligations to Gender Mainstreaming*

The NAP should respond to the legal framework from a gender perspective that country has developed and signed. Gender has been the subject of much attention by the international human rights community.

The importance of mainstreaming gender for realization of human rights, sustainable development and/or poverty eradication has been recognized in a series of international instruments agreed to which Parties to the UNFCCC are signatories. These include, amongst others, Agenda 21 (United

---

<sup>1</sup> 8<sup>th</sup> Plenary Meeting of the UNFCCC, dated 10 November 2001 (Decision 28/CP.7, reference FCCC/CP/2001/13/Add.4, page 7 - 13)

Nations Conference on Environment and Development, 1992); the World Conference on Human Rights (1993); the Beijing Platform for Action (Fourth World Conference on Women, 1995); the 1997 Convention on the Elimination of All Forms of Discrimination Against Women; the Millennium Declaration (2000).

It is therefore fundamental that the NAP-process acknowledges the international and national policies and laws such as women rights chapters and national women programs, regulations and rules, thus promoting:

- (i) the equitable use, management and control of natural resources;
- (ii) disaster risk reduction
- (iii) equitable participation in decision making
- (iv) equitable distribution of benefits that the country has signed; and
- (v) other constitutional mandates.

The majority of nations affiliated with the UN have ratified the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). This Convention compels governments to take positive action to prevent discrimination towards women. This includes the need to ensure the full and effective participation of women in decision-making processes in an equal manner to men. The principles of CEDAW are increasingly finding their way into national constitutions, laws and other policy frameworks. The Convention has also been called upon to help resolve cases involving discrimination against women in courts around the world.

It is also important to recognize that the Parties to the UNFCCC already recognized the importance of gender in the Cancun Agreement. The Cancun Agreement is the first global policy on climate change that includes references to gender. These references extend across critical areas of negotiations: the shared vision, adaptation, REDD+, mitigation, technology, capacity building, as well as in the preamble.

## **MAINSTREAMING GENDER INTO NATIONAL ADAPTATION PLANS**

### ***I. Concept/Planning Phase***

#### *Institutional Structure*

There are some key considerations in the design of the institutional structure that are considered as minimum requirements for successful mainstreaming of gender. It is advisable that at least one institution participating in the NAP process should have an explicitly stated organizational mandate for gender mainstreaming.

#### *Steering Committee*

It is essential to ensure the presence of - and commitment to - gender equality at the highest political level in the development of NAPs. Indeed, the Ministry of Women's Affairs or equivalent institution and principal organizations dealing with gender equality should be included in the Steering Committee in order to ensure that gender equality becomes an integral dimension of the strategy and action plan development. The inclusion of such organizations brings multiple benefits: these organizations supply

data and information on the situation of women; they ensure harmonization of NAPs with other gender-related governmental policies; they enable a closer relationship with national and local organizations and networks working on gender; they ensure a “top-down effect” – gender being part of the high-level guidance that will impact the whole process of NAP development.

#### **CHECK LIST**

##### **1. Key considerations in the design of the institutional structure and institutional capacity**

- Does the senior management demonstrate commitment to gender equality?
- Is the equitable participation of women within the institutional structures ensured?
- Is there a balanced representation of women and men in the senior management?
- Are relationships established with specialized organizations dealing with gender equality?
- Is gender tailored training provided for staff?
- Is sufficient gender expertise and allocation of human and financial resources ensured?
- Whether, and which, gender guidelines are used.
- Are gender criteria for monitoring and evaluation applied?

##### **2. Principal planning entities and individuals**

- Does the Steering Committee include: (1) representatives of the Ministry of Women’s Affairs or equivalent, (2) representatives of the main NGOs dealing with gender equality, (3) an equitable number of women and men?
- Is the National Project Director: (1) “gender-sensitive”, (2) supported by gender experts?
- Is the national Project Manager/Lead Consultant: (1) “gender-sensitive”, (2) supported by gender experts?

#### *Stocktaking and Assessment*

It is necessary to consider not only carrying out an inventory of the adaptation components of each country, but also to include information about the economic, social and cultural relations which determine the rapport of different social groups, such as women and men, and to their environment.

Gender-responsive stocktaking and assessment should reveal existing inequities between men and women in their relations with the components of adaptation, and bring into focus those areas recognized as the women’s domain, which have traditionally been invisible or neglected by strategy planners. Stocktaking, as a functional part of strategy development, should identify problems, needs and potentials whereby the adaptation plan can be based on and facilitate the adoption of decisions which contribute to achieving equality, as well as a sustainable, effective and efficient national adaptation plan.

#### *Disaggregated Data by Sex*

The disaggregation by sex of qualitative and quantitative data is a prerequisite for gender-sensitive stocktaking and assessment. However, accurate data are often neglected. Until now, the work on gender statistics in preparing NAPAs has been largely confined to demographic data alone.

Sex-disaggregated data means data that are cross-classified by sex, presenting information separately for women and men, boys and girls. Incorporating data disaggregated by sex has the following advantages:

- (1) It highlights the different conditions of women and men, including changes over time;

- (2) Allows the impacts of national adaptation plans on women and men to be identified and tracked;
- (3) Enables options to be developed that are effective and beneficial for both women and men;
- (4) Allows resources to be allocated in a fairer way for both women and men; and
- (5) Supports gender-responsive evaluation and monitoring.

In fact, there is a clear need for a more systematic approach to gathering data that genuinely describes women's needs and priorities in the area of adaptation. Such data should be obtained from the communities themselves. It is essential to overcome the general assumption that women are in agreement with men which often leads to a failure to search for and systematically include their opinions. However, merely disaggregating data by sex is insufficient because the conceptual framework and instruments themselves are gender-biased.

What is needed is a thorough revision of the data collection framework and processes from a gender perspective and a systematic inclusion of gender considerations into each specific data collection instrument.

#### CHECK LIST

##### 3. Gender-Responsive Stocktaking and Assessment

*Does the stocktaking and assessment provide information on the following?*

- Data on the use of and access to biological resources, disaggregated by sex – what is used by whom, by women or men?
- Data on the differentiated impacts of disasters amongst women and men;
- Data on gender-based differentiation in disasters and other vulnerabilities;
- Determine the vulnerability of women and men to the risk;
- Map and document the gender differentiated vulnerabilities (i.e. physical, social, economic, cultural political and environmental);
- Identify the capacity and available resources for managing and reducing vulnerability;
- Include the traditional knowledge and perception of women in the analysis and evaluation of the characteristics of key risks;

##### 4. Basic Considerations for Data Disaggregated by Sex

- Are all statistics on individuals collected and presented disaggregated by sex.
- Have specific efforts been made to identify gender issues and to formulate concepts and definitions that capture the differences between women and men in all aspects of their lives?
- Do data collection methods take into account stereotypes and socio-cultural factors that obstruct the collection of gender-sensitive data?
- Is the equitable participation of women in data-collecting activities ensured?

#### *Plan Development*

Gender-responsive stocktaking and assessment of national adaptation elements provide necessary information regarding the relations of women and men with the components of adaptation. However, the information gained from stocktaking is a tool rather than an end in itself. Essential entry points for gender mainstreaming in the strategy development process are:

1. Including gender equality as one of the cross-cutting objectives of the national adaptation plan; and

## 2. Conducting participatory strategy development with the equitable involvement of women.

### *Composition of the Planning Team*

Since the action plan will elaborate on the type of activities to be carried out, it must involve organizations and individuals with gender expertise. Each of the strategy elements or themes require different knowledge in terms of gender. The most effective way of including gender in identifying the activities is to ensure the presence of one gender expert for the whole development process who can further identify the governmental and non-governmental organizations to be consulted with on each theme.

### *Overall Budget*

Budget is one of the most important indicators of any commitment made by decision makers. In developing the action plan, the planning team has to dedicate resources to enhance the promotion of gender equality. Gender-sensitive budgeting implies, first, analysis of the budget of all activities proposed to determine the differentiated impact on women and men of the budget; second, re-allocation of resources to achieve gender equality outcomes from the actions planned.

#### **CHECK LIST**

##### **5. Overall budget**

- Is gender budgeting applied?
- Are the differentiated impacts of the budget identified for women and men?
- Are the resources allocated to achieve gender equality outcomes.
- Are the necessary resources dedicated to gender mainstreaming at the organizational level?

## **II. Engagement Phase**

### *Cross-Cutting Issues*

It must be made clear to all potential NAP users that gender, as with climate change, is a cross-cutting issue. Conceptual clarity on gender is very important. Cross-cutting issues are those that impact in more than one field. Indeed, cross-cutting issues require action in multiple fields. In terms of adaptation thus it has to be integrated into all areas and strategy elements of the NAP.

Beyond emphasizing that it is a cross-cutting issue, two other aspects should also be highlighted, however:

- (1) Gender brings about increased efficiency, effectiveness and sustainability of climate change and other sustainable development efforts; and
- (2) Second, the goal of gender mainstreaming is to empower women and reduce existing inequalities.

#### **CHECK LIST**

##### **6. Gender as a Cross-Cutting Issue**

- Is gender included in the NAP as one of the cross-cutting issues?
- Is conceptual clarity on gender ensured?

- Is convincing argumentation presented?

### *Participation*

As regards participation, it is absolutely necessary to define its meaning: “participation is a social process through which the various members of the population, on behalf of their own interests (class, group, gender, among others), participate either directly or through their representatives, in the implementation of the various aspects involved in community life”.

The participation of women brings about the following main benefits: (1) understanding what kinds of activities are carried out by women, (2) understanding the needs and interests of women; and (3) incorporating the knowledge possessed by women.

One of the most significant inequalities between women and men is the lack of female participation in decision-making processes related to their lives and communities. It is frequently assumed that women are in agreement with community leaders or that one single woman, such as the wife of a community leader, can represent all women. Participatory strategy design means bearing in mind that communities are not composed of one homogenous group and differences exist also among women. It is necessary to make clear that the presence alone of women does not guarantee the benefits of participatory strategy development if their opinions, needs and interests have not been expressed, considered and taken into account.

### *Commitment at the Highest Level*

The Presidency or another relevant delegated authority such as, for example, the Ministry of Women’s Affairs or an equivalent entity should be actively involved in the plan development activities. As gender is a cross-cutting issue, where needed, a gender expert should also have the mandate to engage in discussions with other relevant ministries.

The development of the national adaptation plan also involve the introduction of new and the amendment of existing, policies, laws and institutional mandates. These new regulatory activities provide the chance to include gender equality and equity as objectives. Doing so will enhance the coherence between the different sectors and contribute to the adoption of a comprehensive gender approach.

The representation of women is required both from the regions and from the capital including participants from the governmental, civil and business sector. As all parties, women must have the possibility to present their views about the different options. Conducting a gender analysis should be a prerequisite for examining policy alternatives in the formulation of the national adaptation plan. It must be understood that gender considerations are not some extra that can or cannot be done, but an essential prerequisite for efficiency and sustainability. Therefore, gender should be one of the main criteria in evaluating the options and not a marginalized issue.

## **CHECK LIST**

### **8. Representation at Workshops**

- Is the representation of women ensured both in national and regional workshops, and female participants drawn from the governmental, civil and business sectors?
- Is gender equality one of the major criteria for the evaluation of options and conditions for approval?

### *Identification of Stakeholder Groups*

Women should be considered as one of the major stakeholder groups with equal importance compared to that of men. In research, women's groups should be identified and contacted at a local level. It also implies taking into account the traditional "spaces of women", e.g., schools, water points, and agricultural land. Women's organizations can be of significant help when approaching local women, extracting information/data and obtaining political buy-in at the local level.

The individuals and institutions invited should include the main interest groups in areas concerning climate change. From a gender perspective, this must include representatives from the governmental sector (the Ministry of Women's Affairs, gender focal points of other ministries such as agriculture, environment, etc. or an equivalent entity) and from the civil society organizations focusing on gender equality and associated sectors, such as agriculture, water management, disaster risk reduction, etc.

#### **CHECK LIST**

##### **8. List of Potential Stakeholders with Gender Expertise**

*Are the following organizations invited?*

- Gender focal points in other ministries or departments;
- Development partners with a gender-equality mandate;
- A governmental or independent economist with gender expertise;
- Male and female representatives of private-sector interests;
- An umbrella organization of women's NGOs;
- NGOs or lobby groups with gender expertise;
- Any NGOs or community groups that represent men's gender interests;
- Relevant sectoral or "special interest" NGOs that have an interest or experience in gender issues;
- Human rights groups or advocates;
- Think-tanks or policy analysts with experience and expertise in gender issues; and
- Academics or researchers from university Gender Studies Department(s).

Women representatives should be selected to participate in the dialogue and their participation should be supported by equity measures, if necessary (e.g., preparation for the activities, training, capacity building, childcare assistance, security, transport, an enabling environment, etc.).

Standards of gender equality and -equity require women's participation in all fora. The facilitator has to underline the importance of the participation of women and ensure that they can present their views and participate in the discussions. Ensuring women's participation means that their views should be taken into account and be visible in the plan adopted.

#### **CHECK LIST**

##### **9. Selection of Women's Representatives at Workshops**

- Have representatives of women's groups been selected to participate in workshops?
- Is the participation of representatives of women's groups supported?
- Are women's groups represented?
- Is proper consideration and attention given to the representatives of women's groups?



- Are the views of women being discussed and reflected in the text adopted?
- Is gender balance in the workshops ensured?
- Is the participation of women supported?
- Have the necessary equity measures been adopted?

### *Capacity Building of Women's Groups*

The capacity of women and women's groups must be strengthened to allow them to take informed decisions, align efforts and impact national and international mechanisms that result from the NAP.

#### **CHECK LIST**

##### **10. Build the Capacity of Women Groups to Engage Meaningfully in the NAP Process**

*Have the Following Actions Been Taken to Ensure Meaningful Participation by Women?*

- Build the capacity of women- and associated umbrella organization to engage optimally. The purpose of the capacity building process is to serve as a decision support tool for women to choose appropriate entry points that will enhance efficiency and effectiveness of the NAP.
- Conduct training with women and women organizations at the required level. Women's needs, -perspectives and -strengths in climate change adaptation will be recognized and collected for use in furthering the understanding of the importance of gender in the NAP.
- To provide national and local women's groups with a platform for dialogue, exchange of experiences, and the development of best practices, that link strategically with elements of the NAP.
- Facilitate open spaces for constructive dialogue with decision-makers so that women's needs, -perspectives and -strengths as agents and leaders of change in climate change action are taken into account.

### **III. Drafting/Elaboration Phase**

#### *Stages and Steps of Plan Development*

The process of plan development and participatory methodologies to be applied at the time of elaboration of the plan might be very different from country to country, as the needs and priorities of a small island or a federal state cannot be the same.

However, the steps presented here can be adapted to these particular needs. Concerning the first multi-stakeholder workshop, two questions are crucial from a gender perspective: (1) setting the objectives and priorities of the NAP; and (2) inviting organizations with expertise on gender and participation of women's groups.

#### *Priorities and Objectives*

Identifying priorities and objectives is of critical importance as the plan can be seen as the road to achieving this set of objectives: experience shows that there is little if any hope that the national adaptation plan will promote gender equality if it is not explicitly stated.

As gender is not a separate strategy element, but a cross-cutting issue that should be integrated into all elements and sectors, it is essential to include it amongst the priorities and objectives and clearly state its cross-cutting nature in the text. Information gathered on gender inequalities should be presented as part of the socio-economic background in relation to plan elements. The goal is to

translate the findings of the stocktaking phase on inequalities between women and men into objectives promoting gender equality. It is very important that the definition of national priorities and plan elements is as participatory as possible. It is necessary to reach consensus on the objective of gender equality and to make clearly understood the reasons behind its introduction in order to gain the support of all stakeholders.

#### **CHECK LIST**

##### **11. Stakeholder Consultation with a Gender Perspective**

- Stakeholder participation – Is the effective participation of women ensured for a better identification of the problem(s)?
- Are women involved in analyzing the direct and indirect causes of the problems?
- Do women have a say, as one of the main stakeholder groups, in defining the objectives?
- Are women involved in identifying the possible options for achieving objectives?
- Do women’s needs and interests receive the same consideration as those of men in analyzing the advantages and disadvantages of the options?

At the appropriate time the full planning team should meet to review the workshop results. If gender considerations were taken into account during the whole planning phase, the inclusion of a gender perspective is not difficult at this juncture.

#### **CHECK LIST**

##### **12. Finalizing the National Adaptation Plan**

- Is a systematic approach for the inclusion of gender applied?
- Is gender equality taken into account in elaborating the “general” sections?
- Has sex-disaggregated data been used?
- Do all strategies directly or indirectly address gender inequalities?
- Has gender-sensitive language been used?

#### *Systematic Consideration of Gender During the Finalization of the Text*

It is essential to understand that gender mainstreaming should not consist merely of mentioning some organizations with a gender equality mandate as stakeholders or by adding a single sentence on gender mainstreaming. Therefore, when writing the text of the national adaptation plan, at each section the following questions must be asked: “Where is the gender perspective? Do the proposed strategies and actions promote gender equality or worsen existing gender gaps?”

If this process was followed, the planning team has the necessary information at its disposal to meet climate change, sustainability and gender equality objectives.

#### *Making Use of the Sex-Disaggregated Data Provided by Stocktaking*

The stocktaking-phase should be presented rigorously using the sex-disaggregated data within each sectoral element of the plan, as far as possible. Unfortunately, such complete data are not always available. In such cases, the stocktaking-phase has to identify the gaps in the data where they occur.

Results have to be presented in such a way that they identify problems that can be turned into solutions.

### *Gender-Sensitive Language*

A very important issue that gender-responsive strategy planners should keep in mind is the language used within the NAP. It is impossible to mainstream gender into NAPs that neglect women in the language. Using terminology such as “local populations” and “people” hides the differences between women and men.

Using the terms “women”, “men”, “girls” and “boys” brings them to the fore, and prevents the very significant differences in terms of opportunities, rights and obligations based on gender and age from being ignored. The other aspect of the language used in the NAP is to make careful use of such categories as “women and children” or “women and other marginalized groups”. Such language can undermine women being considered as important actors and agents of change in terms of adaptation.

### *Content of the NAP*

This section shows how to adopt a systematic approach in incorporating gender into the text of the NAP. Gender should be visible in strategic parts of the document in a comprehensive manner. A brief description of the methodology followed in developing the NAP is generally provided in the text. From a gender perspective, this section of the NAP is expected to explain and show how the necessary gender expertise was ensured throughout the whole planning process.

The success of national adaptation policies greatly depends on the careful choice of the institutions and individuals who will conduct the planning process, including from a gender perspective. Therefore, stakeholder analysis and capacity assessment have to identify institutions that have the resources, necessary expertise, interests and legitimacy to provide an input on gender.

A brief presentation on the country is given in most NAPs including information on the geographical context, historical background, legal framework, population, socio-economic and cultural aspects, etc.

Gender-based inequalities relevant to adaptation policies should be included, such as economic participation, access to material and non-material resources, educational attainment, health status, as well as political empowerment and representation in decision-making structures. The inclusion of such information highlights the gender dimension of the socio-economic context.

#### **CHECK LIST**

##### **13. Country Presentation: Basic Data about the Population Disaggregated by Sex**

- Does the country presentation include information about the population disaggregated by sex (on issues such as economic participation, political participation, education, etc.)?

##### **14. National and International Legal Instruments**

*Are the following instruments included?*

- National constitution;
- “Equal treatment/Non-discrimination Acts”;
- Convention on the Elimination of All Forms of Discrimination against Women;
- Beijing Declaration and Platform for Action;

- Millennium Declaration

#### **15. Other relevant national policies to gender and climate change**

*Are the following policies included?*

- Policy on gender equality;
- Policy on poverty;
- Policy on population issues;
- Policy on development cooperation;
- Policy on access to information and participation.

At this point it is highly recommended to make reference to the national constitution if gender equality is included, to national “Equal treatment/Non-discrimination Acts”, and the national policy on gender equality, including past and on-going actions.

It is also important to mention international commitments taken by the country under e.g., CEDAW, the Beijing Declaration and Platform for Action, the Millennium Declaration. Other policies relevant to conservation should also be mentioned, such as national policies on poverty, population, or development cooperation. It is an issue of coherence, complementarity and coordination between the various national and international instruments and policies.

#### **IV. Implementation Phase**

A plan by itself is of little use unless it is put into action. In order to make it reality it needs to be fleshed out with concrete measures.

Based on a gender-responsive plan, it is essential, at this point, to identify those activities that are able to meet the objectives of the national adaptation plan and promote gender equality by empowering women. In the process of analyzing the different activity options, the promotion of gender equality should be a prerequisite.

##### *Identifying the Set of Activities*

The phase of identifying activities must be directly linked to the objectives of the national adaptation plan; including the goal of promoting gender equality. The conceptualization and formulation of activities have to be based on data disaggregated by sex and include the clear objective of promoting gender equality. In the conceptualization phase, activities should be developed that empower women and are most accessible to them. The promotion of gender equality has to be one of the main requisites for approving activities.

#### **CHECK LIST**

##### **16. Identifying the set of activities**

- Is all the background information used disaggregated by sex (age, ethnic origin, etc.)?
- Is the gender dimension considered?
- Is the necessary gender expertise ensured?
- Is the promotion of gender equality one of the requisites for approving an activity?

### *Priority setting*

Priority setting of the activities is recommended in the guidance provided by CoP. However, the priorities of women and men often differ. It is therefore necessary to base the priority assignment of each activity on the sex-disaggregated data gathered during the phase of stocktaking about women's needs, interests and visions in order to avoid the prioritization of exclusively male agendas. At this point the qualitative data gathered during the stocktaking phase has particular importance.

#### **CHECK LIST**

##### **17. Priority setting**

- Is the priority setting based on qualitative and quantitative data that genuinely reflect women's needs and interests?
- Were organizations representing women briefed during priority setting: (1) Ministry of Women's Affairs or equivalent; (2) NGOs dealing with gender equality?

### *Plan of implementation*

It is important to give some guidance for the implementation of the action plan in order to ensure that gender mainstreaming will also be carried out at project and programme levels. This part of the implementation plan is the necessary bridge in terms of gender between the action plan and the actual implementation at programme/project level.

The NAP should make a requisite of the inclusion of a gender perspective in any programme/project related to the strategy. Moreover, the establishment of a gender expert list could greatly contribute to the success of gender mainstreaming at programme/project level as it provides the implementers with a ready answer to where to start their work related to gender.

#### **CHECK LIST**

##### **18. Plan of Implementation – List of Requirements to be Included**

- Objectives: promotion of gender equality is a prerequisite of all programmes/projects;
- Stakeholder participation: (1) ensuring that stakeholders dealing with gender equality are involved; (2) ensuring that all other implementing partners are committed to gender equality;
- Project staff: gender balance in programme/project staff is ensured;
- Financing: as regards funding from government resources, gender should be a prerequisite for approval;
- Role and list of experts: list of gender experts that can be used later at programme and project level.

### *Gender mainstreaming into the text of action plans-identifying entry points*

After taking into account all the gender-related considerations of the action plan, such considerations have to be visible in the action plan. Each activity description in the action plan should include the following elements: title of the activity, objective of the activity, context, description, implementing institutions, length of activity and budget.

## **V. Monitoring and Evaluation Phase**



As to monitoring and evaluation, national adaptation plans have to include the development of participatory approaches which are able to assess both quantitative and qualitative developments and track the successful implementation thereof and ensure that all gender issues are covered adequately.

#### **CHECK LIST**

##### **19. Monitoring and Evaluation**

- Are gender-specific indicators developed in collaboration with women groups and applied effectively?
- Has the specifically required gender expertise been ensured to monitor and track progress on the NAP?

#### **Further Information:**

##### **IUCN Gender Office**

Contact: Lorena Aguilar  
Senior Global Gender Adviser  
Email: [lorena.aguilar@iucn.org](mailto:lorena.aguilar@iucn.org)

<http://www.genderandenvironment.org>