



# Gender and Climate Change Adaptation Toolkit

## UNDP Somalia

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## Abbreviations and acronyms

AF	Adaptation Fund
AfDB	African Development Bank
CCA	Climate change adaptation
CCCM Cluster	Camp Coordination and Camp Management Cluster
CDKN	Climate and Development Knowledge Network
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIF	Climate Investment Funds
CIFOR	Center for International Forestry Research
CSOs	Civil society organisations
EAJ	Expanding Access to Justice
FAO	Food and Agriculture Organization for the United Nations
GBV	Gender-based violence
GCF	Green Climate Fund
GEF	Global Environment Facility
IDPs	Internally Displaced Persons
IFRC	International Federation of Red Cross and Red Crescent Societies
IISD	International Institute for International Development
IUCN	International Union for Conservation of Nature
MoECC	Ministry of Environment and Climate Change
MoWHRD	Ministry of Women and Human Rights Development
NAP	National Adaptation Plan
NAPA	National Adaptation Programme of Action
NDC	Nationally Determined Contribution
ND-GAIN	Notre Dame-Global Adaptation Index
NEPAD	New Partnership for Africa's Development
OECD	Organisation for Economic Co-operation and Development
PWD	Persons with Disabilities
SIDRA	Somali Institute for Development and Research Analysis
SOYVA	Somali Youth Volunteers Association

SSWC	Save Somali Women and Children
UN	United Nations
UNCCD	United Nations Convention to Combat Desertification
UNDESA	United Nations Department of Economic and Social Affairs
UNDP	United Nations Development Programme
UNDRR	United Nations Office for Disaster Risk Reduction
UNECA	United Nations Economic Commission for Africa
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIDO	United Nations Industrial Development Organization
UNITAR	United Nations Institute for Training and Research
USAID	United States Agency for International Development
WEDO	Women and Environment Development Organization
WFP	World Food Programme
WGC	Women and Gender Constituency

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## **Background**

The Gender and Climate Change Adaptation (CCA) Toolkit was developed under the Green Climate Fund (GCF) National Adaptation Plan Project, which is being implemented by the United Nations Development Programme (UNDP) in consultation and collaboration with the Somalia Ministry of Environment and Climate Change (MoECC). The main outcomes of the project include:

- Strengthening institutional coordination and capacity for adaptation planning and implementation at the federal level.
- Enhancing technical, institutional, and managerial capacity for adaptation planning at the state level.
- Mainstreaming CCA considerations in investment planning processes.

The contents of the toolkit were informed by an extensive desk review of best practices and methodologies for gender inclusive CCA programmes and projects, as well as stakeholder consultations and surveys and a validation workshop with the Somalia Ministry of Women and Human Rights Development (MoWHRD).

## **Acknowledgements**

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# Introduction

Somalia is the second most climate-vulnerable country in the world and one of the least ready to effectively adapt to climate extremes.<sup>1</sup> Changes in rainfall patterns and severe and prolonged drought – the country’s worst in over 40 years – has resulted in widespread water scarcity, food insecurity, environmental degradation, and displacement for millions of people.<sup>2</sup> Over 43,000 people died in 2022 due to drought-related impacts,<sup>3</sup> and it is estimated that 8 million people in Somalia will require water and sanitation humanitarian aid in 2023 to cope with the drought and associated livelihood loss.<sup>4</sup> Moreover, climate change is acting as a threat multiplier for the decades-long instability and conflict in Somalia, interacting with and exacerbating the devastating social, economic, and environmental impacts of the war.

Somalia consistently ranks among the lowest countries in terms of progress on gender equality globally, with high maternal and infant mortality rates, high prevalence of early child marriage and other forms of gender-based violence (GBV), and low educational attainment and literacy rates among women and girls.<sup>5</sup> The compounding impacts of ongoing conflict, severe drought, and recurrent floods are widening the already vast gender gaps in Somalia, including in access to healthcare, education, and income and freedom from violence. Recent reports note that drought and conflict conditions are contributing to more girls dropping out of school,<sup>6</sup> a rise in early child marriage and related female genital mutilation,<sup>7</sup> and increased rates of sexual violence and exploitation against displaced women and girls,<sup>8</sup> as well as significant threats to and loss of income for women working in climate-sensitive sectors.<sup>9</sup>

**Social and cultural gender norms in Somalia significantly shape how individuals experience climate change** – with women and girls often experiencing disproportionate negative impacts without equal social, economic, and political support for their adaptive capacity and wellbeing. Climate change poses a distinct and formidable threat to women in Somalia, but they also have a key role to play in climate change action. According to the Somali Women’s Charter (2019), “sustainable development and resilience can only be achieved if women and girls are empowered to equally contribute to the resolution of climate change problems and their differential experiences are fully addressed.”<sup>10</sup>

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<sup>1</sup> [Notre Dame-Global Adaptation Index \(ND-GAIN\)](#) (2022)

<sup>2</sup> [United Nations Children’s Fund \(UNICEF\)](#) (2023)

<sup>3</sup> [Anna](#) (2023)

<sup>4</sup> [UNICEF WASH Cluster](#) (2022)

<sup>5</sup> [Somalia National Bureau of Statistics](#) (2022); [UN Women and UNFPA](#) (2020)

<sup>6</sup> [CARE Somalia](#) (2022)

<sup>7</sup> [United Nations Population Fund \(UNFPA\) Somalia](#) (2022); [Croome and Hussein](#) (2020)

<sup>8</sup> [UN News](#) (2021)

<sup>9</sup> [Hassan](#) (2023)

<sup>10</sup> [MoWHRD](#) (2019), p. 3

# Gender and CCA toolkit

Climate change adaptation (CCA) programming and projects can help to address the consequences of conflict and climate change, but these efforts must recognize the clear links between climate change and gender norms and roles to effectively meet the needs of the Somali people. This **Gender and CCA Toolkit** was developed for the Somalia Ministry of Environment and Climate Change (MoECC) to support planning and implementation of gender inclusive CCA projects and programmes. The guidance and methods included in this toolkit can also be useful for other line ministries, decision makers, and practitioners in the CCA and/or gender and social inclusion spaces to inform their work and strengthen gender inclusive CCA.

**This toolkit is designed to be a practical resource to support gender mainstreaming and gender-responsive approaches when designing, planning, and implementing CCA programmes and projects.** The toolkit can also be a reference guide for definitions and concepts and a range of resources available on gender mainstreaming in climate change action. The toolkit contains six sections:

- I. **Background on gender and climate change** provides an overview of key concepts and terms related to gender and the linkages between gender and climate change, as well as an overview of challenges to gender inclusive CCA in Somalia.
- II. **Identifying and strengthening the enabling environment for gender inclusive CCA projects and programmes** reviews various aspects of an enabling environment on gender and climate change that can facilitate effective gender mainstreaming and that programmes and projects can seek to improve for long-term inclusive outcomes in current and future programming.
- III. **Conducting a gender analysis for CCA projects and programmes** includes an overview of domains included in a gender analysis and provides guiding questions for conducting an analysis for CCA programmes and projects.
- IV. **Developing a gender action plan to support implementation and monitoring of gender inclusive CCA projects and programmes** focuses on the importance of a gender action plan and developing gender and climate change indicators for CCA programmes and projects.
- V. **Assessing gender mainstreaming in CCA programmes and projects** provides a list of guiding questions for practitioners and technical experts to assess gender mainstreaming in CCA programmes and projects and strategize areas for improvement.
- VI. **List of additional resources** from different organizations and institutions on gender and climate change, gender mainstreaming guidance and tools, and gender-responsive approaches. These resources can be used to build understanding and capacity on different aspects of the toolkit contents.

## ***Methodology***

This toolkit was developed through an extensive desk review of existing tools, guidance, and research on gender and climate change, as well as the knowledge and experiences of the authors on mainstreaming gender in CCA programmes and projects. Additionally, a survey was sent to representatives from national government, academia, and civil society organisations (CSOs) in Somalia and several key informant interviews were conducted with representatives from MoECC and MoWHRD to gain insight on gender and climate issues and opportunities in Somalia. Some of the findings from the survey are included in Annex 1 and from the interviews in Annex 2. To validate the contents of the toolkit, a workshop was held with MoWHRD representatives who provided information and feedback, and some of the discussions and points from the workshop are referenced directly in boxes in Section 3.

# Section 1: Background on gender and climate change

## Gender terminology and concepts

The following terms and concepts<sup>11</sup> are used throughout this toolkit and are often used in policies, programmes, and projects focused on gender equality and women's empowerment. These terms and concepts are useful for navigating guidance on gender inclusive approaches in sustainable development and CCA. As many of these terms relate to one another, they are not presented in alphabetical order but in an order that builds on previous definitions.

**Sex.** Biological characteristics, such as reproductive systems and secondary sex characteristics, often distinguished as male, female, or intersex.

**Gender.** Sociocultural expectations, roles, and behaviours associated with being a man or woman. Gender is socially constructed and expressed within a cultural context through various behaviours, mannerisms, and appearances. This means gender is highly specific to a particular context at a given time – and the roles, behaviours, and activities deemed acceptable for women and men within these contexts can change over time.

**Empowerment.** The process of a person gaining power and control over their own lives. Individuals, cultures, societies, and institutions create and support the conditions for empowerment to occur. This can involve raising awareness of rights, building self-confidence and life skills, increasing access to and control over resources, and other actions to transform structures and institutions to be more equitable and accessible.

**Gender equity.** Treating women and men fairly, *according to their respective needs*. This can include equal treatment, but also distinct forms of treatment or measures that compensate for historical and structural disadvantages that prevent women and men from accessing or enjoying the same opportunities. Equity leads to equality.

**Gender equality.** Equal rights, responsibilities, and opportunities for all. Gender equality does not mean making everyone the same - it means that people of all genders are recognized and celebrated and that their wellbeing and prosperity are not dependent on whether they are a man or a woman. Gender equality is both a human rights issue and a precondition for and an indicator of sustainable people-centred development.

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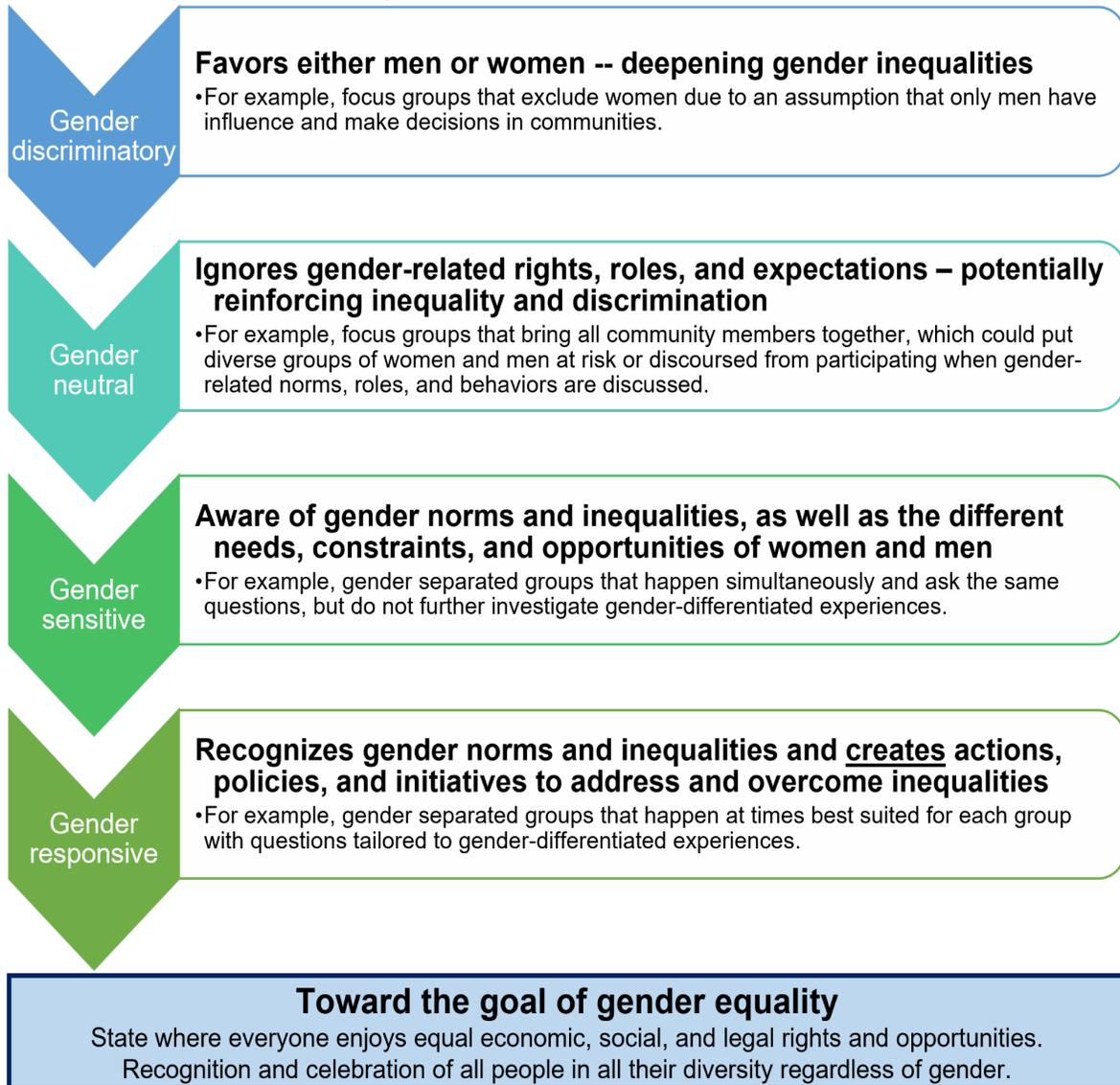
<sup>11</sup> Sources for definitions are from International Union for Conservation of Nature ([IUCN](#)) (2021); [Jost et al. \(2014\)](#); and [National Adaptation Plan \(NAP\) Global Network and United Nations Framework Convention on Climate Change \(UNFCCC\)](#) (2019).

**Intersectionality.** Recognizes the interconnected nature of social identities, such as age, ethnicity, gender, sexuality, indigeneity, disability, and class, and how they influence experiences of disadvantage and/or privilege. An intersectional approach recognizes that different strategies are necessary for achieving gender equality among people of the same gender who hold different social identities (e.g., women with disabilities, indigenous men and women, etc.).

**Gender mainstreaming.** The process of ensuring that women's and men's concerns and experiences are addressed in the design, implementation, monitoring and evaluation of programmes and projects. Gender mainstreaming ensures women and men can benefit equally and that inequality is not continued or promoted. The goal of gender mainstreaming is gender equality. Gender mainstreaming in programmes and projects requires first examining and understanding context-specific gender dynamics and inequalities. Then, using that understanding, designing and implementing gender-sensitive or -responsive approaches. Without an understanding of gender dynamics and inequalities, programmes and projects may be gender discriminatory or gender neutral (see Figure 1).

**Figure 1: Gender approaches continuum<sup>12</sup>**

Moving from gender discriminatory to gender-responsive approaches to promote gender inclusive outcomes in programmes and projects.



<sup>12</sup> Adapted from Box 2 in [UNICEF](#) (2019)

## Why does gender matter for CCA?

**Women and men are affected by climate change in different ways.**<sup>13</sup> Their unique experiences, vulnerability, and adaptive capacity to climate change vary based on gender norms and access to social, economic, and legal resources and capital. These include assets like income, land, education, healthcare, rights, and representation, among others that can be loosely categorized into the following forms of capital:<sup>14</sup>

- **Natural capital:** land, water, trees, livestock, etc.
- **Human capital:** education, knowledge, skills, motivation, time, health, and nutrition.
- **Financial capital:** savings, credit, and insurance.
- **Social capital:** institutions and networks of relationships that facilitate or enable engagement, participation, and inclusion (including aspects of sociocultural norms, laws, and institutional arrangements).
- **Physical capital:** production and processing inputs, technology, and infrastructure (e.g., power, water, sanitation, roads, information and communications, etc.).

Because women and girls are more constrained by discriminatory gender norms and experience more gender-related barriers to accessing vital resources, they are generally more vulnerable to climate change impacts with fewer social, economic, and legal resources to build adaptive capacity and cope with impacts (see Box 1).<sup>15</sup> Gender-based discrimination and inequalities also restrict women's access to the decision-making spaces where climate-related issues, priorities, and strategies are developed. Furthermore, the impacts of climate change reinforce gender-based discrimination and inequalities, which increases climate vulnerability in a cyclical manner.<sup>16</sup>

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<sup>13</sup> [Amorim-Maia et al. \(2022\)](#); [Ogisi and Begho \(2023\)](#)

<sup>14</sup> [Ankrah et al. \(2023\)](#); [Bailey, McCleery, and Barnes \(2019\)](#); [Elizondo \(2017\)](#); [Goodwin \(2003\)](#); [Nyahunda and Trivangasi \(2021\)](#)

<sup>15</sup> [Ogisi and Begho \(2023\)](#)

<sup>16</sup> [Dazé \(2019\)](#); [Pearse \(2016\)](#); [UNDP \(2023a\)](#)

### Box 1: Examples of gender-differentiated climate change vulnerability

Around the world, women face legal and social barriers to job opportunities and equal pay for equal work, resulting in lower incomes and restricted access to financial services compared to men.<sup>17</sup> Financial access and security provides a “buffer” to cope with climate change impacts and allows investment into technologies that can increase adaptive capacity and resilience, including mobile and internet connections to receive early warning messages in disaster situations and seasonal forecasts.

Women and children take on a majority of unpaid household and care work, with women in rural areas of low-income countries spending up to 14 hours a day on unpaid care work.<sup>18</sup> In many cases, these responsibilities include collecting and managing water, fuel, and food for household use. In times of resource scarcity and climate-induced environmental degradation, women’s labour and time burdens increase, resulting in loss of education and income and an increase in exposure to extreme climate conditions and GBV.<sup>19</sup> Additionally, care responsibilities are often intensified during disasters, including care for sick and injured family members, which limits women’s access to emergency services.<sup>20</sup>

Resource scarcity and land degradation related to climate change decrease the availability of natural resources for income generation for both men and women. In some cases, men are forced to migrate away from homes and communities for work or take on high-risk occupations, which often results in an increase in female-headed households. Women in these situations take on additional work and responsibilities, often without access to resources and services needed to maintain livelihoods, and they face increased risk of land loss, land grabbing, resource conflicts, and GBV.<sup>21</sup>

Gender norms shape what is seen as socially acceptable expectations and actions of women and men. For instance, in some cases, cultural norms of appropriateness and modesty can influence certain survival skills taught to women and girls, including swimming, and women’s mobility outside of households may be restricted when not accompanied by a male relative. These factors increase women’s risk of violence, injury, and death during disaster situations by impeding their ability to evacuate during disaster situations and limiting access to safe and culturally appropriate emergency services.<sup>22</sup>

**The different roles, responsibilities, ideas, concerns, priorities, knowledge, networks, and strengths that women and men have are both critical for CCA.**<sup>23</sup> Gender mainstreaming does not mean ignoring, disenfranchising, or worsening the lives of men – equitable and inclusive gender-responsive approaches should engage and empower both women and men. Promoting gender inclusive CCA is not only about focusing on the differentiated impacts that women and men experience, but it is also about opening access to decision-making spaces, expanding the wealth of knowledge and experiences available to shape effective strategies, and empowering all people to engage in and benefit from CCA programmes and projects.<sup>24</sup>

<sup>17</sup> [World Bank](#) (2023)

<sup>18</sup> [Oxfam International](#) (n.d.)

<sup>19</sup> [Castañeda Camey et al.](#) (2020)

<sup>20</sup> [Resurrección et al.](#) (2019)

<sup>21</sup> [Resurrección et al.](#) (2019)

<sup>22</sup> [White et al.](#) (2021)

<sup>23</sup> [Teklewold, Bezabih, and Gebrehiwot](#) (2022); [UNDP](#) (2022)

<sup>24</sup> [Dar et al.](#) (2020); [Nagel and Lies](#) (2022)

Debunking myths on gender and climate change	
<b>Myth</b>	Gender is only about women.
<b>Fact</b>	<p>All people are affected by gender stereotypes and norms.</p> <p>Restrictive gender norms affect men as well as women and limit their personal and professional life choices. For instance, harmful norms and expressions of masculinity pressure men and boys to engage in risky behaviours to prove their manliness, push them to dangerous professions to earn income, and adopt negative coping mechanisms to deal with the impacts of climate change.<sup>25</sup> Addressing harmful norms and empowering all people - women and girls and men and boys - to shift behaviours and responses to these norms improves the lives of all people.</p>
<b>Myth</b>	Women are inherently more vulnerable to the impacts of climate change.
<b>Fact</b>	<p>No - women are not inherently more vulnerable to climate change impacts.</p> <p>Inequalities and power imbalances in economic, cultural, and political systems often discriminate against women, including limiting their access to income, rights, mobility, access to healthcare, and other vital resources. Access to these resources affect what someone can afford to do, what information they have access to, what social safety nets they have for support, and what they are permitted to do based on social and cultural attitudes. These factors increase women's sensitivity and exposure to climate change impacts and decrease their adaptive capacity to prepare for, cope with, and recover from impacts.<sup>26</sup></p> <p>Addressing gender-based barriers to these resources can help strengthen everyone's adaptive capacity to climate impacts.</p>
<b>Myth</b>	Gender mainstreaming is too complicated, costly, and time consuming.
<b>Fact</b>	<p>Local dynamics are already considered in designing and implementing interventions – gender mainstreaming just requires being more conscious of gender norms and roles in shaping local dynamics.</p> <p>Reflecting on who is being consulted, who will directly benefit, and who is responsible for acting can reveal previously overlooked gender dynamics. Some changes to programmes and projects are low effort – for instance, including sex-disaggregated data in assessments where available, including research questions that examine gender relations in assessments, and striving to collect disaggregated data in monitoring. For approaches that may require more resources, initial investment in gender mainstreaming and gender-responsive approaches results in better programming that can help avoid unintended consequences on gender inclusive progress and additional costs throughout the initiative.<sup>27</sup></p>

<sup>25</sup> [Castañeda Camey et al. \(2020\)](#)

<sup>26</sup> [Dazé \(2019\)](#); [Pearse \(2016\)](#); [UNDP \(2023a\)](#)

<sup>27</sup> [UN Women \(2015a\)](#)

**The benefits of strengthening gender inclusive CCA programmes and projects include:<sup>28</sup>**

- Improve long-term governance and adaptation outcomes.
- Build recognition on the important and diverse roles, knowledge, and experiences of women and men.
- Improve the effectiveness of policies and interventions by grounding them in the lived realities of people to better address their needs and priorities.
- Increase income, food security, and livelihood opportunities for women and men.
- Empower women and men in communities in developing, implementing, and leading long-term and sustainable solutions.
- Maximize available resources to develop innovative, cross-sectoral solutions.
- Build resilience to unexpected changes and shifts in natural resources.
- Make progress on national and international commitments related to climate adaptation, sustainable development goals, human rights, and gender equality (see Box 2).

**The risks of not mainstreaming gender considerations in CCA programmes and projects include:<sup>29</sup>**

- Limited effectiveness and long-term sustainability of adaptation strategies and actions.
- Inaccurate identification of concerns, priorities, and capacities of all stakeholders.
- Inequitable benefit distribution.
- Unintentional impacts on community tension, conflict, and violence, including potentially GBV.
- Reinforced gender inequalities in social, economic, and political areas.
- Erosion of traditional and gender-differentiated knowledge, expertise, and priorities.

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<sup>28</sup> [IUCN \(2021\)](#)

<sup>29</sup> [IUCN \(2021\)](#)

## Box 2: Gender and CCA linkages in key international conventions and frameworks

The linkages between gender and climate change are recognized across numerous international frameworks, and gender mainstreaming and gender-responsive principles are increasingly prioritized as fundamental for effective sustainable development and CCA. Understanding where these linkages are within international frameworks can help programmes and projects leverage additional resources and promote coordination across sectors to facilitate progress on multiple commitments. The following are some of these frameworks and conventions and the areas where they address gender and CCA links.

### **The United Nations Framework Convention on Climate Change (UNFCCC)**

Signed in 1992, UNFCCC is the foundational international treaty and governing sphere for climate change policy and programming. The Convention provides a framework for agreements and policies, with several landmark agreements like the Paris Agreement.

- Since 2012, the gender dimension of climate change has been addressed as a standing item under the UNFCCC.<sup>30</sup>
- The Paris Agreement sets an Enhanced Transparency Framework to improve the measurement, reporting, and verification system under the UNFCCC, including on collecting and analysing sex-disaggregated data.<sup>31</sup>
- The Women and Gender Constituency ([WGC](#)) is one of the nine stakeholder groups to the UNFCCC and consists of 33 women's and environmental CSOs who work to ensure women's voices and their rights are embedded into UNFCCC processes and results.<sup>32</sup>

In 2019, Parties agreed on a 5-year enhanced Lima Work Programme on Gender and its [gender action plan](#). This plan sets out objectives and activities to advance knowledge and understanding of gender-responsive climate action and mainstreaming gender in the implementation of the UNFCCC at all levels, including by:<sup>33</sup>

- Developing gender-responsive policies, plans, and programmes on adaptation, mitigation, capacity building, technology, and finance.
- Reporting on methods for gender-sensitive and participatory education, training, public awareness, public participation, and public access to information.
- Promoting the equal participation of women in national delegations at UNFCCC sessions and developing leadership skills so that women can have an equal voice in national, regional, and global forums on climate change.
- Attracting and directing resources towards capacity-building of gender bodies, civil society organizations, ministries, and parliamentarians for gender-responsive implementation of climate change mitigation and adaptation.

### **The 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs)**

Adopted by the UN General Assembly in 2015, promotes a universal, transformative, and integrated development agenda and defines 17 goals and 169 targets with set indicators to support comprehensive data collection and availability.<sup>34</sup>

- The SDGs emphasize interconnectedness of the objectives through cross-cutting issues and

<sup>30</sup> [Burns and Patouris](#) (2014)

<sup>31</sup> [UNFCCC](#) (n.d.a)

<sup>32</sup> [WGC](#) (n.d.)

<sup>33</sup> [UNFCCC](#) (n.d.b)

<sup>34</sup> [UN Women](#) (2021a)

synergies, including gender equality and social inclusion.

- Specific goal on gender equality (Goal 5) and multiple references to women and girls across framework goals and targets, including 50 gender-specific indicators across goals.
- There are 21 indicators across goals that are relevant for the intersection of gender, climate change, and disasters (see Box 6 in Section 4).

### **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**

Legally binding agreement that establishes a framework for tackling gender inequality in various areas of life. The CEDAW Committee regularly releases [General Recommendations](#) that provide critical guidance on the treaty's application for issues affecting women and gender equality, including rights of Indigenous women and girls, gender-related dimensions of disaster risk reduction, rights of women and girls to education, and many others.

- General Recommendation No. 38 on trafficking in women and girls in the context of global migration<sup>35</sup> – calls on States to integrate risks and factors that place women and girls at risk for trafficking into conflict and disaster risk reduction plans.
- General Recommendation No. 37 on gender-related dimensions of disaster risk reduction in the context of climate change<sup>36</sup> – includes principles and actions for equality and non-discrimination, participation, empowerment, accountability, and access to justice in disaster situations.
- General Recommendation No. 36 on the right of girls and women to education<sup>37</sup> - includes an entire section on access to education during situations of conflict and natural disasters.
- General Recommendation No. 34 on the Rights of Rural Women<sup>38</sup> – calls on State parties to address specific threats posted to rural women by climate change and should effectively address risks in planning and implementation of climate change policies.

### **Sendai Framework for Disaster Risk Reduction (2015-2030) (Sendai Framework)**

Provides a globally agreed upon policy structure for shaping activities and strategies that support equitable and effective preparedness, recovery, and resilience. The Sendai Framework emphasizes disaster risk management from both natural and man-made hazards by understanding dimensions of exposure and vulnerability, strengthening disaster risk governance, and recognizing stakeholders and their roles in resilience.<sup>39</sup>

- The Preamble includes a call to governments to engage with relevant stakeholders, including persons with disabilities and women.
- The Guiding Principles include emphasis on integrating a gender, age, disability, and cultural perspective in all policies and practices, and that women and youth leadership should be promoted.
- The Guiding Principles also include a call to collect and disseminate sex-, age-, and disability-disaggregated data, but only eight of the 38 indicators specifically note disaggregating data by income, sex, age, and disability.
- Includes a call to Parties to include civil society and community-based organizations, including those focused on women and their participation and persons with disabilities.

<sup>35</sup> [UN Committee on the Elimination of Discrimination against Women](#) (2020)

<sup>36</sup> [UN Committee on the Elimination of Discrimination against Women](#) (2018)

<sup>37</sup> [UN Committee on the Elimination of Discrimination against Women](#) (2017)

<sup>38</sup> [UN Committee on the Elimination of Discrimination against Women](#) (2016)

<sup>39</sup> United Nations Office for Disaster Risk Reduction ([UNDRR](#)) (2023)

## Key challenges to gender inclusive CCA in Somalia

**Culture and tradition play an important role in how Somali communities, especially women, are adapting to climate change.** Somali cultures and traditions are closely tied to the natural environment and are based on a deep understanding of local ecosystems. For example, like many African communities, Somalia has traditional knowledge about the timing of seasonal rains that is used to plan agricultural activities. This knowledge can be critical in helping communities adapt to changes in rainfall patterns caused by climate change.

However, it is important to note that culture and tradition can also affect how people are able to adapt to climate change and the adoption of gender inclusive and climate-smart practices in some cases. For instance, traditional practices or beliefs may conflict with sustainable land use practices, or social norms may limit the ability of certain groups, such as women or marginalized communities, to participate fully in adaptation efforts. Additionally, traditional gender roles and norms that place greater responsibilities on women and limit their decision-making power hamper women's adaptive capacities, which further limits the adoption of gender inclusive adaptation practices.

Some of the key challenges to gender inclusive CCA in Somalia include:

- **Limited access to information and technology:** Advances in technology can make it easier and more affordable to adopt new practices related to climate change, but many communities in Somalia may lack access to the information and technology that are necessary to adopt new practices related to climate change. This can be due to a lack of infrastructure, limited resources, or limited education or training. Women face these barriers more acutely as they are not afforded the same opportunities for education and training and face restrictions to resources and services.
- **Limited financial resources:** The adoption of new practices related to climate change can require significant financial resources, which may be difficult for many communities in Somalia to access, particularly for women and marginalized groups and small-scale farmers or other vulnerable groups. For example, women, especially in rural areas, often have limited access to the financial, technological, and knowledge resources needed to adapt to climate change. This restricts their ability to adopt good practices. In some cases, financial incentives can encourage the adoption of new practices related to climate change, including from governments or international organizations that may provide funding or other incentives for the adoption of renewable energy technologies.
- **Socio-cultural norms:** Traditional gender roles and norms can limit women's participation in public life and decision-making processes, which can make it difficult to implement gender-responsive policies and programs. This can include limitations on women's mobility and autonomy.
- **Weak institutional capacity on gender and climate change:** Somalia has weak institutional capacities, and this may make it difficult to effectively implement policies or programs related to CCA and gender inclusion. This can be due to a lack of trained personnel, limited resources, or weak governance systems.

- **Climate variability and unpredictability:** Climate variability and unpredictability can make it difficult to plan and implement effective adaptation strategies. This can be particularly challenging for the Somali community in general because approximately 70% of Somalis are dependent on climate-sensitive agriculture and pastoralism.<sup>40</sup> Climate change will directly affect rural communities, small-scale farmers, and other vulnerable groups, including women, who may rely on predictable weather patterns for their livelihoods.
- **Lack of political will and leadership:** The adoption of new practices related to climate change and gender equality requires strong political will and leadership at the local, national, and international levels. Government policies and regulations play a role in the adoption of new practices related to climate change. Policies that promote sustainable land use or encourage the use of renewable energy and mainstream gender in all sectors can create an enabling environment for the adoption of these practices. While several national climate change-related policies and frameworks refer to gender in some capacity, limited will and leadership hinder effective implementation and outcomes on gender inclusive CCA. Without this leadership, it can be difficult to mobilize resources or create the necessary policies and programs to support CCA.
- **Lack of awareness and understanding on gender:** Lack of awareness and understanding demotivates individuals and communities to adopt climate adaptive and gender-responsive practices. Improving understanding can be achieved through education and outreach programs that provide information about the causes and effects of climate change, as well as potential adaptation strategies, and the importance of gender inclusion in adaptation action.

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<sup>40</sup> [UNDP](#) (2017)

## Climate and gender concerns in Somalia: Insights from key informant interviews

As part of the development process for this toolkit, 11 key informant interviews were conducted with representatives from the MoECC and MoWHRD. Below are some of the key gender and climate issues for Somalia mentioned in interviews.

Climate change has emerged as one of the century's key global challenges, with many of the negative consequences hitting developing countries such as Somalia. Somalia's vulnerability to climate change and the threat it poses of eroding Somalia's progress in rebuilding the country and moving towards long-term development is of utmost importance. The effects of climate change in Somalia are gendered, including in the following ways:

- **Food insecurity:** Women are often responsible for food production and preparation in Somalia, and therefore, they bear the burden of food insecurity caused by droughts and crop failures. Women are often the first to go without food in times of scarcity, which can lead to malnutrition and other health problems.
- **Water scarcity:** Women and girls are often responsible for collecting water in Somalia, and with increased water scarcity due to climate change, they must travel farther and spend more time collecting water, which can impact their education and economic opportunities.
- **Health impacts:** Women are often the primary caregivers in households, and with increased incidence of waterborne diseases and malnutrition, they bear the burden of caring for sick family members, often at the expense of their own health and well-being. Women also face health risks related to climate change to their reproductive and mental health. Men face other risks such as suicide and depression in the face of drought and agricultural losses.
- **GBV:** Climate-related disasters can increase the risk of GBV, including sexual violence and forced marriage. Women and girls may be more vulnerable to these risks due to their social and economic status.
- **Displacement:** Women and men are both impacted by displacement caused by droughts and flooding, but women often face additional risks such as GBV and loss of social networks, which can impact their mental and emotional well-being. Many men are migrating from rural to urban areas to find employment, a trend driven by extreme weather events, leaving women behind in charge of land and the household but not necessarily with the respective legal rights or social authority to do so.
- **Livelihoods:** Women and men both rely on agriculture and livestock for their livelihoods, but women often have less access to resources such as land, credit, and inputs, which can limit their productivity and income. Men often work in sectors like agriculture, fisheries, and livestock farming and climate change leads to unstable incomes for men.
- **Participation in decision-making:** Women are often underrepresented in decision-making related to CCA and mitigation, which can limit their ability to influence policies and programs that affect them.

## **Section 2: Identifying and strengthening the enabling environment for gender inclusive CCA projects and programmes**

An enabling environment creates conditions that support sustainable and equitable initiatives while ensuring that the rights and assets of all stakeholders are protected and strengthened. A strong enabling environment on gender and climate change taps into existing knowledge, policies, mechanisms, networks, and resources needed for effective gender mainstreaming in CCA projects and programmes. Creating, fostering, and strengthening an enabling environment for gender mainstreaming promotes capacity, awareness, and continued progress and success of gender inclusive outcomes beyond the life of a programme or project.<sup>41</sup>

Several aspects of an enabling environment on gender and CCA are discussed in the following subsections. These are not exhaustive, and many aspects overlap. Some aspects may be more present or relevant for specific programmes and projects over others depending on context and focus areas. It is therefore important to revisit and review these aspects to determine if the aspects exist and potential actions to incorporate into programmes and projects to strengthen the other aspects. Aspects of an enabling environment may be known to the project team, identified during initial conversations with partners and stakeholders, and may also be identified during a gender analysis, which is discussed more in Section 3.

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<sup>41</sup> [NAP Global Network and UNFCCC \(2019\)](#)

## Inclusive institutional arrangements

Institutional arrangements coordinate all aspects of programmes and projects, including setting priorities, influencing work plans and approaches, overseeing implementation, and tracking outcomes. If these arrangements are not inclusive and do not engage gender specialists, then the likelihood that CCA programmes and projects will effectively address gender considerations is low. Gender inclusion must be reflected in institutional arrangements to support priorities and decisions over gender inclusive actions and strategies in CCA programmes and projects. Lead institutions may vary depending on projects, including the MoECC and other line ministries, and generally the lead institution will be responsible for forming and engaging inclusive institutional arrangements.

### Example actions to establish and/or strengthen inclusive institutional arrangements

Actively engage the MoWHRD in institutional arrangements for coordination and implementation to enhance data and information sharing, stakeholder engagement, gender analyses and assessments, and gender-responsive approaches.

Identify regional, national, sectoral, and subnational (as relevant to the programme or project) gender experts and institutions that can act as advisors or partners in CCA programmes and projects.

Appoint and/or reinforce the role of gender and climate change focal points in ministries to help promote gender mainstreaming for coordinated adaptation processes and actions.

Ensure programme or project teams have gender capacity or engage gender specialists in equal duration and value as other technical experts in project teams to ensure gender considerations are contributed to the overall project.

Establish mechanisms to strengthen collaboration and networks between gender and climate change actors (e.g., technical gender-climate working groups, inter-ministerial committees, etc.).

Track and report on actions in programmes and projects to strengthen gender and climate change capacity and inclusive efforts in institutional arrangements (e.g., establishment of focal points, internal capacity building, number of gender focused institutions included in design and implementation, etc.)

### Questions to consider in establishing inclusive institutional arrangements

- Who are the experts for gender inclusion on the programme/project team?
- What authority, resources, and platforms do gender inclusion experts have to advise the programme/project and inform other technical experts?
- Is the institutional arrangement equally valuing gender expertise with other technical expertise, including through duration, resources, and budget considerations?
- How can the programme/project enhance the capacity and influence of gender inclusion experts on CCA?
- Who is responsible for overseeing the ways in which actions and commitments to gender mainstreaming are being implemented, monitored, and included in reporting?
- Are there gender focal points in place within ministries or national focal points for international institutions?

## Gender-climate linkages in policy frameworks

Integration of gender perspectives, considerations, and responsive actions in climate change policies, and vice versa, help to synergize efforts and maximize available resources for gender mainstreaming. The extent to which gender-related commitments are in place indicate political will on gender inclusion and potential entry points for promoting concrete gender inclusive actions at the national level, including in CCA programmes and projects. Reviewing national policy frameworks on gender and CCA (see Box 3) can reveal existing efforts that the programme/project can contribute to and build momentum on, current capacity on gender inclusion, data frameworks and indicators relevant to gender and CCA, and gaps that the programme or project can help to close to strengthen long-term efforts on gender inclusion.

### Example actions to assess and enhance gender-climate linkages in policy frameworks

Review national ratification status to international human rights treaties<sup>42</sup> and any recent national reporting or implementation efforts related to the treaties and review the extent to which climate change considerations are incorporated.

Identify recent national involvement/action in international policy making spaces related to gender and climate change (e.g., Conference of Parties for UNFCCC, Commission on the Status of Women, etc.), including reviewing gender balance of national representatives to these spaces.

Review national reporting and implementation efforts to relevant international gender and/or climate change frameworks (e.g., the SDGs, the Sendai Framework, etc.) and the extent to which national efforts address gender-climate linkages.

Identify and review national policies, strategies, and action plans on both gender inclusion and CCA, as well as sectors relevant to the programme/project, and assess the extent to which gender and/or climate are incorporated. Determine if there are ongoing or upcoming processes to develop or revise national policies, strategies, and plans on gender and/or climate change.

### Questions to consider in assessing and enhancing gender-climate linkages in policy frameworks

- How are gender considerations included in policies, strategies, and plans – are women considered vulnerable, beneficiaries, or agents of change? Are gender considerations included throughout or limited to one area?
- What are the ongoing national processes on climate and/or gender inclusion (e.g., national reporting to international treaties, development of national plans, review of national policies, etc.)? How may those processes intersect and influence the programme/project? Are there opportunities to coordinate engagement, capacity building, or resources associated with these processes?
- Are there existing accountability mechanisms or can they be created in the programme/project that ensure alignment with appropriate processes and policies and uptake of recommendations (e.g., national reporting and data collection efforts on SDGs, national oversight committees on relevant commitments and policy efforts, etc.)?

<sup>42</sup> United Nations Office of the High Commissioner for Human Rights ([UN OHCHR](#)) (n.d.)

**Box 3: Somalia's legal and policy commitments to gender equality and women's empowerment<sup>43</sup> and CCA<sup>44</sup>**

**Gender equality and women's empowerment**

2012	<a href="#">Provisional Federal Constitution</a> guarantees women's rights and gender equality
2014	Re-establishment of the MoWHRD
2015	Ratification of the <a href="#">Convention on the Rights of the Child</a>
2016	Adoption of the <a href="#">National Gender Policy</a>
2019	Ratification of the <a href="#">Convention on the Rights of Persons with Disabilities</a>
2020	<ul style="list-style-type: none"> <li>Adoption of the <a href="#">Somali Women's Charter</a></li> <li><a href="#">National Development Plan</a> integrates gender policy</li> </ul>
2022	<ul style="list-style-type: none"> <li>First gender inclusive <a href="#">Voluntary National Review</a></li> <li><a href="#">Somalia SDG Goal Tracker</a>, linking the National Development Plan to SDG financing.</li> <li><a href="#">Somali National Action Plan</a> for the implementation of the Somali Women's Charter and UN Security Council Resolution 1325</li> </ul>

**Climate change**

2012	<a href="#">Provisional Federal Constitution</a> gives priority to the protection, conservation, and preservation of the environment.
2015	Submitted the <a href="#">Intended Nationally Determined Contribution</a>
2018	<ul style="list-style-type: none"> <li><a href="#">Somalia Recovery and Resilience Framework</a>, which includes support to strategies that are gender sensitive.</li> <li>Submitted the <a href="#">first National Communication</a>, which includes gender mainstreaming as a capacity building need and constraint to supporting implementation of the UNFCCC.</li> </ul>
2020	<ul style="list-style-type: none"> <li><a href="#">National Drought Plan for Somalia</a>, which includes commitment to using gender-sensitive approaches in drought risk and vulnerability assessments.</li> <li>Approval of the <a href="#">National Climate Change Policy</a></li> <li><a href="#">National Development Plan</a> integrates climate change concerns</li> </ul>
2021	<ul style="list-style-type: none"> <li>Submitted the <a href="#">Updated Nationally Determined Contribution (NDC)</a>, which includes gender mainstreaming as a priority for climate mitigation and adaptation sectors.</li> <li><a href="#">National Water Resource Strategy 2021-2025</a>, which includes gender and equity in service delivery as a sub-strategy.</li> </ul>
2022	Developed the <a href="#">National Adaptation Plan (NAP) Framework</a> , which includes commitments on gender-responsive approaches and principles in the process.

<sup>43</sup> [UNDP](#) (2023b), p. 5

<sup>44</sup> London School of Economics ([LSE](#)) (n.d.)

## Inclusive stakeholder engagement

Identification of stakeholders is critical for initial information gathering to ground the project in national and local contexts. Designing inclusive approaches to stakeholder engagement from the beginning helps to ensure that local stakeholders are informed as early as possible about activities, builds trust and support for activities, and allows identification of potential risks and opportunities related to activities that require early intervention and mitigation.<sup>45</sup> Investing time and resources to gender inclusive stakeholder engagement enables equitable contributions of all relevant groups in identifying gender-differentiated values, needs, knowledge and priorities in the programme/project context, strengthening design, implementation, and monitoring of interventions. Inclusive stakeholder engagement and consultation during the planning phase will guide effective preparation and development of the technical needs assessment and the gender analysis.

Example actions to strengthen inclusive stakeholder engagement
Create inclusive mechanisms for stakeholder engagement at different levels by involving CSOs, academic institutions, and private sector actors in addition to government stakeholders (e.g., through multi stakeholder working groups, Adaptive Collaborative Management processes, etc.).
Utilize national and local gender experts to develop specific efforts for inclusive participation of women and men and marginalized and minority groups.
Incorporate gender-responsive approaches to facilitating stakeholder engagement (e.g., bringing women and gender actors as facilitators, using inclusive communication methods before and during stakeholder meetings, ensuring engagement methods are culturally appropriate, etc.).
Work with advocacy and rights organizations focused on specific gender and social issues that may require additional attention and response mechanisms (e.g., groups with experience addressing GBV <sup>46</sup> ).
Ensure that all project stakeholders receive updates about the programme/project and have opportunities to provide feedback on the programme/project (e.g., through validation workshops).
Develop a grievance management procedure to outline step-by-step approaches for receiving, acknowledging, registering, reviewing, investigating, and resolving complaints from stakeholders. Ensure that the procedure is clear to the team and stakeholders.
Identify how different stakeholders can influence gender mainstreaming in CCA programmes and projects to best utilize strengths and enhance cross-sectoral capacity. Examples of how different stakeholders have roles in gender mainstreaming include: <ul style="list-style-type: none"> <li>• <b>Gender machinery</b> - Share experiences integrating gender from other ministries or sectors at both local and national level, best practices, entry points, and synergies. Ensure alignment with national priorities and connection with key partners and stakeholders who can contribute to project design, implementation, and monitoring.</li> </ul>

<sup>45</sup> [Mulema, Cramer, and Huyer \(2022\)](#)

<sup>46</sup> See [UNFPA Somalia \(2021\)](#) for groups with GBV-specific experience in Somalia

- **Environmental division** - Policy coherence and integration of gender into ongoing processes, projects, and measures.
- **Gender focal points** - Facilitate implementation of gender action plans and ensure that gender is considered in other sectoral efforts.
- **Data and statistics office** - Share existing evidence, gaps, and upcoming opportunities to enhance data collection (household surveys, etc.), support M&E framework development with gender indicators.
- **Research institutions** - Provide research and skills development, gender analyses, and integration of gender in environmental studies and recommendations.
- **Civil society groups** - Research and advocate for integration of gender; raise awareness of issues, and achievements, and actions to address issues.
- **Local organizations and women's groups** - Develop effective, demand-driven projects that understand local gender dynamics and relationships, enable cooperative models of programme design, and connect with key beneficiaries.
- **Regional and international organizations** - Provide technical assistance and capacity building for gender-responsive planning, budgeting, and policy development and implementation. Connect with other examples of projects and solutions.
- **Local Media** - Ensure awareness raising and information dissemination via multimedia tools.

Clearly identify each stakeholder and their roles, responsibilities, and engagement methods, with specific consideration to potential challenges and mitigation approaches for engaging stakeholders with an interest or expertise on gender. This can be developed through stakeholder analysis and mapping with help from local gender experts or the national gender machinery.<sup>47</sup>

#### Questions to consider in inclusive stakeholder engagement

- Do identified stakeholders include individuals or groups with a gender perspective? Are there other social groups that are underrepresented in stakeholder engagement?
- Is there a balanced gender representation among key stakeholders?
- Is there at least one stakeholder who has the necessary skills and expertise to provide gender mainstreaming inputs?
- Are stakeholders willing to ensure equal participation of both women and men during implementation?
- Are stakeholders aware of how the information provided will be used in programmes/projects? Do stakeholders receive updates about the programme/project?

<sup>47</sup> See [Gender and Stakeholder Analysis guidance](#) from the World Food Programme Gender Office

## Financial resources for gender inclusive CCA

Understanding of the differing needs and priorities of women and men and allocation of specific resources to gender-related approaches is often overlooked, especially if a gender-responsive analysis was not conducted in the beginning stages of design and development. Awareness and action on allocating financial resources for gender mainstreaming in programmes and projects is increasing, particularly related to CCA links with gender inequality. Some governments, ministries, and institutions have mandates on gender-responsive budgeting, which is a budget development approach that ensures resources are available to support implementation of interventions that address gender gaps. Several major multilateral climate funds incorporate gender-related commitments into their operations through gender policies and action plans and fund-specific gender guidance (see Box 4). These efforts create critical entry points to support an enabling environment on gender mainstreaming in CCA programmes and projects.

Example actions to assess financial resources for gender inclusive CCA
Identify and address gender inclusion priorities at the onset of project development and planning.
Determine if there are funder-specific requirements for gender and social inclusion and stakeholder consultations.
Highlight connections between programmes and projects with international and national commitments to gender and social inclusion, including the SDGs.
Facilitate knowledge sharing to deepen understanding of funding requirements around gender and social inclusion.
Identify budget lines and content required for supporting implementation of gender-responsive actions and capacity building, including technical staff, design of participatory processes, gender-specific activities, gender training, or creation of gender advisor positions.
Track who is benefitting from finance and other resources allocated for implementation of adaptation actions.
Apply gender-responsive budgeting approaches in allocation of resources for adaptation.
Questions to consider in assessing financial resources for gender inclusive CCA
<ul style="list-style-type: none"> <li>• What processes and procedures are needed to meet new/fund-specific gender requirements?</li> <li>• What are the financial needs of potential gender-responsive activities?</li> <li>• Are there existing funds or budgeting guidance that can be leveraged in ensuring allocation of resources?</li> <li>• How will financial allocation benefit politically and socially marginalized groups in the programme or project?</li> </ul>

## Box 4: Gender commitments and resources from multilateral climate funds and the AfDB<sup>48</sup>

### Green Climate Fund (GCF)

The GCF was the first multilateral development fund mandated to include “key building blocks for a comprehensive gender-responsive approach to its operations.” GCF policy requires that:

- Gender is embedded within all GCF activities, both internally and in funded projects.
- Implementing agencies have their own internal gender policies and strategies to ensure gender mainstreaming and the implementation of gender considerations.
- Implementing agencies must prove existing capacity and experience complying with the GCF gender policy and include a project-specific gender impact analysis. In addition, they are encouraged to submit an accompanying gender action plan.

#### Gender commitments and resources

- [Gender policy \(2019\)](#)
- [Gender action plan \(2019\)](#)
- [Mainstreaming gender in Green Climate Fund projects \(2017\)](#)

### Climate Investment Funds (CIF)

The CIF began integrating gender in policy following an environment, social and gender assessment in 2011 and a CIF Gender Review in 2013. The reviews encouraged the CIF to enhance its commitment to improving the inclusion of gender issues in its programs and projects, prompting additional resources and capacity. In 2014, it developed the initial CIF Gender Action Plan, and in 2018, it adopted its Gender Policy. This policy provides a governance framework to “advance equal access to and benefit from CIF-supported investments for women and men in CIF pilot countries.”

#### Gender commitments and resources

- [Gender policy \(2018\)](#)
- [Gender and renewable energy](#)
- [Gender and sustainable forest management](#)

### Adaptation Fund (AF)

In 2013, the AF established its Environmental and Social Policy, which emphasized the fund’s support in project design, with a specific principle (of 15) on “gender equity and women’s empowerment.” In addition, the AF has established readiness and technical assistance grants for implementing entities to provide technical assistance to build their capacity on gender, particularly to support gender integration in proposal design and development.

#### Gender commitments and resources

- [Updated gender policy and gender action plan \(2021\)](#)
- [Updated gender guidance document for implementing entities](#)

<sup>48</sup> Adapted from information in [Cooper-Hall et al. \(2022\)](#)

## **Global Environment Facility ([GEF](#))**

The GEF has gradually included stronger gender policies in its programming and structure. This began in 2011, with the adoption of a Policy on Gender Mainstreaming. In 2014, the GEF approved its Gender Equality Action Plan, and in 2017, it established its Policy on Gender Equality. The 2017 policy builds on lessons learned from the climate finance community and is explicit that gender-responsive approaches inform the entire lifecycle, from identification through evaluation, of any GEF activities.

### Gender commitments and resources

- [Gender commitment: GEF Policy on gender equality](#)
- [Gender equality action plan](#)
- [Guidance to advance gender equality in GEF projects and programs](#)

## **African Development Bank (AfDB)**

The AfDB's Policy on Climate and Green Growth includes gender, youth and social inclusion as one of its four areas of special emphasis, including priority to achieve gender-responsive climate policy and action. The AfDB also applies a gender marker system to systematize the bank's approach to gender mainstreaming in its operational work. The bank also commits to 1) promoting inclusion through scaling up climate-smart and green innovations of women and young entrepreneurs, 2) extending benefits of the bank's investments in climate change and green growth to more women and youth and 3) leveraging synergies to promote mainstreaming and improve tracking, measurement and reporting of climate and integrates gender equality into its special funds.

### Gender commitments and resources

- [The African Development Bank Group Gender Strategy 2021-2025](#)
- [Gender marker system](#)
- [Africa Gender Index \(2019\)](#)

## Capacity on gender inclusive CCA

Capacity on gender-responsive approaches and gender mainstreaming in CCA programmes and projects is critical, but the necessary knowledge and skills to ensure these efforts are effective are not always readily available. Experts with gender capacity may also be less familiar with climate change issues and adaptation priorities. Additionally, awareness on the important links between gender and climate may be limited among partners and stakeholders, which can hinder successful implementation of gender-responsive activities. Therefore, identifying existing capacity strengths internally and across stakeholders and supporting cross-sectoral capacity building is foundational for gender inclusive CCA. Capacity building and awareness raising at various levels—regional, national, organizations/institutions, community, and individual—contributes to successful implementation of gender mainstreaming in CCA programmes and projects and supports future efforts and long-term inclusive outcomes.

Example actions to assess and strengthen capacity on gender inclusive CCA
Identify the type of capacity (e.g., gender budgeting, sex-disaggregated data collection and analysis, gender equality and women’s empowerment, CCA, etc.) is needed by which people (e.g., stakeholders, staff, target groups, etc.) and if there are existing opportunities to build needed capacity, if additional staff or technical experts are needed for the project, or if resources need to be dedicated for specific workshops and capacity building opportunities.
Identify partners and stakeholders with gender and/or CCA capacity who can support cross-sectoral capacity building efforts.
If working with a gender expert to develop a gender analysis and action plan, ensure the project team and stakeholders understand the analysis and plan through a validation and capacity building workshop to support implementation.
Ensure gender specialists are included in capacity building efforts on CCA and vice versa.
Secure additional resources for capacity development on gender and climate change for local actors, as well as internal to the project team.
Facilitate learning processes to bring gender and climate change actors together to share knowledge and skills, such as joint training workshops.
Identify existing opportunities to build capacity on gender mainstreaming methodologies (e.g., toolkits, online training courses, etc.).
Include requirements for experience and knowledge on gender mainstreaming in CCA programmes and projects in terms of reference for technical experts.
Provide and require capacity building on gender and CCA for entire teams, including drawing from existing sources and planning programme/project specific opportunities led by gender experts.
Develop and facilitate awareness raising and sensitization sessions, particularly for men and boys, to strengthen understanding and support of gender inclusive CCA.

### Questions to consider in assessing capacity on gender inclusive CCA

- Are there opportunities to integrate discussions and skills-building on gender mainstreaming approaches in existing or planned capacity building sessions?
- What sessions or products are needed to communicate findings from a gender analysis to project teams? Are project teams and stakeholders familiar with the programme/project gender action plan?
- What are specific gender-CCA capacity needs internally and with stakeholders?
- How can the capacity of climate project teams be built on gender linkages and opportunities for integration? How can gender experts be engaged in capacity on CCA?
- What are existing mechanisms and relationships that can be accessed to support and provide resources for capacity building?
- What financial resources are required to support capacity development efforts?

## Section 3: Conducting a gender analysis for CCA projects and programmes

A gender analysis is essential for effective gender mainstreaming in programmes and projects. A gender analysis examines how differences in gender roles, activities, needs, opportunities, and rights or entitlements affects women's and men's lives and interactions in each context, situation, or policy sphere. It is an important process to identify gender gaps in accessing benefits and outcomes and potential actions to address those gaps in climate actions. A gender analysis also helps to identify potential risks to women and men in different social groups that stem from programmes and projects and ways to mitigate potential risks and unintended harm. In general, a gender analysis seeks to answer the questions:

- **What is the context?** Social, cultural, economic, political, and legal norms that impact gender inclusion.
- **Who does what?** The paid and unpaid tasks and responsibilities of men and women and where and when these activities take place.
- **Who has what?** The resources and services that women, men, elderly, youth, persons with disabilities (PWDs), and internally displaced persons (IDPs) use, access, and control in households, communities, and public and private sectors.
- **Who decides?** How and to what extent women and men participate in decision making in households, communities, and public and private sectors.
- **Who benefits?** The opportunities and entry points to ensure equal participation and benefits for women and men.

**When should a gender analysis be done?** Conducting a gender analysis should occur during project development and coincide with social and environmental impact assessments. The results from a gender analysis should inform all aspects of a programme or project, including stakeholder identification, development of activities and indicators, allocation of budget, and development of monitoring and evaluation plans. There is still benefit in conducting a gender analysis later in a project, including as part of a mid-term review, to inform modifications to approaches, activities, and indicators.

**Who should conduct the gender analysis?** Projects often work with gender specialists, especially local experts, to conduct a gender analysis and provide advice on gender mainstreaming strategies. This approach does require initial budget and resource allocation but can help avoid costly challenges and unintended impacts to communities later in implementation. Project teams can also review and collect gender information and incorporate findings into projects if resources are not available to consult a gender specialist, but adequate time and capacity resources will still need to be allocated to this process.

**How should a gender analysis be conducted?** Starting with a desk review of existing data and information is an important first step. Reputable databases from national and international entities, literature reviews, publications, and research reports are all places to help identify gaps, inequalities, challenges, and entry points for additional research needed. Gender analyses and

assessments on climate-related impacts as well as those from other sectors can be useful sources of information (see Box 5). However, existing resources may be missing information, it may be at the wrong scale, it could be outdated, or it could not relate to the research questions of the programme or project. Primary data collection through interviews, focus groups, participatory research, and surveys to supplement a desk review of existing information is extremely useful. Primary data builds on existing information and can reveal gaps in data, context-specific barriers to gender inclusion, and other considerations that can greatly inform approaches and strategies.

<b>Box 5: Examples of gender analyses and assessments in Somalia</b>	
<p><i>Gender, climate and conflict analysis in Somalia and assessment of opportunities for climate smart agriculture and livelihood opportunities for crisis-affected and at-risk women in Somalia</i></p> <p>UN Women Somalia Office (2022)  <a href="#">[Link]</a></p>	<p>This comprehensive analysis serves as a baseline for the UN Women Leadership, Empowerment, Access and Protection project and focuses on interlinked risks concerning climate, agriculture, conflict, and gender. The analysis includes important information and analysis of gender, climate, and conflict that affect inclusive CCA strategies.</p>
<p><i>Somalia: CCCM 2022 Rapid Gender Analysis</i></p> <p>Camp Coordination and Camp Management (CCCM) Cluster (2022)  <a href="#">[Link]</a></p>	<p>This analysis focuses on gender considerations and risks for camps for IDPs in Somalia. The report offers insights on gender norms, roles, and responsibilities in decision making and leadership in displaced communities.</p>
<p><i>CARE Somalia Rapid Gender Analysis</i></p> <p>CARE International (2021)  <a href="#">[Link]</a></p>	<p>This rapid gender analysis gathered information on gender norms, roles, responsibilities, barriers, policies, and support systems available for survivors of GBV in five geographic regions within Somalia. The analysis contains relevant gender information that affect CCA, including access to resources, impacts from disasters, priority needs, and GBV risks.</p>
<p><i>Gender Gap Assessment - South Central Somalia and Puntland</i></p> <p>Save Somali Women and Children (SSWC) and Oxfam (2021)  <a href="#">[Link]</a></p>	<p>This assessment generated evidence on gender gaps in South-Central Somalia and Puntland in economic participation, economic opportunity, political empowerment, and educational attainment. The information in the report can inform stakeholder engagement and background information on gender concerns and priorities in the target areas that impact CCA.</p>

<p><i>Gender equality and social inclusion analysis report</i></p> <p>Expanding Access to Justice (EAJ) (2019)  <a href="#">[Link]</a></p>	<p>This analysis provides important information on legal protections and the challenges to accessing justice for women, girls, minorities, and IDPs in Somalia. It includes insightful and in-depth discussions on legal pluralism and the interplay between <i>shari'ah</i> and <i>xeer</i> norms and the effect on women's access to justice, which can inform stakeholder engagement and data collection methods.</p>
<p><i>European Union Somalia Gender Analysis Study</i></p> <p>Somali Institute for Development and Research Analysis (SIDRA) (2016)  <a href="#">[Link]</a></p>	<p>This analysis aimed to inform implementation of the EU Gender Action Plan in Somalia and Somaliland and focuses on local understanding of gender; gender roles, responsibilities, and time use; household patterns of power and decision-making; access to and control over assets and resources; and meaningful participation in public decision-making. The methods included training a gender analysis team to carry out the analysis, building long-term internal on capacity on gender.</p>
<p><i>Gender analysis of digital financial inclusion and women's economic empowerment: Somali women's experiences</i></p> <p>Dr. Fatuma Ahmed Ali and Dr. Shukria Dini, with the World Food Programme (WFP) (n.d.)  <a href="#">[Link]</a></p>	<p>This analysis focuses on women's economic empowerment, using information from focus groups, key informant interviews, and a desk review. The analysis provides important information on how financial resources are used, managed, and prioritized within households and communities for women and men and various challenges to equal access.</p>

## Gender analysis domains

There are many ways to organize a gender analysis, and many institutions, donors, and finance mechanisms have guidance on conducting a gender analysis or assessment that outline domains for the analysis. The following section provides a general outline of seven domains for a gender analysis if specific guidance is not available: (1) an introductory context; (2) laws, policies, and practices; (3) cultural norms and beliefs; (4) gender roles, responsibilities, and time use; (5) access to and control over assets and resources; (6) participation and inclusion in decision making; and (7) analysis and recommendations. These domains reflect some of the key factors that determine gender differentiated climate vulnerability and adaptive capacity. Each section includes guiding questions for data and information gathering. These questions are not comprehensive and should be tailored for relevance to specific programmes and projects. Depending on the scope and aim of the programme or project, not all the information will be relevant for a gender analysis.

## Introductory context

The first part of a gender analysis should aim to describe a general picture of the status and power relations of women and men within the programme or project context. This includes sex-disaggregated data at the national, state, or local level, depending on the scale of the approach or the information available. This section helps build understanding of significant inequalities and can help reveal previously overlooked gaps to inform gender inclusive approaches.

Guiding questions for Introductory context
<p><i>Population demographics</i></p> <ul style="list-style-type: none"><li>• How many people comprise the communities (disaggregated by sex, ethnicity, age, etc.)?</li><li>• What is the poverty level by sex, ethnicity, and age?</li><li>• What types of family structures exist, and are most prevalent in communities? (e.g., men and women as heads of households)</li></ul>
<p><i>Education</i></p> <ul style="list-style-type: none"><li>• What is the literacy rate (disaggregated by sex, age, ethnicity)?</li><li>• What is the level of education and dropout rate (disaggregated by sex, age, ethnicity)?</li><li>• What are some of the constraints or barriers for girls and boys to attend or finish school?</li></ul>
<p><i>Health</i></p> <ul style="list-style-type: none"><li>• What are some of the significant health concerns by sex, age, ethnicity (food insecurity, maternal mortality, malnutrition, anaemia, etc.)?</li><li>• What information is available on the prevalence of GBV?</li><li>• What is the level of access to basic community services and what condition are these services in (e.g., sanitation, water, electricity, information and communications infrastructure, etc.)?</li></ul>
<p><i>Property and finance</i></p> <ul style="list-style-type: none"><li>• Who owns property and land (disaggregated by sex, marital status, and age, etc.)?</li><li>• Who has access to financial services like bank accounts, credit, and loans (disaggregated by sex, marital status, and age, etc.)?</li></ul>
<p><i>Decision making and organizations</i></p> <ul style="list-style-type: none"><li>• How many women and men are represented in different levels of government and decision making in both state and traditional governance systems?</li><li>• How do women and men participate in natural resource value chains relevant to the project?</li><li>• Are there any types of women's organizations at national and/or local levels?</li><li>• Are there local and community-level natural resource governance spaces (e.g., cooperatives, associations, etc.)? How are women and men represented in these spaces?</li></ul>
<p><i>Environment and climate change</i></p> <ul style="list-style-type: none"><li>• How do the impacts of climate change affect the work, income, health, and wellbeing of women, men, and youth? How are they coping (e.g., migrating for work, finding new sources of income or resources, etc.)?</li><li>• In times of disaster, displacement, and resource scarcity, what are the critical concerns for women, men, and youth (e.g., safety, land loss, income loss, erosion of community, education disruption, GBV, etc.)?</li></ul>

## ***Laws, policies, and practices***

This section is for building understanding and context surrounding the rights available to women and men and how they are upheld or recognized in customary and state laws and policies. This section can also include how national policies and practices recognize and adhere to international and regional standards and conventions relevant to gender equality and climate change, which can reveal entry points for how the project or programme can contribute to national commitments. This information can help identify areas for synergies and harmonization of policies, programmes, and projects across sectors to utilize available resources and avoid duplication of efforts.

### **Guiding questions for Laws, policies, and practices**

#### *Global and regional frameworks*

What are the national commitments to international and regional conventions related to gender, human rights, natural resources, and climate change? Including reports, action plans, and strategies for:

- UNFCCC (e.g., NAP)
- Agenda 2030 and the SDGs
- Signing and ratifying CEDAW and periodic reports to the CEDAW Committee
- African Commission on Human and Peoples' Rights

#### *National frameworks*

- How does the national constitution regard gender non-discrimination?
- Do laws and policies related to land and natural resources include equal provisions for ownership and control between women and men?
- Do national policies, strategies, or action plans related to gender consider climate change and natural resources?
- Are there laws that criminalize GBV? What policies are in place to mitigate the risk of GBV?
- What are the key guiding policies, strategies, and action plans related to climate change and adaptation? Are gender issues considered in these documents?
- Are there gender focal points in ministries?

#### *Institutional frameworks*

- What national institutions, organizations, ministries, and agencies make up the national gender machinery?
- Do ministries and agencies related to the environment and climate change recognize the importance of gender considerations and vice versa? Are there efforts in place to implement this recognition (e.g., funding, working groups, capacity building, research, projects, etc.)?

#### *Customary laws*

- What do state laws say about men's and women's rights? Do these differ from customary codes and laws?
- How is legal pluralism regarded and are there mechanisms to deal with conflict of legal systems?
- Do customary laws present any constraints or opportunities for gender inclusion in accessing and controlling resources or engaging in decision making and conflict mitigation?
- Under customary law, who can own natural resources, land, or other property? Who can enter into legal agreements and contracts? Who can inherit property?

## **Cultural norms and beliefs**

This section investigates the impact of gender norms and beliefs on power dynamics in decision making and access to rights, resources, and opportunities. Culture and traditions shape how societies and people define their social, religious, economic, and ecological interactions and how decisions are made and conflict resolved. These aspects are important to understand for shaping approaches and strategies to ensure long-term, beneficial, and inclusive outcomes.

Gender norms and beliefs have a significant impact on power dynamics in decision making and access to rights, resources, and opportunities in Somalia. Somalia, like many other countries, has a patriarchal social structure where men hold most of the power and women are often marginalized. This has profound implications for gender equality and distribution of resources and opportunities. Therefore, the information from this section of the gender analysis will overlap with other sections and might be a cross-cutting domain rather than a separate domain for analysis.

### **Guiding questions for Cultural norms and beliefs**

- Are there traditional or customary regulations and rules regarding the use, control, and management of natural resources by women and men?
- Are there attitudes, beliefs, customs, etc. that could present significant constraints to gender-responsive methods (e.g., avoiding mixing genders in focus groups, interactions with people outside the community, etc.)?
- What roles do women and men play in customary decision making and conflict mitigation?
- Do women tend to voice their opinions during community decision making? Why or why not?
- Do women and men tend to hold differentiated traditional knowledge about climate or natural resource management?
- Are there social norms and values regarding masculinity and femininity that impact expectations of the behaviours, actions, choices, and rites of passage for women and men?
- Are there cultural norms or restrictions for women and men in engaging in certain types of work?

## ***Gender roles, responsibilities, and time use***

This section focuses on how women and girls and men and boys spend time and their workload toward paid and unpaid work, including in households or reproductive (non-market) activities, productive (market) activities, and community activities (such as social and religious events and services like volunteering and attending school meetings). This helps to gain a better understanding of how people lead their lives and potential constraints to their participation and buy-in to project approaches, as well as potential impacts to roles and responsibilities from project activities.

Understanding the time allocation and workload patterns of women, men, and children in different social groups allows project implementers to design interventions that consider the existing roles, responsibilities, and constraints in a specific context. By mitigating gender-based time constraints and ensuring the inclusion of women and girls in project approaches, initiatives can have a more significant impact on improving gender equality, women's empowerment, and community development.

### **Guiding questions for Gender roles, responsibilities, and time use**

- What are the main sources of income for women and men (disaggregated by age)?
- How much time is devoted to productive, reproductive, and community work (disaggregated by gender, age, etc.)? How far do women and men travel to do these activities? What modes of transportation do they use?
- How much time is spent by women and men (disaggregated by age) on unpaid labour activities (e.g., water and fuel collection, household maintenance, care work, etc.)?
- When do women and men work on paid and unpaid activities (e.g., per day, month, season)?
- Are there social stigmas associated with certain types of work or sectors of work (e.g., labour seen as relegated to poorly educated individuals)? Do women or men make up most of these workers?
- Do women have control over income from their work?
- What are the roles of women, men, and children at all stages of a natural resources value chain (relevant to the project)? Are the resources for household use or markets? Do these roles vary by season?
- Are there barriers for women and men to participate in certain types of work (e.g., lack of transportation, safety resources, technologies, insurance, etc.)?
- What determines who has access to resources and who makes decisions about them (e.g., ownership over land, use of resources, etc.)? Are there resources that are used and managed by the community?
- How do different roles and responsibilities between women, men, and children affect vulnerability to climate change and the ability to adapt and cope with impacts?

## ***Access to and control over assets and resources***

This section is related to gender roles, responsibilities, and time use and focuses on how people interact with and use resources in their daily lives and in paid and unpaid work to generate benefits for themselves, their families, and their communities. Resources include natural resources, human and political resources (such as training, education, and representation), and capital resources (such as tools, finance, safety equipment, and transportation). Identifying the importance of resources based on cultural values, social relationships, and livelihood benefits helps ensure that projects are not taking away from livelihoods, eroding traditions, or exacerbating barriers to resources (see Box 6). Additionally, understanding how gender and social dynamics influence rights to access and control resources can reveal barriers to inclusive management and decision making over resources.

### **Guiding questions for Access to and control over assets and resources**

- What natural resources are used by women and men? How are they used (e.g., in households, for consumption, sale, medicine, cultural practices, etc.)? Do certain social groups have more or less access?
- What is the land tenure system (collective, individual, communal, etc.)? Do women and men have ownership rights? Who holds the deed or title to land (men, women, or both)?
- Do women and men have equal access to resources necessary for their work (e.g., tools, safety equipment, technical assistance, and credit and savings)?
- How is income distributed and managed in households? What do women and men invest money in (education, technologies, health, leisure, etc.)?
- What training and skill sets are women, men, and youth interested in to strengthen their access and management of resources (e.g., business literacy, public speaking, grant writing, processing and packaging, etc.)?
- How do women and men access information about projects and programmes?
- How do women, men, and youth generally receive information, news, and community updates (e.g., radio, television, internet, school groups, church, community organizations, from family members, etc.)? Can these communication pathways be utilized to increase inclusive participation and engagement in projects?

## Box 6: Gender dynamics of resource access and control in Somalia

Participants from the validation workshop held to pilot this toolkit provided analysis and insights on gender dynamics in resource access and control.

In Somalia, understanding gender dynamics of roles, responsibilities, and time use, including in relation to resource interaction, is crucial for designing projects that respect cultural values, social relationships, and livelihood benefits. It helps ensure that project interventions do not undermine existing livelihoods, erode cultural traditions, or exacerbate barriers to accessing resources. Additionally, comprehending how gender and social dynamics influence rights to access and control resources can reveal barriers to inclusive resource management and decision making. The following points briefly analyse some aspects related to gender and resources:

- **Human and Political Resources:** Human and political resources, such as education, training, and representation, are critical for individual and community development. However, gender dynamics can influence the distribution and utilization of these resources. In Somalia, men often have greater access to educational and political opportunities compared to women. This disparity limits women's representation in decision-making processes and their ability to access resources for their own empowerment and community development. Projects should aim to promote gender equality in education, training, and political participation to ensure equitable access to these resources.
- **Capital Resources:** Capital resources, including tools, finance, safety equipment, and transportation, are essential for productive activities and economic empowerment. Gender roles and norms can influence the allocation and control of capital resources. For instance, men may have greater access to financial resources and ownership of productive assets, while women may face challenges in accessing credit or owning land. Addressing these gender disparities in capital resources is essential for promoting women's economic empowerment and reducing gender inequalities.
- **Barriers to Resource Access and Control:** Gender and social dynamics often create barriers to inclusive management and decision-making over resources in Somalia. Traditional norms, discriminatory practices, and limited representation of women in decision-making bodies can hinder women's rights to access and control resources. Projects should aim to address these barriers by promoting gender-responsive approaches, empowering women in resource management, and ensuring their meaningful participation in decision-making processes.

## ***Participation and inclusion in decision making***

This section examines the ability of women, men, and youth to decide, influence, and exercise control over resources and opportunities. The information gathered can help reveal gender gaps and opportunities for political participation, inclusion in community governance, and decision-making at multiple levels. This includes spaces and situations where women and men from various social groups organize, share information, and socialize, which is critical for informing effective stakeholder engagement.

Promoting women's participation and inclusion in decision-making processes requires a multi-dimensional approach. This includes creating an enabling legal and policy framework, building the capacity of women leaders, addressing cultural and social norms that perpetuate gender inequalities, and fostering partnerships with civil society organizations and community leaders. By ensuring the active participation of women, men, and youth in decision-making spaces, Somalia can foster inclusive governance and achieve sustainable development and CCA outcomes.

### **Guiding questions for Participation and inclusion in decision making**

- What types of meetings are held to discuss community interests, and how do women and men participate in these meetings?
- At the household level, who controls/manages/makes decisions about resources, assets, and finances? Do women and men have a share in decision making?
- Are there cooperatives, user groups, or labour unions that help facilitate access to certain resources? Are these groups open to women and men?
- Are there social networks for mutual help to strengthen a community's organizational processes (e.g., disaster committees, volunteer groups, etc.)? How do women and men participate in these networks?
- Are there groups, networks, or other services available that can encourage peer support, learning, and solidarity among different groups of people (e.g., men engaging in peer support groups, religious groups, youth organizations, etc.)?
- How are women and men represented in different levels of government and in what capacity (e.g., in administrative positions, management, representative, etc.)?
- Are there gender quotas for women's participation in different levels of government or in community groups, organizations, or associations?

## **Analysis and recommendations**

Analysing the data and information gathered to provide recommendations is a critical part of a gender analysis. This section should focus on identifying the main benefits, risks, barriers, and opportunities for women and men across different social groups related to the programme or project design, objectives, and approaches, as well as recommendations to address risks and barriers in the programme or project (see Box 7). Developing potential strategies and opportunities to address risks and barriers should be done by consulting with stakeholders to ensure they are culturally appropriate and feasible (see Box 8).

### **Guiding questions for Analysis and recommendations**

- Will the envisioned programme or project help or harm inclusive gender norms?
- What benefits does the community receive from the programme or project? How are they shared between men and women from different social groups?
- What are costs or potential risks to the community from the programme or project (e.g., time commitments, labour, income, etc.)? How are the costs shared between women and men from different social groups?
- Are there equal opportunities for women and men to influence the programme or project?
- Are there unexpected risks or opportunities for gender inclusion identified through the analysis?
- Does the programme or project respond to the interests, needs, and priorities of different men and women?
- Do the approaches for stakeholder engagement consider women's and men's different roles, responsibilities, resource access, and time use (e.g., engaging stakeholders with respect to their time and mobility, providing childcare or transportation, etc.)?
- What are some of the main barriers (e.g., cultural, social, political) identified that may limit men's or women's participation? What is needed to effectively address barriers?
- How will women and men be targeted and reached?
- Are there groups, organizations, and networks that can be engaged in the programme or project to help facilitate gender-responsive approaches?
- What is the current level of access to the following for different groups of women and men, and what are the significant barriers to their access? How can addressing barriers improve resilience and adaptation to climate change impacts?
  - Skills and capabilities
  - Legal status and de facto rights
  - Quality, formal education and skills training
  - Present day technology
  - Quality health care
  - Command of economic resources, including access to credit
  - Adequate nutrition and clean water
  - Natural resources, including land
  - Workplace labour rights
  - Voice and influence in decision-making at all levels
  - Personal security and freedom from violence
  - Secure shelter

**Box 7: Examples of barriers and risks and potential strategies to address them<sup>49</sup>**

<p><b><u>Lack of time or competing priorities</u></b>          Activities may conflict with paid work or community and household responsibilities. For example, women hold primary responsibility in caring for children and preparing meals, and they may not be able or willing to attend activities that interfere with these responsibilities.</p>	<ul style="list-style-type: none"> <li>● Find out what time of day/season men and women tend to be available and schedule activities then, or plan to implement activities multiple times to accommodate groups.</li> <li>● Provide childcare during activities.</li> <li>● Provide additional food for people to take home to their families after activities.</li> </ul>
<p><b><u>Inaccessibility or lack of transportation</u></b>          Women, youth, the elderly, and poorer households have fewer options for transportation to activities if they are held far from households. If an activity requires an overnight stay, women may face additional challenges due to household responsibilities, physical safety, and cultural norms.</p>	<ul style="list-style-type: none"> <li>● Move activities closer to communities.</li> <li>● Provide transportation (and even companions) to activities.</li> <li>● Understand cultural norms around overnight activities and work with households to identify appropriate ways to allow for both men’s and women’s participation.</li> <li>● Compensate people for their time and travel.</li> </ul>
<p><b><u>Uncomfortable about participation</u></b>          If sociocultural norms do not encourage the participation of women, youth, or minority groups in decision making, then these groups may not feel safe or comfortable engaging in these spaces. Lack of self-esteem or public speaking skills, limited knowledge about the programme or project, or fear of backlash from families and communities can affect inclusive engagement in public activities.</p>	<ul style="list-style-type: none"> <li>● Conduct separate activities (e.g., roundtables with men and women (with women and men facilitators) to foster a more comfortable space.</li> <li>● Be clear about objectives and how the information will be used.</li> <li>● Ask for consent before recording audio or visual materials and be clear about how the materials will be used.</li> <li>● Hold separate meetings or activities for women and allow them to become familiar with the issues and speak freely and safely on their needs and priorities.</li> </ul>
<p><b><u>Limited access to information</u></b>          Challenges to inclusive information access can be rooted in literacy, spoken languages, accessibility to communication channels and technologies, and education.</p>	<ul style="list-style-type: none"> <li>● Provide a ‘foundational’ workshop for individuals who have less experience on the subject so that they can be prepared, knowledgeable, and confident to participate.</li> <li>● Ensure that activity discourse is conducted in the local language, or communication methods that everyone can understand.</li> <li>● Disseminate information through different communication channels to account for the ways women and men receive information (e.g., over radio, in children’s school notebooks, through church groups, etc.).</li> </ul>

<sup>49</sup> [Conservation International](#) (2019)

**Pushback on gender inclusion efforts**

Sometimes people may not support activities and meetings that are women-focused, seeing them as ways to challenge cultural norms and traditions or ways to take away resources from men. This can put women in unsafe positions if they are to participate and at risk of community backlash and even violence.

- Work with local leaders and male project participants to explain the importance of women's participation and identify culturally appropriate ways to allow for their participation.
- Engage with male facilitators to hold groups focused on sensitizing men and boys to gender inclusion and the benefits to everyone.
- Ensure men are informed about and sometimes invited (as appropriate) to meetings and activities in women-focused projects to keep people informed of opportunities and mitigate risks of community and household conflict.

**Box 8: Gender analysis and recommendations in Somalia**

Participants from the validation workshop held to pilot this toolkit provided analysis and insights on gender analysis and recommendations related to CCA in Somalia.

Analysing the data and information gathered through a gender analysis in the context of Somalia allows for the identification of key benefits, risks, barriers, and opportunities for women and men across different social groups. Based on this analysis, recommendations can be made to address the identified risks and barriers in the program or project design. It is important to consult with stakeholders to develop culturally appropriate and feasible strategies and opportunities. Based on the analysis, the following recommendations can be considered:

- Incorporate gender mainstreaming and gender-responsive approaches throughout the program or project design, implementation, monitoring, and evaluation.
- Establish mechanisms for meaningful participation of women, men, and diverse social groups in decision-making processes at all levels.
- Provide targeted support and resources to address the specific barriers faced by women and men in accessing and benefiting from the program, such as skills training, access to finance, and mentorship opportunities.
- Collaborate with local stakeholders, including community leaders, civil society organizations, and women's groups, to ensure culturally appropriate and context-specific strategies and interventions.

## **Section 4: Developing a gender action plan to support implementation and monitoring of gender inclusive CCA projects and programmes**

A gender action plan is a way to utilize information from a gender analysis and acts as a roadmap for strengthening gender-responsive approaches in implementation and monitoring in programmes or projects, contributing to inclusive outcomes. A gender action plan should include:

- Specific gender-responsive actions and strategies that contribute to project outcomes based on gender analysis findings.
- Gender and climate indicators - realistic targets to measure results related to gender inclusion and demonstrate commitment to CCA.
- Resources needed for gender-responsive activities, including budget to meet capacity building needs.
- Monitoring and reporting mechanisms to ensure successful implementation, including lines of responsibility and design elements and periodic reports or meetings to review implementation of the action plan.

Gender action plans are not separate project components with a different source of funding – they should mirror and align with project objectives and be considered an integral part of project design, financing, implementation arrangements, and monitoring and evaluation mechanisms. The intended outcomes, planned activities, and target stakeholders of CCA programmes and projects should reflect findings from a gender analysis to ensure that the gender action plan can effectively support realistic implementation of gender-responsive activities. The gender action plan for any project should be developed in coordination with key stakeholders to ensure proposed activities are feasible, culturally appropriate, and reflective of local needs and priorities. Project teams can utilize participatory development, validation, and review processes to support gender-responsive activity design within gender action plans (see Box 9).

**Box 9: Methods for participatory development and validation of gender-responsive activities and action plans**

<p><b>Gender Integration Framework</b></p> <p><i>AgriLinks</i>  <a href="#">Gender Integration Framework 101</a></p>	<p>The Gender Integration Framework from AgriLinks was developed for USAID to encourage a structured conversation about the inclusion of gender in project design, planning and implementation, and evaluation. The framework includes several areas for stakeholders and practitioners to discuss: (1) the current status of different domains of empowerment; (2) existing activities in programming; (3) activities needed in programming; (4) activities to prioritize going forward; and (5) how to measure progress.</p>
<p><b>Adaptive Collaborative Management</b></p> <p><i>Center for International Forestry Research (CIFOR)</i>  <a href="#">Adaptive Collaborative Management: A Simplified Guide for Practitioners (2016)</a>   <a href="#">Field guide to Adaptive Collaborative Management and improving women's participation (2014)</a></p>	<p>Adaptive Collaborative Management is a process for strengthening gender equity and inclusiveness of marginalized groups in community forestry and community-based activities through collective problem solving and management approaches. The process helps to learn and act collectively to systematically adapt to change and improve management, making it a promising practice for development and monitoring gender action plans.</p>
<p><b>Multi-stakeholder forums</b></p> <p><i>CIFOR</i>  <a href="#">Getting it right, a guide to improve inclusion in multi-stakeholder forums (2021)</a></p>	<p>Multi-stakeholder forums are used as decision-making, consultation, and dialogue platforms to bring together diverse constituencies. These forums are used to share ideas and formulate decisions in a more open and equitable way and are key opportunities to strengthen inclusion of women, Indigenous Peoples, and other under-represented groups in natural resource management and governance contexts.</p>
<p><b>Gender-responsive evaluations</b></p> <p><i>UN Women</i>  <a href="#">Good practices in gender-responsive evaluations (2020)</a></p>	<p>This interactive resource includes several overviews and resources for gender-responsive evaluations, including using outcome mapping to assess contributions of stakeholders and partners, methods to assess power dynamics, collaborative outcomes reporting for rights holder participation, and others.</p>

A gender action plan can help establish the path that the initiative will take to contribute to gender inclusive outcomes and long-term gender equality goals. The programme or project can contribute to closing identified gender gaps and strengthening inclusion, for example, the following, which can be integrated into the intended outcomes of CCA programmes and projects:

- **Human rights:** Women and girls have better access to resources and services (e.g., education, income, healthcare, resource rights, etc.), increasing realization of their full human rights.
- **Capacity development:** Capacity development is provided via training programmes (e.g., value adding skills, or financial and skills development for youth and women processors, or vendors).
- **Access to and control of resources:** Women, men, and youth have improved access to and control of development resources and benefits, such as natural and economic resources or opportunities (e.g., employment and income-earning opportunities); productive assets (e.g., equipment and tool ownership and user rights); and benefits (e.g., credit, payments for environmental services).
- **Voice and decision making:** Opportunities for women's voices and rights (e.g., participation and/or representation in decision-making processes and structures, for example in watershed management groups, landscape restoration committees); political empowerment (e.g., local governance structures, leadership training); or access to grievance mechanism(s) have been provided/enhanced.
- **Reduction of time poverty:** Women benefit from affordable access to services (e.g., clean water supply and sanitation, transportation, reliable energy sources, labour-saving technologies).
- **Allocating resources:** Financial and human resources are allocated to accomplish the activities identified to enhance gender capacity, gender inclusiveness, and women's empowerment (e.g., expanding stakeholder consultation efforts, developing an institutional gender policy and strategy, funding research, hiring a gender specialist, etc.).

Gender-specific outcomes should specify the improvement the project is seeking to achieve (e.g., women's as well as men's income from climate-smart jobs improves in the target area), with reference to a baseline, and ensuring that activities are designed to support this improvement. Projects should also specify, named groups of women, men, and youth to ensure differential needs are met (e.g., single or widowed women in rural areas, men and women in specific minority groups, youth in IDP camps, PWDs, etc.). The recommended activities to the intervention will depend on the socio-cultural context, budget and human resources available to the intervention, and other factors, and they should be formulated with and validated by key stakeholders and partners, which can help increase financial resources available, create ownership, and produce better outcomes.

## Guiding questions for a project gender action plan<sup>50</sup>

- What consequences do the findings from the gender analysis have for the project design and results framework?
- How can the project address differentiated vulnerabilities to climate impacts?
- How can gender-differentiated knowledge, roles and resources be used to better design and implement CCA programmes and projects?
- What measures must be taken to ensure that all genders can participate in and benefit from project activities?
- What measures need to be in place to mitigate and avoid continuing or causing gender-based discrimination or GBV?
- Are there capacity needs or structures that can support design and implementation of inclusive measures, such as training sessions, complaint mechanisms, or safety infrastructure?
- How can the project budget support implementation of anticipated analyses, activities, and monitoring and evaluation to promote gender inclusion?

## Gender and climate change indicator development

Gender and climate change indicators should be integrated throughout project monitoring and evaluation plans and defined in the gender action plan. Gender and climate change indicators should identify whether the situation has changed and how or whether CCA project outcomes and activities have contributed to gender inclusion or not.<sup>51</sup> Indicators can be formulated to be quantitative (e.g., sex-disaggregated data by level or poverty or participation) or qualitative (e.g., monitoring changes in attitude, perception, or levels of empowerment).<sup>52</sup> Below are a few key categories for and examples of gender-sensitive indicators in CCA projects (see Box 10 for additional examples):

- Enhanced levels of gender equality (e.g., percentage of people with access to and control over key resources, by sex, by age)
- Capacity and knowledge building (e.g., percentage of capacity building participants reporting increased understanding of gender inclusion and CCA, by sex (measured via pre- and post-workshop surveys))
- Policy development and support (e.g., number of climate change policies/action plans adopted or updated to include gender considerations)
- Knowledge management and sharing (e.g., number of presentations given to share knowledge learned from the programme)

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<sup>50</sup> [IUCN \(2021\)](#)

<sup>51</sup> [Dupar and Velasco \(2021\)](#); United Nations Environment Programme ([UNEP](#)) and [IUCN \(2019\)](#)

<sup>52</sup> [NDC Partnership \(2021\)](#)

## Steps for developing gender and climate change indicators<sup>53</sup>

1. Examine the objectives for the project or initiative to address climate change in a sector.
2. Determine whether the objectives themselves respond to gender issues and considerations.
3. Identify activities to reach the objective. Consider whether these activities reach both women and men.
4. Consider whether there are useful gender analysis results that could be used to inform initiatives in the sector of focus.
5. Retrieve the baseline data to compare with the next achievement and check if there is already sex-disaggregated data to use.
6. Identify the indicators that will evaluate gender inclusiveness related to the objective of the initiative.
7. Set a target and a time frame, including frequency of collection.
8. Ensure the indicators are SMART (simple, measurable, attainable, realistic, time bound) and gender responsive.
9. Consider how indicators can be verified or proven and determine what quantitative and qualitative methods are needed (e.g., national census data, household surveys, registration forms, surveys, interviews, field trips, donor reporting, etc.).
10. Consider gender-related assumptions and potential risks for indicators (e.g., willingness of communities to invest in climate-smart agriculture, remoteness of project area decreases women's and youth's accessibility, etc.).

## Guiding questions for gender and climate change indicators

- What systems/indicators/commitments are in place to track progress on gender equality and women's empowerment (e.g., SDGs) how can the project/programme build on this?
- What kind of sex-disaggregated data is being collected within CCA sectors (and by who)? What gaps and challenges remain? How can the project/programme fill gaps?
- What are the intended outcomes of the programme/project and how do these relate to gender inclusion? How do they contribute to the overall long-term goal of gender equality? What indicators can best support measuring progress?
- How will gender-differentiated results and indicators be tracked, analysed, and shared?
- Who will be responsible for collecting information?
- How will the data be disaggregated (e.g., sex, age, type of household, etc.)
- What will be the source(s) of data?
- Which indicators will be collected as a baseline?
- How frequently will information be collected and reported?

<sup>53</sup> [UNDP](#) (2020)

**Box 10: Examples of gender-responsive indicators for climate change projects<sup>54</sup> and relevant SDG indicators<sup>55,56</sup>**

***Well-being and livelihood***

- Number and percentage of poor women and men with increased resilience to deal with climate change (e.g., use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues, number / percentage of women-headed households provided with resilient home)
- Time saved in collecting and carrying water, fuel, and forest products due to environmentally sustainable and CCA activities (disaggregated by gender, age, and other social indicators)
- Number of casualties from natural disasters, by sex and age
- Number of communities and the percentage of women in these communities benefiting from effective, climate-resilient watershed management

***Access to resources and benefits***

- Number of women and men benefiting from tools and resources from the programme or project (disaggregated by age and other social indicators)
- Number of women and men benefiting from financial investments stemming from programme interventions (disaggregated by age and other social indicators)
- Share of women among owners or rights-bearers of agricultural land, by type and tenure
- Number of women and men that have a formal certificate of land title and/or right to sell land or use land as collateral.
- Number of women and men managing or using resources/agricultural land who are actively involved in community associations or user groups

***Economic empowerment***

- Number of women and men with improved access to financial mechanisms (e.g., credit, affordable loans, savings accounts, etc.)
- Number and percentage of women and men with increased employment and income due to CCA or mitigation activities (e.g., improved energy facilities and services, improved farm productivity, etc.)
- Increased market opportunities for women-headed small- and medium-scale enterprises

***Participation and decision-making***

- Number of women and men actively participating in project consultations, planning, workshops, and committee meetings (disaggregated by age and other social indicators)
- Number of women and men in decision-making positions relating to the activities or in the

<sup>54</sup> Indicators sourced from [GCF \(2017\)](#) and [UN Women, Global Mechanism of the United Nations Convention to Combat Desertification \(UNCCD\), and IUCN \(2019\)](#)

<sup>55</sup> [UN Women \(2021b\)](#), p. 16-19

<sup>56</sup> See the [Gender, Poverty and Environmental Indicators on African Countries \(2023\)](#) from AfDB for information on SDG progress.

project context (disaggregated by age and other social indicators)

- Number of women and men serving in leadership positions related to the areas of intervention or in the project context (e.g., manager, lead farmer, entrepreneur, etc.)
- Level of women's and men's awareness on women rights and rules for access to financial, natural, and energy resources
- Survey of perceptions of quality and quantity of participation and ability to influence project development planning and decision making (disaggregated by gender, age, and other social indicators)
- Number of associations (e.g., market cooperatives natural resource user groups, etc.) created and number of women and men participating (disaggregated by age and other social indicators)

### ***Capacity development***

- Number of women and men benefitting from organized workshops and training opportunities within the programme or project (disaggregated by age and other social indicators)
- Sectoral policy, strategies and reforms include gender equality objectives based on gender analysis of need, demand and supply.
- Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g., adaptations to land management practices in marginal and fragile lands, adaptations related to changing rainfall patterns)
- Existence of new or improved gender equality supporting sectoral regulatory and legal documents
- Evidence of the type of incentives designed to recruit women, increase their capacity, and provide career development in targeted sector agencies and service providers.
- Level of institutional and staff capacity to mainstream gender in the relevant sector

### ***SDG indicators relevant for the intersection of gender, climate change, and disasters<sup>57</sup>***

#### **SDG 1 - End poverty in all its forms everywhere**

- 1.1.1 Proportion of the population living below the international poverty line by sex, age, employment status and geographic location (urban/rural)
- 1.2.1 Proportion of population living below the national poverty line, by sex and age
- 1.4.2 Proportion of total adult population with secure tenure rights to land (a) with legally recognized documentation and (b) who perceive their rights to land as secure, by sex and type of tenure.
- 1.5.1 Number of deaths, missing persons and directly affected persons attributed to disasters per 100,000 population (Note: this indicator is the same as 11.5.1 and 13.1.1)
- 1.5.4 Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies.

#### **SDG 3 - Ensure healthy lives and promote well-being for all at all ages**

- 3.9.1 Mortality rate attributed to household and ambient air pollution.
- 3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe Water, Sanitation and Hygiene for All (WASH) services)
- 3.9.3 Mortality rate attributed to unintentional poisoning.

<sup>57</sup> See pages 16-19 in [UN Women \(2021b\)](#)

SDG 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 4.1.2 Completion rate (primary education, lower secondary education, upper secondary education)

SDG 5 - Achieve gender equality and empower all women and girls

- 5.a.1 (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
- 5.c.1 Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment
- 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
- 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
- 5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
- 5.5.1 Proportion of seats held by women in (a) national parliaments and (b) local governments

SDG 6 - Ensure availability and sustainable management of water and sanitation for all

- 6.1.1 Proportion of population using safely managed drinking water services
- 6.2.1 Proportion of population using (a) safely managed sanitation services and (b) a hand-washing facility with soap and water

SDG 7 - Ensure access to affordable, reliable, sustainable, and modern energy for all

- 7.1.2 Proportion of population with primary reliance on clean fuels and technology

SDG 8 - Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

- 8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider

SDG 11 - Make cities and human settlements inclusive, safe, resilient, and sustainable

- 11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing
- 11.2.1 Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities

## Section 5: Assessing gender mainstreaming in CCA programmes and projects

The following questions should be used to guide and reflect on gender mainstreaming considerations in CCA programmes and projects.<sup>58</sup> These questions can help assess if gender is adequately considered in all areas, they can be reviewed as part of a mid-term evaluation, and answers can help document best practices and lessons learned on gender inclusive CCA that can be used in reporting and development of publications and communications materials.

Question	Describe how the project meets or does not meet the criteria
Does the project include requirements for gender analysis and the collection of data disaggregated by sex and age?	
Are the differential needs of women and men addressed in the design of the project?	
Does the project include a budget line for hiring an expert to assess the gendered impacts of the entire project and make recommendations for gender-responsive actions, and subsequent indicators?	
Does the project liaise or coordinate with gender stakeholders, women's groups and organizations, the national gender machinery, and/or gender experts?	
Are women and men included in management arrangements, decision-making processes, and as beneficiaries, partners and key stakeholders?	
Are gender considerations included in project outcomes, planned activities, and frameworks?	
Does the project include gender-responsive budgeting to address gendered aspects of the project?	
Are actions of the programme or project in line with the Government's national and international policies/ obligations on gender and CCA?	
Are specific tools or methods being used to address gender inequalities in the project?	
Does the project include development of a gender action plan?	

<sup>58</sup> Sourced from [Siles et al. \(2019\)](#) and [UNIDO \(2015\)](#)

Does the project define gender and climate change indicators? Are other indicators disaggregated by sex, age, and other social factors?	
<p>Did women and men have equal access to resources, services and capacity development? Track if the following are continued during implementation:</p> <ul style="list-style-type: none"> <li>• Equal participation of women and men in management arrangements and as beneficiaries, partners and key stakeholders.</li> <li>• Equal participation of women and men in decision-making processes.</li> <li>• Type of tools and actions identified to address possible gender inequalities emerging from the project.</li> </ul>	
Does the project staff include gender and/or social inclusion experts?	
Does the project develop the capacity of staff to address gender considerations and the use of gender-responsive and participatory tools in the context of the project and its implementation?	
Will all project staff be sensitized to gender issues and the importance of gender inclusion in CCA?	
Is there a gender balanced recruitment of project personnel and gender balanced representation in project committees?	
Will the monitoring and evaluation of the project cover gender issues and behavioural changes towards gender equality?	
Does the project involve local women and men and local organizations in data collection and analysis?	
Will the project develop publications, videos, blogs, and other communications materials to share best practices and lessons learned on gender inclusive CCA?	
Are gender considerations and gender-responsive approaches included in periodic reporting?	

# Section 6: Additional resources on gender and CCA

## Reports and databases for Somalia

- AfDB. (2022). *Somalia - Country Gender Profile*. Available at: <https://www.afdb.org/en/documents/somalia-country-gender-profile>
- Ali, F.A. and Dini, S. (n.d.). *Gender analysis of digital financial inclusion and women's economic empowerment: Somali Women's Experiences*. World Food Programme (WFP). Available at: [https://executiveboard.wfp.org/es/document\\_download/WFP-145253](https://executiveboard.wfp.org/es/document_download/WFP-145253)
- CARE International. (2021). *CARE Somalia Rapid Gender Analysis*. Available at: <https://www.care-international.org/resources/care-somalia-rapid-gender-analysis-september-2021>
- CCCM Cluster. (2022). *Somalia: CCCM 2022 Rapid Gender Analysis*. Available at: <https://reliefweb.int/report/somalia/somalia-cccm-2022-rapid-gender-analysis-september-2022>
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- FAO. (n.d.). *Gender and land rights database: Somalia*. Available at: [https://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country\\_iso3=SOM](https://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/en/?country_iso3=SOM)
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- UN Women and UNFPA. (2020). *Case study: Somalia: Funding for gender equality and the empowerment of women and girls in humanitarian programming*. Available at: <https://www.unfpa.org/sites/default/files/resource-pdf/funding-for-geewg-in-humanitarian-programming-somalia-en.pdf>
- UN Women Somalia Office. (2022). *Gender, climate and conflict analysis in Somalia and assessment of opportunities for climate smart agriculture and livelihood opportunities for crisis-affected and at-risk women in Somalia*. Available at: <https://africa.unwomen.org/en/digital-library/publications/2022/04/gender-climate-and-conflict-analysis-in-somalia-and-assessment-of->

[opportunities-for-climate-smart-agriculture-and-livelihood-opportunities-for-crisis-affected-and-at-risk-women-in-somalia](#)

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- Resurrección, B.P., Bee, B.A., Dankelman, I., Park, C.M.Y, Halder, M., & McMullen, C.P. (2019). *Gender-transformative climate change adaptation: Advancing social equity*. Stockholm Environment Institute (SEI). Available at: <http://sei.org/wp-content/uploads/2019/11/gender-transformative-climate-change-adaptation.pdf>
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## Gender-responsive and inclusive approaches

### **Stakeholder engagement and inclusive processes**

CIFOR. (2021). *Getting it right: A guide to improve inclusion in multi-stakeholder forums*. Available at: <https://gender.cgiar.org/publications/getting-it-right-guide-improve-inclusion-multistakeholder-forums>

Evans, K., Larson, A.M., Mwangi, E., ..., Banana, A.Y. (2014). *Field guide to Adaptive Collaborative Management and improving women's participation*. CIFOR. Available at: <https://www.cifor.org/knowledge/publication/5085/>

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- Dupar, M. and Velasco, P. (2021). *Advancing gender equality and climate action: A practical guide to setting targets and monitoring progress*. Capre Town: Climate and Development Knowledge Network (CDKN). Available at: <https://reliefweb.int/report/world/advancing-gender-equality-and-climate-action-practical-guide-setting-targets-and-monitoring-progress>
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## **Capacity assessment and capacity building**

- Oxfam. (2012). *The power of gender-just organizations: Toolkit for transformative organizational capacity building*. Available at: [https://www.oxfam.ca/wp-content/uploads/2012/11/Ox-Gender-Toolkit\\_web-final\\_0.pdf](https://www.oxfam.ca/wp-content/uploads/2012/11/Ox-Gender-Toolkit_web-final_0.pdf)
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## **Gender-responsive budgeting**

- Oxfam. (2018). *A guide to gender-responsive budgeting*. Available at: <https://policy-practice.oxfam.org/resources/rough-guide-to-gender-responsive-budgeting-620429/>
- Oxfam. (2019). *Data for gender-responsive budgeting*. Available at: <https://policy-practice.oxfam.org/resources/data-for-gender-responsive-budgeting-620765/>
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## **Gender mainstreaming guidance and tools**

- CDKN and WEDO. (2021). *Guide to strengthening gender integration in climate finance projects*. Available at: [https://wedo.org/wp-content/uploads/2021/11/Guide-to-strengthening-gender-integration-into-climate-finance-projects\\_WEDO\\_CDKN\\_11.21.pdf](https://wedo.org/wp-content/uploads/2021/11/Guide-to-strengthening-gender-integration-into-climate-finance-projects_WEDO_CDKN_11.21.pdf)
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## Annex 1: Main findings from stakeholder survey

- 22 total responses from academic and research institutes, CSOs, and government/public sector (8 women, 14 men)
- Below are some key insights and information provided through the survey regarding actions and strategies to strengthen gender considerations in CCA programmes and projects in Somalia.
- Responses are edited for clarity and summarized.

## Strategies and actions

### Cross-cutting strategies

- Tackle the underlying factors contributing to gender disparities, which expose women and girls to increased vulnerability in the face of climate change.
- Address GBV and discrimination that may increase or be exacerbated by climate change impacts, such as domestic violence, sexual harassment, human trafficking, early marriage, etc., and providing protection and support services for survivors.
- A comprehensive approach is needed that incorporates gender considerations into CCA policy and planning, increases women's participation and leadership, develops gender-responsive monitoring and evaluation systems, addresses GBV and other gender-related issues, and increases funding for gender-responsive adaptation programs. This requires political commitment, adequate funding, and the involvement of all stakeholders.

### Empowerment and leadership

- Empower women and youth as leaders in CCA, including through knowledge and education.
- Establish meaningful, informed, and effective participation and leadership of women and girls with diverse backgrounds in CCA decision-making processes and projects.
- Engage women and men as agents of change in adaptation actions, ensuring their meaningful participation and leadership in all stages and levels of the process.

### Capacity building and awareness raising

- Capacity building and improving the skills of gender that can address the changes of climate.
- Introduce climate change effects and make community awareness for understanding the changes of the climate.
- Allocate adequate resources and capacity for gender-responsive adaptation actions, including financial, technical, human, and institutional resources, and enhance the skills and knowledge of relevant stakeholders on gender and climate change issues.
- Create a platform or network for sharing information, resources, advocacy opportunities, and best practices on gender and CCA.
- Organize regular workshops, webinars, or conferences to showcase successful examples of gender-responsive CCA programmes or projects.

- Provide technical and financial support for capacity building, innovation, and scaling up of gender-responsive CCA interventions, especially for grassroots organizations and communities.

#### Policies, programmes, and projects

- Gender responsive strategy and policy incorporate the experiences and needs of women and girls and address the underlying causes of vulnerability including gender inequality, gender relationships, power structures, social norms, and leadership.
- Incorporate gender considerations into the design, implementation, and evaluation of CCA programs. This involves understanding and addressing the unique vulnerabilities and capacities of women and men in the context of climate change.
- Strengthen collaboration and partnerships among government agencies, civil society organizations, academia, and other relevant stakeholders. This facilitates knowledge sharing, coordination of efforts, and joint advocacy for gender-responsive CCA.
- Collect and use sex-disaggregated data to monitor and evaluate the effectiveness and equity of adaptation actions, as well as to inform evidence-based decision making and policy formulation.
- Conduct a gender analysis to identify the different needs, roles, capacities, and priorities of women and men in relation to CCA, as well as the potential impacts and benefits of adaptation interventions on gender equality and women's empowerment.
- Support more research and analysis on gender dimensions of climate change in Somalia.
- Develop and implement gender-sensitive monitoring and evaluation frameworks and tools for measuring and reporting on the outcomes and impacts of adaptation actions on gender equality and women's empowerment.
- Align adaptation actions with the national and international frameworks and norms on gender equality and human rights, such as the National Gender Policy, CEDAW, the Beijing Platform for Action, the SDGs.

## Annex 2: Information from key informant interviews

- 11 key informant interviews conducted – 5 with MoECC (4 men, 1 woman) and 6 with MoWHRD (0 men, 6 women)
- Below are some key insights and information provided in interviews regarding policies, national and international partners and stakeholders, and ongoing initiatives related to gender and climate change in Somalia.
- Responses are edited for clarity and summarized.

### MoWHRD

#### Institutional arrangements

- The Ministry of Women and Human Rights is dedicated to the survival of Somali women, as well as to empowering women in the areas of health and education, as well as encouraging women to participate in politics. Additionally, the Ministry facilitates ways for women to create jobs and improve their capacity to adapt to climate change.
- The Ministry has significant priority to support women in both the federal government and federal member states, particularly in areas linked to women's empowerment, gender protection, disability, and child protection.
- UN Women, UNDP, and UNFPA work with the ministry to support national priorities on gender. These actors support budgeting, technical consultations, and provide recommendations as partners.

#### Key policies and strategies

- The ministry has developed the women's national policy/strategy, which address areas of harassment prevention, economic empowerment for women, gender equality, and political participation. The strategy did not directly address climate change but advocated for empowering women to create adaptation programs, including small business creation. The ministry is campaigning on how to deal with women's issues and climate change in the gender plan 2022-2025.
- There is a section of the ministry working on women and climate change under the gender department, which was established two years ago. However, it is not as active because it does not have funding.

#### Challenges and barriers to gender inclusive CCA

- A major barrier to gender and CCA focus in the ministry is lack of capacity, resources, and funding on climate change within the ministry.
- Limited availability of gender-disaggregated data and analysis impedes the creation of gender-responsive CCA actions.
- Lack of participation of women and other marginalized groups in climate change decision-making processes. Women and other excluded groups should be given top priority in all

facets of climate change decision making, from project development to policy formation, to ensure that their access to resources, opportunities for leadership, and involvement are considered, and their voices are heard.

- Inadequate understanding and awareness of the significance of incorporating gender-responsive and socially inclusive approaches into climate change action.

## MoECC

### Institutional arrangement

- At the federal level, the Somali Ministry of Environment, Climate Change and Natural Resources is responsible for developing and implementing policies and programs related to climate change. The ministry works with other government agencies, civil society organizations, and international partners to coordinate efforts to address climate change at the national level.
- At the state and local levels, departments/ministries responsible for environmental and natural resources management may also have priorities and responsibilities related to addressing climate change, such as developing and implementing adaptation measures, promoting sustainable land use practices, and building climate-resilient infrastructure.
- International bodies such as UNDP and UNEP also support Somalia's efforts to address climate change. These organizations provide technical assistance, capacity building, and financial support to the Somali government and other stakeholders to develop and implement policies and programs related to climate change.
- International NGOs such as Oxfam and Save the Children work with communities in Somalia to build their resilience to climate change, including through supporting sustainable agriculture and water management practices, promoting disaster risk reduction, and providing humanitarian assistance during climate-related disasters.
- Donor countries such as the United States, the United Kingdom, and the European Union provide financial and technical support to Somalia to address climate change, including through funding adaptation and mitigation measures and building the capacity of government institutions and civil society organizations.
- Private sector entities: Private sector entities such as renewable energy companies, agribusinesses, and infrastructure developers can also play a role in supporting Somali priorities on CCA and resilience building, including through investing in climate-resilient infrastructure and promoting sustainable business practices.
- The MoECC works with and supports national priorities and international groups (NAP Project, WFP, UNDP, GEF, GCF) and other federal and state ministries and National Coalitions network.

### Policies and strategies

- Somalia's National Adaptation Programme of Action (NAPA): NAPA is a framework that guides Somalia's efforts to adapt to the impacts of climate change. It identifies priority areas for adaptation, such as water resources, agriculture, and coastal zones, and proposes adaptation measures to address these areas.

- Somalia's Intended Nationally Determined Contribution (INDC): The Intended National Determined Contribution outlines Somalia's commitments to reducing greenhouse gas emissions and adapting to the impacts of climate change. It includes targets for renewable energy development, forest conservation, and adaptation measures.
- The Somali Climate Change Policy and Implementation Plan: The policy and plan outline Somalia's long-term vision for addressing climate change and provide guidance on how to achieve this vision. They include measures such as promoting sustainable land use practices, building climate-resilient infrastructure, and improving access to climate finance.

#### Past and ongoing projects and programmes on gender and CCA

- The Somali Climate Adaptation and Livelihoods Project (SCALP): The SCALP project, implemented by the World Bank, aimed to increase the climate resilience of pastoral and agro-pastoral communities in Somalia. The project provided support for community-based adaptation measures, such as water management and soil conservation, as well as improvements to livestock health and marketing. The project was able to reach over 200,000 people, and preliminary results suggest that it has led to improvements in income and food security. However, challenges included limited access to finance and the need for more support for community participation and ownership.
- The Building Resilient Communities in Somalia (BRCiS) program: The BRCiS program, implemented by a consortium of NGOs, aimed to increase the resilience of communities in Somalia to shocks and stresses, including those related to climate change. The program included support for sustainable agriculture and water management, as well as social protection measures for vulnerable households. The program was able to reach over 1.7 million people, and preliminary results suggest that it has led to improvements in food security and livelihoods. However, challenges included limited access to finance and the need for more support for gender equality and social inclusion.
- The Somali Renewable Energy Program (SREP): The SREP, implemented by the Somali government with support from the African Development Bank, aimed to increase access to renewable energy in Somalia, including through solar and wind power. The program included investment in infrastructure and technical capacity building. The program has led to the installation of over 1,000 solar home systems and the construction of a solar-powered water pump. However, challenges included limited access to finance and the need for more support for policy and regulatory frameworks.

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