



Food and Agriculture
Organization of the
United Nations

GENDER MAINSTREAMING IN CLIMATE INVESTMENTS IN THE AGRICULTURE, FORESTRY AND OTHER LAND USE SECTOR IN EUROPE AND CENTRAL ASIA

REGIONAL RESOURCE GUIDE



GENDER MAINSTREAMING IN CLIMATE INVESTMENTS IN THE AGRICULTURE, FORESTRY AND OTHER LAND USE SECTOR IN EUROPE AND CENTRAL ASIA

REGIONAL RESOURCE GUIDE

Required citation:

FAO. 2023. *Gender mainstreaming in climate investments in the agriculture, forestry and other land use sector in Europe and Central Asia – Regional resource guide*. Budapest. <https://doi.org/10.4060/cc6412en>

The designations employed and the presentation of material in this information product do not imply the expression of any opinion whatsoever on the part of the Food and Agriculture Organization of the United Nations (FAO) concerning the legal or development status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. The mention of specific companies or products of manufacturers, whether or not these have been patented, does not imply that these have been endorsed or recommended by FAO in preference to others of a similar nature that are not mentioned.

ISBN 978-92-5-137931-8

© FAO, 2023



Some rights reserved. This work is made available under the Creative Commons Attribution-NonCommercial-ShareAlike 3.0 IGO licence (CC BY-NC-SA 3.0 IGO; <https://creativecommons.org/licenses/by-nc-sa/3.0/igo/legalcode>).

Under the terms of this licence, this work may be copied, redistributed and adapted for non-commercial purposes, provided that the work is appropriately cited. In any use of this work, there should be no suggestion that FAO endorses any specific organization, products or services. The use of the FAO logo is not permitted. If the work is adapted, then it must be licensed under the same or equivalent Creative Commons licence. If a translation of this work is created, it must include the following disclaimer along with the required citation: "This translation was not created by the Food and Agriculture Organization of the United Nations (FAO). FAO is not responsible for the content or accuracy of this translation. The original [Language] edition shall be the authoritative edition."

Disputes arising under the licence that cannot be settled amicably will be resolved by mediation and arbitration as described in Article 8 of the licence except as otherwise provided herein. The applicable mediation rules will be the mediation rules of the World Intellectual Property Organization <http://www.wipo.int/amc/en/mediation/rules> and any arbitration will be conducted in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL).

Third-party materials. Users wishing to reuse material from this work that is attributed to a third party, such as tables, figures or images, are responsible for determining whether permission is needed for that reuse and for obtaining permission from the copyright holder. The risk of claims resulting from infringement of any third-party-owned component in the work rests solely with the user.

Sales, rights and licensing. FAO information products are available on the FAO website (www.fao.org/publications) and can be purchased through publications-sales@fao.org. Requests for commercial use should be submitted via: www.fao.org/contact-us/licence-request. Queries regarding rights and licensing should be submitted to: copyright@fao.org.

Photos: ©FAO/Nozim Kalandarov, ©FAO/Ridvan Vahapo, ©FAO/Vyacheslav Oseledko, ©FAO/Nigela Lici.

Contents

ACKNOWLEDGEMENTS	V
ABBREVIATIONS AND ACRONYMS	VI
INTRODUCTION AND BACKGROUND	1
STRUCTURE OF THE RESOURCE GUIDE	2
1. RATIONALE FOR GENDER MAINSTREAMING IN THE REGIONAL CLIMATE INVESTMENT PORTFOLIO	3
1.1. International and regional priorities on climate change and gender equality	3
1.2. Climate investment portfolio	5
1.3. FAO regional gender mainstreaming priorities	6
2. GENDER AND CLIMATE CHANGE	9
3. GENDER MAINSTREAMING IN CLIMATE FINANCE PROJECTS AND PROGRAMMES	11
4. LEARNING FROM REAL-LIFE EXAMPLES: GENDER MAINSTREAMING PRACTICES IN THE CLIMATE INVESTMENT PORTFOLIO	15
5. GOOD PRACTICES FROM THE EUROPE AND CENTRAL ASIA REGION'S CLIMATE INVESTMENT PORTFOLIO	19
5.1. Exploring gender-responsive value chains to maximize gender impact in Armenia's land degradation neutrality efforts	20
5.2. Developing a Gender Action Plan to realize women's pivotal role in achieving Georgia's land degradation neutrality targets	22
5.3. Enhancement of nationally determined contribution with gender mainstreaming in Tajikistan	25
5.4. Using the power of data to mobilize women in rural areas of the Republic of Moldova	27
5.5. Gender mainstreaming through a continuum of support services: transforming the forestry sector in Kosovo	29
5.6. Mainstreaming gender in a large-scale regional project: experience from Central Asia	32
BIBLIOGRAPHY	37
References	37
Legal references	41
Further reading	41
Suggested resources: toolkits and guidelines	41

GLOSSARY	43
-----------------	-----------

APPENDIX. GENDER-SENSITIVE FAO REGIONAL SUPPORT: INITIATIVES AND LINKS TO RELEVANT SDGS	45
------------------------------------------------------------------------------------------------	-----------

FIGURES

1. Regional distribution of climate finance allocated to the agriculture and land use sector by climate objective (USD million)	6
2. Key results trilogy for gender mainstreaming	10
3. A classification of development interventions with associated target groups	12

TABLES

1. Operationalizing gender mainstreaming in climate finance investment projects in the agriculture, forestry and other land use sector	13
2. Summary of key messages and responsive actions taken in FAO's regional portfolio concerning gender mainstreaming experiences	16
3. Snapshot of a selected value chain in Lori and Syunik through gender, environmental, market, food security and nutrition lenses	21
4. Action points in the Gender Equality and Social Inclusion Strategy	34



Acknowledgements

This resource guide is an initiative of the Gender and Social Protection Team of the Food and Agriculture Organization of the United Nations Regional Office for Europe and Central Asia, and has been prepared by Stephanie Hodge and Berkin Şafak Şener under the guidance of Dono Abdurazakova, Senior Gender and Social Protection Adviser, and Anna Jenderedjian, Gender Mainstreaming and Social Protection Specialist. Jeremy Schlickerrieder, Natural Resource Officer and Virga Nagypal, Climate Change and Natural Resource Management Junior Technical Officer, provided the technical review in finalizing the publication. The resource guide would not have been possible without the invaluable contributions of FAO technical colleagues, particularly Linda Abazi-Morina, Soma Chakrabarti Fezzardi, Elisabeth Duban, Martina Duncan, Salome Kinkladze, Zsuzsanna Keresztes, Nina Lozinschi, Iamze Mirazanashvili, Mihail Ojog, Tania Santivanez, Jina Sargizova, Akmaral Sman, Carolina Starr and Natalia Urecheanu. The authors also express their sincere gratitude to all the participants of the FAO regional workshop “Towards gender equality and transformative agrifood systems” held in Budapest on 24–25 November 2022 for their important contribution towards the validation of the promising practices presented in this resource guide.

Abbreviations and acronyms

AFOLU	agriculture, forestry and other land use
AWP	annual work plan
CCA	climate change adaptation
DRR	disaster risk reduction
CGA	Country Gender Assessment
FAO	Food and Agriculture Organization of the United Nations
GAP	Gender Action Plan
GCF	Green Climate Fund
GEF	Global Environmental Facility
GESI	Gender Equality and Social Inclusion Strategy
GHG	greenhouse gas
ILO	International Labour Organization
INRM	integrated natural resources management
LDN	land degradation neutrality
LOA	letter of agreement
NDC	nationally determined contribution
PPP	purchasing power parity
SDG	Sustainable Development Goal
SEAGA	Socioeconomic and Gender Analysis Programme
TOR	terms of reference
UNCBD	United Nations Convention on Biological Diversity
UNCCD	United Nations Convention to Combat Desertification
UNFCCC	United Nations Framework Convention on Climate Change
USD	United States dollar



Introduction and background

This resource guide aims to support decision-makers, development practitioners, trainers and civil society organizations representing both farmers and rural women in designing and implementing climate investment projects and programmes in the Europe and Central Asia Region.¹ It features a practical conceptual framework to enhance gender mainstreaming in climate investment programming with a particular emphasis on the Green Climate Fund (GCF) and Global Environment Facility (GEF) modalities.

The resource guide highlights practical examples and lessons learned relating to gender mainstreaming from the FAO regional climate investment portfolio by featuring six gender mainstreaming experiences (Armenia, Georgia, the Republic of Moldova, Kosovo,² Tajikistan and the region of Central Asia) delivering “better production, better nutrition, a better environment and a better life” as described in the FAO Strategic Framework 2022–2031 (FAO, 2021a). These practices are in line with FAO’s Gender Equality Policy (2020a) and FAO’s Strategy on Climate Change (2022a). The case studies demonstrate how key results contribute to women’s empowerment, by increasing their access to decision-making mechanisms and realizing women’s pivotal role in taking forward climate change adaptation and mitigation work at the three levels of intervention (policy, institutional and beneficiary levels). The resource guide also illustrates how the gender mainstreaming policies of the United Nations Framework Convention on Climate Change (UNFCCC), GEF and GCF align with FAO’s gender mainstreaming approach. It includes appendices providing tools and further resources, as well as a glossary.

¹ The region includes Albania, Armenia, Azerbaijan, Belarus, Bosnia and Herzegovina, Georgia, Kazakhstan, Kosovo, Kyrgyzstan, Montenegro, North Macedonia, the Republic of Moldova, Serbia, Tajikistan, Türkiye, Turkmenistan, Ukraine and Uzbekistan.

² All references to Kosovo shall be understood to be in the context of Security Council resolution 1244 (1999).



Structure of the resource guide

The first chapter of the resource guide explains the relevance of gender equality and women's empowerment for achieving FAO's mandate. It discusses FAO's Strategic Framework 2022–2031 (FAO, 2021a) which addresses gender as an objective and cross-cutting theme. In addition, this chapter: (i) outlines the main global frameworks that shape FAO's institutional commitments and modes of operation towards gender equality and women's empowerment in the context of climate change; (ii) highlights global and regional priority frameworks overarching FAO's gender-sensitive climate investments and programming; and (iii) describes the directives on how FAO staff and experts are to ensure gender mainstreaming to contribute to regional priorities and the Sustainable Development Goals (SDGs; see also Appendix I).

The second chapter outlines a conceptual framework for the climate change, gender and food security nexus. This chapter demonstrates the interconnection between climate change impacts, gender equality and food security. The third chapter explains the ways in which gender is mainstreamed in FAO's climate finance interventions. Chapter 4 features a summary and lessons learned about gender mainstreaming in FAO's regional climate investment portfolio to highlight how FAO practitioners conduct gender mainstreaming step-by-step in various finance streams. The fifth chapter is a showcase of six practices illustrating how FAO practitioners and experts in Europe and Central Asia have mainstreamed gender in real-life project design and implementation settings.

The end of the resource guide contains the following appendices:

- Appendix I is a review of regional initiatives and SDGs and the gender dimensions in each of four regional priorities for affirmative actions.
- Appendix II presents a gender glossary covering the main gender concepts and approaches adopted by FAO.
- Appendix III includes a selection of key FAO publications related to gender mainstreaming.



1. Rationale for gender mainstreaming in the regional climate investment portfolio

1.1. International and regional priorities on climate change and gender equality

FAO directly supports the implementation of the three Rio Conventions, namely the United Nations Convention to Combat Desertification (UNCCD, 1994), the United Nations Framework Convention on Climate Change (UNFCCC, 1994), and the United Nations Convention on Biological Diversity (UNCBD, 1994). All of the Rio Conventions have Gender Policies and Action Plans (UNCCD, 2018; UNFCCC, 2019; UNCBD, 2021; see also Appendix III).

In 2015, there was a global commitment to the United Nations Sustainable Development Goals. Additionally, the 2030 Agenda (UN, 2015), the UNFCCC Paris Agreement (UNFCCC, 2015), and the Sendai Framework (UNDRR, 2015) came into force by committed governments. These global agreements strengthened the need for technical and operational support for their implementation, including for gender mainstreaming.

Intersecting all three Rio Conventions (i.e. UNCCD, UNFCCC and UNCBD) and the new priorities and commitments on sustainable development are landmark agreements on gender equality such as the Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). In 2010, the United Nations Secretary-General (UNSG) took affirmative steps to upgrade and enhance United Nations technical support to gender equality and gender mainstreaming across United Nations funds and programmes. To express their priorities on gender equality, the UNSG inaugurated UN Women as a programme in 2010.³ The COVID-19 pandemic, social vulnerabilities and the current situation with climate change in view of the United Nations Climate Change Conferences COP25 and COP26 have also resulted in support and extension of action plans for accelerating gender mainstreaming in development programmes and policies⁴ (UNFCCC, 2021). Furthermore, the COP27 adopted a four-year Action for Climate Empowerment which sets out short-term, clear and time-bound activities to empower all members of society to engage in climate action through six elements – climate change education and public awareness, training, public participation, public access to information, and international cooperation on these issues (UNFCCC, 2022).

³ The creation of UN Women came about as part of the United Nations reform agenda, bringing together resources and mandates for greater impact. It merges and builds on the important work of four previously distinct parts of the United Nations system, which focused exclusively on gender equality and women's empowerment: (1) Division for the Advancement of Women (DAW); (2) International Research and Training Institute for the Advancement of Women (INSTRAW); (3) Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI); and (4) United Nations Development Fund for Women (UNIFEM).

⁴ In 2014, the COP established the first Lima work programme on gender (LWPG; Decision 18/CP.20) to advance gender balance and integrate gender considerations into the work of Parties and the Secretariat in implementing the Convention and the Paris Agreement to achieve gender-responsive climate policy and action. COP22 decided on a three-year extension of the LWPG, with a review at COP25 (Decision 21/CP.22), and the first Gender Action Plan (GAP) under the UNFCCC was established at COP23.

Within this conducive policy environment, FAO has committed to mainstream gender across all work areas and to set minimum standards for gender mainstreaming particularly through the FAO Policy on Gender Equality 2020–2030 (FAO, 2020b). For FAO, as for the United Nations as a whole under the United Nations System-wide Action Plan for Mainstreaming Gender Equality and the Empowerment of Women (UN-SWAP 2.0), gender mainstreaming is about incorporating a gender perspective into all policies, programmes, projects and activities, in all fields and at all levels, including planning processes, documents, budgets and assessments. As defined by the United Nations (ECOSOC, 1997, p. 2), a strategy of gender mainstreaming is:



... the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

This requires the assessment of the implications of all policies and programmes for both women and men – in design, implementation, monitoring and evaluation – to enable women and men to benefit equally from all FAO interventions. When the gender gap is particularly wide, interventions specifically targeting women and/or focusing on the promotion of gender equality as their main objective should be implemented, to address the disparities. FAO has been refining its regional priorities to include gender mainstreaming as part of the FAO programming approach in its periodic Gender Action Plans.

The updated FAO Strategy on Climate Change (2022a) prioritizes the mainstreaming of gender equality, youth engagement, Indigenous Peoples' participation and social inclusiveness. The strategy places emphasis on gender-transformative, youth-engaging, participatory and socially inclusive climate action. Ensuring equal opportunities and sharing the benefits of climate action are critical to achieving sustainable food and agriculture systems, to help reduce rural poverty and avoid crises linked to distress migration, conflict over resources and the discrimination of socially disadvantaged groups. The principles guiding the Strategy on Climate Change and FAO's climate action emphasize inclusiveness, innovation, partnerships, science and evidence, and system-oriented thinking, and avoid one-size-fits-all approaches. The climate change strategy commits to ensuring the equal participation of women in country-level climate planning, decision-making and action through the provision of technical, legal and policy support for inclusive and gender-transformative climate policies, legislation and action.

Gender equality and climate change are central to the implementation of the 2030 Agenda for Sustainable Development, as reflected primarily in SDG 5 (gender equality) and SDG 13 (climate action) respectively. Climate change has both direct and indirect impacts on the productivity of the agriculture sector, and it alters food systems and affects the livelihoods of rural populations. Climate change is not gender neutral. Global evidence suggests that it has a disproportionate effect on women and girls⁵; however, regarding Europe and Central Asia, little information and data are available. The lack of sex-disaggregated and gender-specific data is a fundamental challenge, but it is also a starting point for the journey to gender equality through climate and broader policy and programmes.

Gender, youth and inclusion are defined as cross-cutting themes in FAO's mandate on food security and resilience. Specific focus is made on gender equality and rural women's empowerment, by promoting women's equal rights, access to and control over resources, services, technologies, institutions, economic opportunities and decision-making, and the elimination of discriminatory laws and practices through gender-responsive policies, strategies, programmes and legal frameworks. At the same time, climate change mitigation and adaptation measures ensure the sustainability of agrifood systems through the establishment and implementation of climate-smart agricultural practices, policies and programmes such as nature-based solutions, organic production, carbon farming, agroforestry, crop diversification, and improved soil and water management.

Contributing towards the FAO Strategic Framework 2022–2031, the FAO Regional Office for Europe and Central Asia (FAO REU) published its programme and planning for 2022 to 2023 (FAO, 2022b). The regional programme entails four priority areas:

⁵ See Chapter 2 for a discussion of disproportionate effects that women and girls experience due to climate change.

- Key priority 1: Formulating effective policies promoting digital innovation and facilitating rural livelihoods with emphasis on smallholders, women and youth, where support must aim at income generation for smallholders, economic empowerment for women, and the creation of employment opportunities for youth.
- Key priority 2: Food system transformation promoting nutrition-sensitive value chains and healthy diets through the alignment of trade, food safety, and sanitary and phytosanitary policies and facilitating One Health.
- Key priority 3: Promoting sustainable natural resources management and facilitating resilience in the agriculture, forestry and other land use sector, including mitigating and adapting to climate change.
- Key priority 4: Addressing food insecurity and reducing all forms of malnutrition.

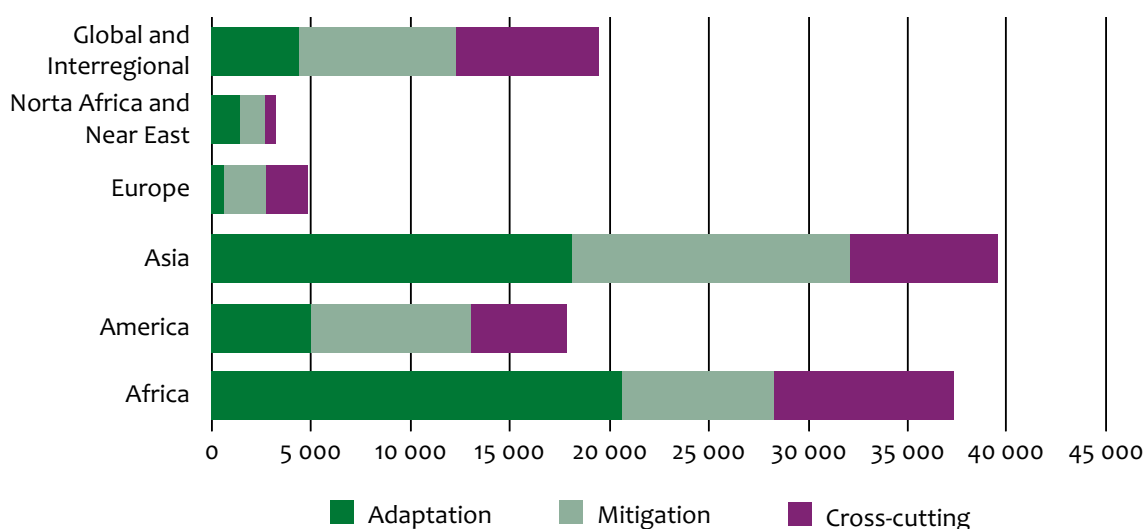
This regional programme reiterates FAO's commitment to: (i) continuing its already well-integrated work on gender (FAO, 2022c) and women's employment and empowerment; (ii) advocating for women's engagement in country-level activities and discussions; and (iii) fostering gender-responsive climate policy and mainstreaming gender perspectives aimed at promoting labour-saving agricultural practices and improving resilience.

1.2. Climate investment portfolio

FAO published an analysis entitled *Climate finance in the agriculture and land use sector – global and regional trends between 2000 and 2018* as a result of a cooperation between FAO's Office of Climate Change, Biodiversity and Environment and the Resource Mobilization and Private Sector Partnerships Division teams (Buto *et al.*, 2021). It focuses on quantitative data analysis in the climate finance database of the Organisation for Economic Co-operation and Development's (OECD) Development Assistance Committee. This study provides an insight into the changes in climate finance allocations in the agriculture and land use sector between 2000 and 2018 and identifies critical action points for monitoring, reporting and assessing sector-specific climate finance allocations, including a reflection on the need for gender-sensitive and responsive programming across all regions. The study suggests that while the share of climate finance allocation increased globally and regionally during the period of analysis, the distribution was dispersed and there was limited progress across the regions in gender mainstreaming in climate investments (*ibid.*).

The authors demonstrate that 32 percent of climate finance allocations in the agriculture and land use sector were made in Asia, 30 percent in Africa, 16 percent in global and interregional projects, 15 percent in America, 4 percent in Europe, and 3 percent in North Africa and the Near East in the assessed period (2008 to 2018). The report shows that starting in 2008, climate finance flows notably increased in Africa and Asia, and, from 2009, in America and the global and interregional project portfolio. In terms of the climate objective breakdown of climate finance across regions, climate change adaptation was the prominent theme in Africa (55 percent), Asia (46 percent), and North Africa and the Near East (43 percent; see Figure 1). Climate change mitigation was the prominent theme in America (44 percent), Europe (44 percent) and global and interregional projects (40 percent). The regional breakdown of climate finance allocations in the agriculture and land use sector reveals that Asia received the highest share of climate finance, while Europe received the smallest share in the assessed period. However, the report does not indicate the share of allocation in Central Asia and South Caucasus subregions, where the share of climate allocations in the agriculture and land use sector may be low.

Figure 1. Regional distribution of climate finance allocated to the agriculture and land use sector by climate objective (USD million)



Source: Adapted from **Buto, O., Galbiati, G.M., Alekseeva, N. & Bernoux, M.** 2021. *Climate finance in the agriculture and land use sector – global and regional trends between 2000 and 2018*. Rome, p. 15. <https://doi.org/10.4060/cb6056en>

The report calculates that gender has been a significant or principal issue in almost 40 percent of the climate finance allocations in the agriculture and land use sector in Asia and Europe. Yet, more than one-fifth of all climate finance allocations have not even been assessed from a gender perspective and gender markers were not assigned (Buto *et al.*, 2021). The key message is that this trend must change, and FAO can do more to significantly contribute to climate change adaptation and mitigation-related results through gender mainstreaming.

1.3. FAO regional gender mainstreaming priorities

In agreement with FAO’s Policy on Gender Equality 2020–2030 (FAO, 2020a) and the FAO Framework for Environmental and Social Management (FAO, 2022d), gender mainstreaming is mandatory for all FAO interventions including climate investments. The Regional Gender Equality Strategy and Action Plan for 2019–2022 (FAO, 2019a) developed by FAO REU is aligned to these corporate gender mainstreaming goals.⁶ The strategy recognizes that access to resources, including decision-making and economic opportunities, and decent jobs, are even more critical for rural women considering the current regional challenges and trends, including climate change, natural disasters and migration. The objectives of the gender equality strategy are determined as follows:

- 1) Developing capacity, building knowledge, and raising awareness on gender equality, social protection and rural development in the region.
- 2) Economically empowering rural women through researching and studying value chains, diversifying income, and creating employment and entrepreneurship opportunities.
- 3) Mainstreaming gender in FAO’s technical assistance through promoting gender equality, human rights and social inclusion within agricultural strategies and relevant programmes.

FAO REU’s Regional Gender Equality Strategy and Action Plan for Europe and Central Asia (2019–2022) and the upcoming Gender Action Plan (2023–2026) reinforce the corporate pledge to mainstreaming gender in the context of current regional challenges and trends, including climate change.

⁶ The new Gender Action Plan for 2023–2026 was being approved at the time this resource guide was finalized.

Currently, all FAO projects are allocated a gender marker that measures the contribution of each intervention to the gender equality goals, which are classified into three categories (FAO, 2020b, 2021b): “Gender marker 0,” “Gender mainstreaming (G1)” and “Gender specific interventions (G2)”. The lead technical officers and technical officers are responsible for assigning gender markers to the project documents. The gender team at FAO REU validates the gender markers as a member of the Programme and Project Review Committee and as part of the Field Programme Management Information System project appraisal process. FAO’s regional and country-level review and assessment processes ensure that all interventions, including climate finance allocations, are equipped with monitoring frameworks for gender equality and women’s empowerment. While the gender marker is a formal categorization method exercised across the wider United Nations system, gender mainstreaming extends beyond the marking exercise, as elaborated in Chapters 3 and 4.





2. Gender and climate change

Women are disproportionately and adversely impacted on by climate change because of their different social, economic and cultural roles within households and communities compared with men's. Economically, 20 percent of the population in Europe and Central Asia live on less than PPP⁷ USD 5.50 a day (World Bank, 2022). Although poverty surveys are conducted at the household level, recent projections suggest that women are overrepresented among the poor (UN Women, 2022). Rural women who are living in poverty are highly dependent on local natural resources for their livelihoods as well as for household water supply, energy and food security (Osman-Elasha, 2012). Agriculture accounts for more than one-third of rural employment (formal or informal) and women make up 41 percent of workers in agriculture in the region (ILO, 2019a). Approximately one-third of agricultural employment is undertaken as own-account or contributing family work (ILO, 2019b), much of which remains informal without social protection rights and services. Despite women's contribution to the rural sector, their ownership of and access to agricultural land falls behind that of men in the region. The share of women among owners of agricultural land ranges from 52 percent in Ukraine (FAO, 2021c, p. 28) to 41 percent in the Republic of Moldova (FAO, 2022e), around 40 percent in Kyrgyzstan (FAO, 2016), 37 percent in Albania (FAO, 2022f), 35 percent in Armenia (ibid.), and less than 10 percent in Uzbekistan (FAO, 2019b).

Due to gendered social norms, women lag behind men in: (i) accessing resources, information and services; and (ii) participating in decision-making. Despite large data gaps in Europe and Central Asia which makes it difficult to assess gender disparities, the Country Gender Assessments (CGAs) prepared by FAO (for an overview, see FAO 2022g) provide evidence of the ways in which gender disparities in rural areas constrain women's ability to mitigate and adapt to the impacts of climate change. The following are key examples from the CGAs that elaborate on gender disparities in climate change mitigation and adaptation:

- Women farmers have more limited opportunities to use extension services as demonstrated by the considerably lower shares of rural women who had participated in agricultural training (FAO, 2022c, 2022g). Furthermore, women are seldom recognized as farm owners, managers or household heads, reducing their chances of benefiting from rural advisory services (FAO, forthcoming). Women also have less access to agricultural inputs which are critical for climate-resilient agriculture. For example, in the Republic of Moldova, although more than one-third of agricultural holdings were headed by women, they owned only 9 percent of the tractors, combines and harvesters, seeders and planters, cultivators, and ploughs, 8 percent of the irrigation machinery, 12 percent of milking machines, and 11 percent of sprayers (FAO, 2022e).
- Across the region, women are underrepresented in farmers' organizations, especially in managerial roles (FAO, 2022g). This limits their access to emerging technologies, extension services and climate information (FAO, 2019b). As perceived by both men and women, social norms still dictate that membership of an agricultural association is a "man's job" (FAO and UN Women, 2021).

⁷ Purchasing power parity (PPP) is used to eliminate the differences in price levels between countries to enable cross-country comparison. The PPP USD indicator is measured in terms of national currency per US dollar (USD).

- Social norms play critical roles in climate-related natural disasters as well. The CGA for Serbia, for example, underlines women’s lower resilience and preparedness to respond to the 2014 floods. Men tended to have basic training in emergency response, rescue and evacuation and to own boats to use in case of flooding. Families with no adult male members and women left behind with children had to wait for organized assistance and informal external support (FAO, 2021d).

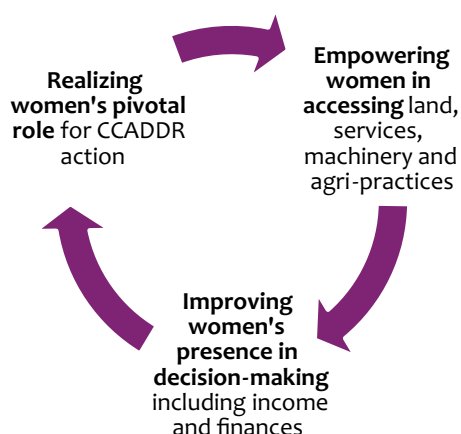
Women’s social roles can further increase their exposure to multiple forms of violence and discrimination in human rights, political and economic status, land and real estate ownership, housing, education and health services (Osman-Elasha, 2012). Sociocultural norms and domestic care responsibilities for young and older people, for instance, may dictate that women stay economically inactive and impede their social and geographical mobility in times of major exogenous shocks. Climate change and climate-induced disasters are therefore an additional stressor that aggravate women’s vulnerability.

The social, economic and cultural complexities illustrated above undermine women’s capabilities to avoid, cope with or recover from the multiple challenges caused by climate change. When the underlying roots of gender inequality are not tackled and women are left behind in terms of resilience and capabilities, climate change intensifies gender inequalities in societies. The CGIAR Gender Platform (Huyer, 2021) identified four critical dimensions for achieving gender equality in climate-resilient agriculture, namely:

- 1) Ensuring women can participate in decision-making at all levels;
- 2) Reducing women’s work burden;
- 3) Increasing women’s access to and supporting their use of resources, information, services, livelihoods, technology and credits to manage climate risk and variability; and
- 4) Supporting women’s collective action to generate initiatives that suit their needs and constraints.

Policymaking must consider these four dimensions in order to build resilience and support adaptation to climate change while contributing to mitigation. Moreover, the four dimensions lead to a trilogy of key gender mainstreaming results (see Figure 2). The trilogy entails: (i) realizing women’s pivotal role in climate change adaptation and disaster risk reduction action; (ii) empowering women in accessing land, agricultural extension and other related services in the value chain, machinery and frontier agricultural practices; and (iii) improving women’s presence in decision-making including in income and finances. The three aspects illustrated in Figure 2 reinforce each other, and hence they are cyclical. Gender mainstreaming in climate finance interventions can therefore be considered to be a trigger for movement forward in the virtuous circle, rather than for the creation of one-off actions with an inherently limited spill over effect.

Figure 2. Key results trilogy for gender mainstreaming





3. Gender mainstreaming in climate finance projects and programmes

Climate finance refers to the flow of funds towards efforts that reduce greenhouse gas (GHG) emissions or support societies to adapt to climate change impacts. The term “climate finance” applies to both the financial resources devoted to addressing climate change globally and to financial flows to developing countries to assist them in addressing climate change and its current or projected future impacts. FAO compiled a list of available sources of climate finance for the Europe and Central Asia Region in the third quarter of 2021 through a comprehensive desktop review and exchanges with beneficiary countries in the region (Celikyilmaz and Arguello, 2021). The *Climate Finance Toolkit for Europe and Central Asia* includes eighteen key international funding initiatives that are considered the most relevant for countries in the region. The funding sources are gathered under four main types of climate finance providers, including global climate funds under the UNFCCC Financial Mechanism, bilateral institutions and development cooperation agencies, multilateral/financial institutions, and other non-UNFCCC sources of climate finance. Apart from the provision of financial resources for specific climate change projects, multilateral and bilateral donors support the integration of climate change mitigation and adaptation actions within decision-making, budgeting, implementation and monitoring processes at the national and subnational levels through technical assistance and capacity development.

FAO–GEF strategic programmatic areas of work (FAO, 2021e)

Covering nearly 260 active projects and programmes involving more than 120 countries across the world, FAO’s GEF portfolio is close to USD 1.3 billion in grants. FAO, as a fully-fledged GEF agency since 2006, continues to leverage new GEF grant funding for Member Countries to address challenging issues at the nexus of environment, agriculture, forestry and international waters, thereby advancing GEF objectives and FAO priorities. The FAO–GEF Strategy and Action Plan 2021–2026 considers strategic gender entry points, including gender-transformative approaches, as a means to address inequalities. In this context, the FAO–GEF Strategic Programmatic Areas of Work (PAW), as well as FAO’s coordinated engagement under the GEF-8 replenishment period and leading role under the GEF Food Systems Integrated Programme, entails gender-responsive approaches to be integrated into all programming initiatives, inter alia, “building back better” from the COVID-19 pandemic, private sector engagement, and innovation/digitalization as cross-cutting areas. Gender mainstreaming efforts are built on the GEF Policy on Gender Equality (GEF, 2017).

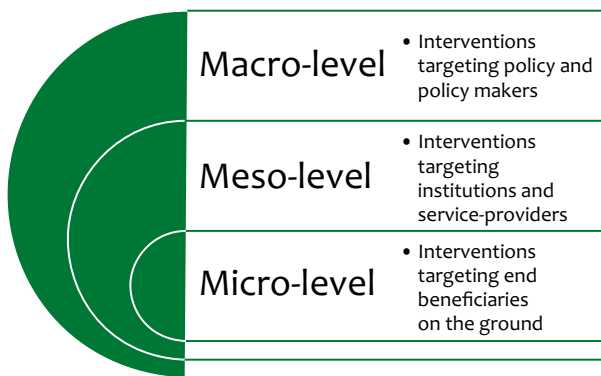


FAO–GCF partnership track record (FAO, 2021f)

FAO has been an accredited entity with the GCF since 2016. To assist countries in implementing mitigation and adaptation action in line with their national priorities and nationally determined contributions (NDCs), FAO supports national designated authorities and project partners in the full project lifecycle, that is, the project formulation, implementation and evaluation stages. FAO has so far raised USD 622.47 million in GCF grants, and USD 426.87 million co-financing for multiple projects in 20 countries. Almost one-third of the project beneficiaries (29.14 percent) were women. In Europe and Central Asia, two cross-cutting projects are being implemented in Armenia and Kyrgyzstan (GCF, 2023). Gender mainstreaming efforts are built on GCF’s Updated Gender Policy and Gender Action Plan 2020–2023 (ibid.).

FAO climate-focused actions and investments often materialize into projects. Gender-responsive engagement starts at the concept note building stage when a results-based framework is developed. Results-based management and monitoring are central to measuring outcomes. Gender mainstreaming is realized and monitored generally through projects, programmes or initiatives and can concern any of the three levels shown in Figure 3. Interventions can also be designed in multiple levels.

Figure 3. A classification of development interventions with associated target groups



The logical framework (logframe) is one of the main analytical instruments that links the macro and intermediate levels with the micro-functions of a programme and project and is a natural area for mainstreaming gender dimensions. It provides a method for organizing thinking, relating activities and investment to expected results, setting performance levels, allocating responsibilities and communicating concisely. The logframe approach may help to structure policy and management practices (implementation strategy, design and delivery) while at the same time providing information, guidance, and decisions or complementary inputs to achieve consensus. Gender mainstreaming of the project or programme’s logical framework is about identifying and accounting for the gender issues implicit in the planning, monitoring and evaluation of projects, that is, ensuring it is conscious of social equity issues such as gender equity and relations. The preparation of a logframe matrix should ensure the participation of project planners, stakeholders and beneficiaries in analysing gender relations and addressing the strategic questions posed at each “objective level”. Inclusive stakeholder agreements on these are critical.

Table 1 summarizes the existing practical gender mainstreaming tools available for every stage of the project cycle. Although each project will have its own gender mainstreaming conditionalities, a list of the essential tools is provided in this table for practitioners.

Table 1. Operationalizing gender mainstreaming in climate finance investment projects in the agriculture, forestry and other land use sector

Project cycle stage	Gender mainstreaming action task	Relevant practical tool
Identification	<ul style="list-style-type: none"> Assess how the climate change adaptation and disaster risk reduction (CCADRR) problem affects women and men differently in stakeholder consultations. Assign gender marker. 	Framework for environmental and social management Field level handbook: Socio-economic and gender analysis programme (SEAGA) Guide to mainstreaming gender in FAO's project cycle
Formulation	<ul style="list-style-type: none"> Identify how the proposed solution will: <ul style="list-style-type: none"> empower women's access to key resources, improve women's presence in decision-making, mobilize women for CCADRR. Incorporate joint CCA and gender-sensitive monitoring indicators in the logframe matrix. 	Appendix I: Engendered FAO regional priorities and links to relevant SDGs
Appraisal and approval	<ul style="list-style-type: none"> Assess the project in terms of gender equality criteria based on quality criteria provided by the Programme and Project Review Committee (PPRC). 	FAO project cycle and strategic framework: basic principles and guidelines
Implementation	<ul style="list-style-type: none"> Raise project staff's gender awareness in CCADRR. Conduct monitoring, evaluation, accountability and learning (MEAL) processes as per the logframe matrix (baseline). Be adaptive in operationalizing the project work plan. Gender-mainstream communications and knowledge management efforts throughout the implementation. 	Field level handbook: Socio-economic and gender analysis programme (SEAGA) Mainstreaming gender in Green Climate Fund projects Guidance to advance gender equality in GEF projects and programs
Evaluation	<ul style="list-style-type: none"> Conduct MEAL processes as per the logframe matrix (end line). Analyse the progress made. Document the project's strengths and weaknesses and the differential effects and potential long-term impacts of the project on women and men. 	
Project closure	<ul style="list-style-type: none"> Include joint gender equality and CCADRR aspects in the terminal report. Document and disseminate lessons learned. 	

Note: See **FAO**. 2017b. *Guide to mainstreaming gender in FAO's project cycle*. Rome. <http://www.fao.org/3/i6854e/i6854e.pdf> for primary guidance on the above steps of the project cycle.

4. Learning from real-life examples: gender mainstreaming practices in the climate investment portfolio

This chapter provides a summary of the regional mapping exercise of selected projects identified in FAO's climate investment portfolio to distil lessons learned and good practices concerning the design, implementation, monitoring and evaluation of gender mainstreaming actions from the region. The projects and initiatives were reviewed to identify the actions taken towards the trilogy of expected results for women: decision-making, empowerment and taking a leading role in adaptation and mitigation efforts. The featured programmes, initiatives and projects were selected to reflect a balance across: (1) the investment modes, for example GEF, GCF, bilateral and other donors; (2) the subregions in Europe and Central Asia; (3) the regional and country-level scope; (4) the climate change and disaster risk reduction themes, for example land degradation neutrality (LDN), climate change adaptation, and NDCs; and (5) the implementation stages in the project cycle from formulation to monitoring and evaluation. The authors conducted key informant interviews in September and October 2021 to discuss the selected gender mainstreaming experiences, focusing on the strengths, lessons learned and potential avenues for improvement.

A common lesson emerging from the review of practices is that barriers to gender equality and women's empowerment occur at all levels of programming and technical support. The process of gender mainstreaming in climate change portfolio initiatives starts with an assessment of the baseline context. The practices reviewed show that the initial gender assessment can take many formats and can be conducted through a variety of modalities, for example, with a contracted gender consultant or expert, FAO technical or managerial staff, and/or government staff, or an NGO through a letter of agreement. The context assessment reveals the key entry points for addressing the inequalities that are unearthed. Based on the analysis, a Gender Action Plan addresses gaps and entry points for women's inclusion and empowerment in line with FAO's and the donor organization's strategic priorities. The actions can be around creating an enabling environment (policy or legal), addressing capacity gaps, and/or operationalizing a practice that empowers women in line with the strategic priority areas that FAO supports. Project coordinators can use the relevant guidelines and tools as listed in Table 1 and Appendix III for gender mainstreaming in all phases of project implementation. Table 2 documents the common messages and responsive actions taken by the practitioners who were interviewed during the preparation of this resource guide. These responsive actions and details of the projects are further elaborated in Chapter 5 in the form of case studies.



Table 2. Summary of key messages and responsive actions taken in FAO's regional portfolio concerning gender mainstreaming experiences

	Key messages	Responsive actions taken
1)	Do not assume that the project staff and stakeholders know what gender sensitivity means and how it translates into action. Consider ways of filling gender mainstreaming capacity gaps.	Self-assessment surveys and interviews were conducted to identify potential gaps in the gender mainstreaming knowledge and skills of technical project staff and stakeholders. Experts were recruited to support designing, monitoring and assessing the results throughout the initiatives.
2)	Act early in the project identification stage for gender mainstreaming.	FAO's gender and social inclusion staff, i.e. gender focal points in teams and offices, relevant experts in country offices and the gender team in FAO REU were consulted in designing the gender mainstreaming measures. Where budgetary conditions permitted, during concept development, gender and social inclusion consultants were engaged at the outset to conduct baseline gender assessments and deliver Gender Action Plans. In other cases, the expertise was envisioned in the proposed project's budget.
3)	Translate gender mainstreaming strategies into action plans with concrete steps and deadlines.	Following baseline assessments, strategies and implementation guidelines, Gender Action Plans were developed with a clear division of responsibilities and budgetary allocation.
4)	Collect, compile, verify and monitor gender-sensitive data.	Existing and new gender-sensitive data were compiled, collected and verified through institutions or field research for baseline assessments and the project's monitoring and evaluation. Data gaps were identified for follow-up action.
5)	Build and manage active, transparent, impartial, and lasting relationships with local institutions.	The gender team and consultants ensured active and early engagement with the local institutions. Relationships are key for coalition-building around gender issues. Permanent FAO staff were advised to maintain these relationships.
6)	Present gender mainstreaming as a means to achieve untapped potential instead of as a mere conditionality.	In collaboration with the FAO gender team and consultants, Gender Action Plans and project interventions were designed in a participatory manner to ensure local ownership. Projects avoided peremptory and predetermined courses of action. Preferred narrative and implementation methodology determined the level of ownership, reluctance and opposition.

Key messages	Responsive actions taken
<p>7) Design the project’s technical content by considering the ingrained gender disparities and equality potentials.</p>	<p>Project teams conducted gender and economic impact assessments in the design stage to identify value chains that offer equal economic benefits for women and men. In other instances, projects leveraged the low transaction cost advantage of open data to deliver equal benefits for women and men farmers.</p>
<p>8) Integrate a gender dimension in all consultations, including technical. Widen the participants’ circle if necessary to make sure that the gender equality and women’s empowerment aspects are mainstreamed.</p>	<p>Gender consultants or technical officers with essential gender mainstreaming capacity participated in all consultations and meetings. When necessary, the projects proposed the participation of other gender-related actors, e.g. NGOs, women’s groups and activists, and national gender experts in the meetings to widen the circle in favour of gender mainstreaming.</p>





5. Good practices from the Europe and Central Asia Region's climate investment portfolio

This chapter documents good practices in FAO projects across the climate finance modalities including GEF, GCF and bilateral partnership financing streams. Good practices feature the expected results trilogy for women: women's empowerment, access to decision-making forums and highlighting the realization of the pivotal roles that women have in successful climate change adaptation and mitigation initiatives, programmes or project work (see Figure 2). Considering gender mainstreaming as a cross-cutting priority, FAO in Europe and Central Asia seeks to: (1) assist countries and territories to achieve the SDGs and contribute to gender equality and women's empowerment for eliminating hunger, reducing rural poverty and achieving food security for all in the region in a systematic, holistic and sustainable manner; and (2) minimize gender-related risks and safeguard rural women's rights to achieve sustainable and equitable food systems and rural development (FAO, 2019a). This objective is based on the evidence that rural women's access to resources and assets, including land, water, pastures, livestock, credit, subsidies, rural advisory services and decision-making, remains disproportionately limited in Europe and Central Asia (ibid.). As such, FAO reports four major thematic findings urging policymakers to achieve gender equality (FAO, 2020b):

- 1) Gender confines women to manual, informal, lower-paid tasks and they have inadequate access to decision-making including income and finances.
- 2) Women have more limited access to land due to patrilocal marriages and biased inheritance practices.
- 3) Women have less access to services, machinery and innovative agri-practices.
- 4) Domestic and reproductive work overwhelmingly falls on women's shoulders. When men migrate for work, women take on additional roles and responsibilities in agricultural production and sale of produce.

Considering the above thematic findings, this chapter features six climate investment projects implemented by FAO to illustrate good practices for (1) empowering women, (2) enhancing women's access to decision-making mechanisms, and (3) realizing women's action in climate change mitigation and adaptation. The featured projects are selected based on the recommendations of the FAO REU gender team and other technical officers overseeing FAO's regional climate finance investment portfolio.

The term "good practice" used in this chapter refers to practices that have been proven to work well and deliver good results and are therefore recommended as models. They represent successful experiences, which have been tested, validated and deserve to be shared so that others can adopt them. Continuous improvement and iteration are also inherent to good practices (FAO, 2013).

5.1. Exploring gender-responsive value chains to maximize gender impact in Armenia's land degradation neutrality efforts



Project title: Implementation of Armenia's land degradation neutrality (LDN) commitments through sustainable land management and restoration of degraded landscapes

Funding source: GEF Trust Fund

Implementing agency: FAO

Executing agency: Ministry of Environment, Republic of Armenia

Concept approval year and duration: 2021, 36 months

Current status: Concept approved, pending approval for implementation

Total budget: USD 14 301 105.00

Further information: <https://www.thegef.org/project/implementation-armenia-s-ldn-commitments-through-sustainable-land-management-and-restoration>

The FAO team in Armenia embarked on a project through the GEF Project Preparation Grant (PPG) in 2020. The project sought to support the national efforts to implement Armenia's LDN targets through sustainable land management and restoration of degraded landscapes. The project has three components:

1. Strengthening the enabling environment and capacity at the national level for evidence-based implementation of LDN
2. Scaling up of resilient Sustainable Land Management (SLM) practices and approaches to meet LDN targets in degraded landscapes in Armenia
3. Monitoring, evaluation and lessons learned

The FAO team liaised with gender experts in local and regional offices and engaged international and national gender consultants at the outset to make sure that the project benefits women and men equally and does not perpetuate existing inequalities.



Key gender mainstreaming question: Which agricultural value chains would yield greater gender equality impact for the project's LDN efforts?



Key gender mainstreaming response: The project team conducted a gender and economic impact assessment (see key resources) in the design stage to identify value chains that offer equal economic benefits for women and men.

In the identification and formulation stages, the project team followed a five-step pathway for gender mainstreaming:


- 1) **Identified the gender roles** in relevant local agricultural sectors through desk research.
 - For example, what specific roles and responsibilities do women and men usually undertake in sectors relevant to the project?

- 2) **Established the criteria** against which the LDN-compatible value chains would be assessed in terms of their gender impact.
 - For example, does the value chain promote women’s equal participation? Does it enhance women’s role in decision-making? Does it have low entry barriers for women? Does it offer the potential for labour-saving technology?
- 3) **Assessed value chains’ gender, environmental, job creation, market demand/profit, value addition, and food security and nutrition (FSN) impacts** through stakeholder consultations. Based on the assessment, six value chains were identified as having potential for women’s empowerment and potentially supporting LDN: beekeeping, wild harvest (berries, herbs), dairy, vegetable, legumes, and fruit production.

Table 3. Snapshot of a selected value chain in Lori and Syunik through gender, environmental, market, food security and nutrition lenses


Value chain	Women’s current potential				Impact on environment/ climate change (low/ medium/ high)	Job creation potential: (low/ medium/ high) – (year-round/ seasonal)	Market demand/ profit potential	Value addition potential	FSN co-benefits
	Participation	Decision-making on profits	Low entry barriers	Potential for labour-saving technology					
Vegetables	3	–	1	3	Low if organic but high-water demand	High year-round in greenhouses	Market demand: 3 Profit: 2	3	✓

- 4) **Prepared a practical Gender Action Plan** as required by GEF including outputs, activities and indicators and based on the gender and economic impact assessment.
 - Local stakeholders presented, validated and revised the Gender Action Plan.


 “This is a coalition-building step where we find ‘friends of the cause’. The project team thought at the beginning that this level of gender mainstreaming may be too much for the proposal or too much for Armenia’s reality. In the validation phase, we discovered a large number of allies. The participatory approach is instrumental to persuade stakeholders, including the government. With enhanced local ownership, the Gender Action Plan is no more regarded as a gender consultant’s wish list.”

National gender consultant

- 5) **Made the Gender Action Plan an integral part** of the project document, and mainstreamed gender across all components of the project.


 “The project team should make gender mainstreaming pillars ingrained to the entire project narrative through unpacking the gender dimension in all project components instead of making gender a separate, exclusive component. This is key to avoid easy fallouts during project approval negotiations including with government counterparts.”

International gender consultant

Gender Action Plan preparation is a mandatory step in GEF projects. This case study illustrates that gender mainstreaming elements should be integrated into similar projects in a practical manner. The project team in this example successfully mainstreamed gender at the project's formulation stage through the identification of gender-responsive value chains. This is the first step on a longer path, however. Transformative changes in project implementation are long-term processes that include implementation, appraisal and evaluation, as described in Figure 3 in Chapter 3.

Key resources

- **FAO.** 2021. *Gender-responsive criteria for LDN-compatible value chain selection*. Implementation of Armenia's land degradation neutrality (LDN) commitments through sustainable land management and restoration of degraded landscapes. GEF ID: 10365. Internal document.

5.2. Developing a Gender Action Plan to realize women's pivotal role in achieving Georgia's land degradation neutrality targets



Project title: Achieving land degradation neutrality (LDN) targets of Georgia through restoration and sustainable management of degraded pasturelands

Funding source: GEF Trust Fund

Implementing agency: FAO

Executing agency: Ministry of Environmental Protection and Agriculture, Regional Environmental Centre for the Caucasus (RECC) Georgia

Concept approval year and duration: 2020, 36 months

Current status: Implementation ongoing

Total budget: USD 14 071 484.00

Further information: <https://www.thegef.org/project/achieving-land-degradation-neutrality-targets-georgia-through-restoration-and-sustainable>

The FAO team in Georgia embarked on a project through the GEF PPG in 2019. The project sought to support national efforts to implement Georgia's LDN targets through the restoration and sustainable management of degraded pasturelands. The project has four components:

1. Strengthening the regulatory and institutional framework for sustainable management of pasturelands in Georgia
2. Demonstrating sustainable pastureland management practices and scaling up successful approaches
3. Capacity building of key stakeholders on sustainable management of pasturelands and achieving land degradation neutrality
4. Effective knowledge management through results-based management, monitoring and evaluation

The FAO team in Georgia liaised with gender experts in local and regional offices and engaged international and national gender consultants at the outset of project conception and design to ensure that women could participate, contribute and benefit from the project.



“Gender consultants should exercise a supportive attitude. Their feedback should be cognizant of national governments' reservations, and it should aim to guide the project designers to come up with new ideas on how to integrate gender into their projects.”

International gender consultant

In Georgia, women farmers are engaged in agricultural production in the regions severely affected by desertification, land degradation and drought. Women are uniquely and disproportionately affected when land is degraded and usable land becomes scarce due to their greater vulnerability to poverty and weaker legal protections and social status (FAO, 2020c). To tackle this challenge, the project team followed a unique path to building a GAP, an integral part of GEF project documents.



Key gender mainstreaming question: How can the project prepare an effective and practical Gender Action Plan to make sure women participate, contribute and benefit from the project?



Key gender mainstreaming response: The project team developed a unique pathway to building a practical GAP during project formulation.

The project team followed a seven-step pathway for preparing the GAP:

- 1) **Reviewed existing policy frameworks** and identified how the project aligns with and contributes to existing efforts at the policy level, including the 2030 Agenda. These included:
 - Manual for gender-responsive land degradation neutrality transformative projects and programmes (UN Women, 2019); Convention on the Elimination of All Forms of Discrimination against Women (UN, 1979); United Nations Convention to Combat Desertification (UNCCD, 1994); FAO Policy on gender equality
 - Guide to mainstreaming gender in FAO's project cycle (2017b); Voluntary guidelines on the responsible governance of tenure of land, fisheries and forests in the context of national food security (FAO, 2012)
 - GEF-7 Land degradation focal area strategy (2018a); GEF Gender equality guidelines (2018b); Georgian laws, strategies and action plans related to gender
- 2) **Identified the lessons learned** and synergies with other relevant projects and conducted a **gender analysis** (see Key resources, Section 5.2).
 - For instance, information from the FAO country gender assessment for Georgia (FAO, 2018) was incorporated into the gender analysis.
 - In addition, other relevant projects' quantitative and qualitative targets were explored and quotas for women were applied.



The FAO Country Gender Assessment Series provides country-level analyses presenting gender statistics with unique sex-disaggregated data which can be used practically in gender analysis during project formulation.



“A gender gap assessment should be simple and practical. One can easily translate it into a logframe matrix indicator. The more detailed the assessment, the easier it is for the project team to integrate it into the implementation through a Gender Action Plan.”

International gender consultant

- 3) **Conducted detailed stakeholder mapping** to list national gender focal points and existing gender strategies in the country covering national institutions.

- 4) **Drafted the Gender Action Plan (GAP)** incorporating practical steps that project managers and gender consultants should follow (see Key resources, Section 5.2). The GAP has three key components:
 - It lists gender milestone actions for each project activity. All practical gender tasks are assigned to a specific role in project management.
 - It entails a “quarterly monitoring report template” to document the progress made in terms of gender mainstreaming.
 - It includes a sample terms of reference (TOR) for gender expert consultants.
- 5) **Logframe integration:** the whole project was gender-mainstreamed including the addition of gender-sensitive indicators in the logframe matrix, and gender considerations across all project components.
- 6) **Secured the necessary budget** for gender mainstreaming actions defined in the GAP. There were two important aspects related to the budget:
 - The budget entailed the recruitment of gender experts, for example, to support the government to integrate gender aspects in the drafting of the new pastureland management law.
 - There was no isolated project component on gender, hence the budget was assigned for cross-cutting gender roles and tasks to roll out the activities that the GAP envisages.
- 7) **Disseminated information** widely with colleagues and stakeholders to harmonize the project’s gender mainstreaming approach (operationalized in the GAP) and gender-related terminology in circulation.



“My recipe for success is working closely with project team members. Acknowledge the efforts in finding national gender gaps so that the project team owns them. You cannot use the term ‘gender-sensitive’ everywhere and suppose it means the same thing to everyone. You need to define and disseminate it.”

International gender consultant

Key resources

- **FAO.** 2020a. *Gender equality and women’s empowerment*. In: FAO–GEF Project document achieving land degradation neutrality targets of Georgia through restoration and sustainable management of degraded pasturelands. GEF ID: 654524. GCP/GEO/006/GFF. Cited 1 July 2022. https://publicpartnershipdata.azureedge.net/gef/GEFDocuments/42858d09-c12b-e911-8146-3863bb3c4538/Roadmap/_ProDoc_for%20resubmission%20to%20GEF_7February2020.docx
- **FAO.** 2020b. *Gender action plan*. In: Achieving land degradation neutrality targets of Georgia through restoration and sustainable management of degraded pasturelands. GEF ID: 654524. GCP/GEO/006/GFF. Cited 1 July 2022. https://publicpartnershipdata.azureedge.net/gef/GEFDocuments/42858d09-c12b-e911-8146-3863bb3c4538/Roadmap/_ProDoc_for%20resubmission%20to%20GEF_7February2020.docx

5.3. Enhancement of nationally determined contribution with gender mainstreaming in Tajikistan



Project title: MTF/GLO/168/WRI Country support to the enhancement of the nationally determined contribution in the AFOLU sector – Assistance Fund (TAF), on behalf of the NDC Partnership Climate Action Enhancement Package (CAEP)

Main funding source: World Resources Institute, NDC Partnership

Implementing agency: FAO

Executing agency: Committee for Environmental Protection under the Government of the Republic of Tajikistan

Project approval year and duration: 1 August 2020–10 December 2021, 17 months

Current status: Completed

Total budget: USD 2 940 778.00 (covering 18 countries)

Under the Paris Agreement, each signatory country must prepare and submit nationally determined contributions (NDCs) every five years to set out how it is working to achieve the objectives of the Agreement. Tajikistan submitted its First Intended Nationally Determined Contribution document in March 2017 under the UNFCCC processes. The document served as the groundwork for planning and implementing climate change mitigation and adaptation efforts.

From 2020 to 2021, Tajikistan was in the process of updating its NDC. In response to the government's technical advisory request, FAO started supporting government institutions with the design of the NDC. During the consultations of the Interministerial Technical Working Group, which was in charge of the NDC review processes, the Committee of Women and Youth provided recommendations for developing a roadmap for gender-responsive implementation. During the consultation process, national, provincial and local private sector and civil society organizations were engaged to coordinate and provide inputs for climate change adaptation across priority areas and gender dimensions.



Key gender mainstreaming question: How can we reflect gender mainstreaming measures in an NDC document?



Key gender mainstreaming response: The action team followed a step-by-step consultation methodology with stakeholders to help identify mitigation goals, key priorities, co-benefits of mitigation and the role women can play in climate change mitigation and adaptation to enhance Tajikistan's NDC.

The project team followed a four-step pathway in the NDC enhancement process:

- 1) **The project extensively consulted with FAO's in-house gender experts** in the Regional Office for Europe and Central Asia in the project's formulation and gender mainstreaming planning. After the project's inception, the team engaged a qualified national gender consultant (see Key resources, Section 5.3) and reviewed the current policy framework, including the national gender policy and presidential decrees to identify the areas of intersection between climate change and gender policies. The project team observed two specific aspects in this period:

- Existing national policy documents were the main resources the project team used to substantiate the gender mainstreaming areas in climate change mitigation and adaptation discussions during the consultations.
- Exploring and securing buy-in from multiple stakeholders, for example, ministries, formal committees and NGOs, were key to cultivating national gender mainstreaming actions organically, rather than as an extension.



“Active, transparent, and impartial management of relationships with the government counterparts is key to highlight common denominators and avenues of agreement. We also ensured the involvement of non-governmental organizations in the consultations. The success can be acknowledged if and once gender mainstreaming issues are no more regarded merely as a donor conditionality.”

International gender consultant

- 2) **The national gender consultant actively participated in the NDC enhancement consultations.** FAO engaged with the State Committee on Women and Family to mobilize their agency for the NDC enhancement efforts.
- 3) **The State Committee on Women and Family acted as the formally designated gender mainstreaming body** in the country. With the support of FAO’s national gender consultant, and notwithstanding the committee’s limited staff capacity, tight deadlines and the recent introduction of the climate change-gender nexus, the state committee was able to identify gaps, suggest recommendations for policy alignment and coordination for mainstreaming gender in NDC enhancement, and ensure relevant stakeholders’ participation in the NDC development meetings. As a result, Tajikistan’s enhanced NDC includes a dedicated chapter and recommendations on gender and climate adaptation and mitigation.



“The national consultant’s high credibility among the government institutions, strong networking skills, and dedication to effective communication with stakeholders was the key to success. This required significant personal commitment including overtime work during the weekends and follow-up calls. The willingness of the State Committee on Women and Family has been an integral part of the results achieved.”

International gender consultant

- 4) Building on the enhanced NDC document (see Key resources, Section 5.3), submitted to UNFCCC on 12 October 2021, the project team next supported the development of **sector-specific work plans**.



“Building lasting relationships with national counterparts and the state actors responsible for gender equality remains key for FAO institutionally. FAO’s permanent officers and representatives, therefore, should take up and advance the track record of collaboration that the gender consultant has built along the process.”

International gender consultant

Key resources

- **FAO.** 2021. *Terms of reference for national project personnel*. National Gender and Youth Consultant. Internal document.
- **Republic of Tajikistan.** 2021. *The updated NDC of the Republic of Tajikistan*. https://unfccc.int/sites/default/files/NDC/2022-06/NDC_TAJIKISTAN_ENG.pdf

5.4. Using the power of data to mobilize women in rural areas of the Republic of Moldova



Project title: Enabling a policy environment for integrated natural resources management and implementation of an integrated approach to achieve land degradation neutrality in Moldova

Main funding source: GEF

Implementing agency: FAO

Executing agency: Ministry of Agriculture, Regional Development and Environment

Project approval year and duration: 2019, 36 months

Current status: Implementation ongoing

Total budget: USD 1 666 895.00

Further information: <https://www.thegef.org/project/enabling-policy-environment-integrated-natural-resources-management-and-implementation>

The FAO team in the Republic of Moldova is implementing a project to support and scale up the introduction of innovative climate-smart agriculture practices and sustainable forest and land management to achieve LDN within the country. The project has three components:

1. Creating an environment for integrated natural resources management (INRM) in support of LDN
2. Implementing integrated natural resources management, including climate-smart agriculture (CSA) and shelter belt rehabilitation measures at the pilot sites in the Orhei and Rezina districts at the intersection of the Nistru-Coghilnic interfluves
3. Using knowledge management, monitoring and evaluation, and public awareness raising

The project addresses the gaps identified in legal and policy frameworks and pilots INRM, CSA and shelter belt rehabilitation in selected regions in the Republic of Moldova.



“Gender imbalances are entrenched in rural Moldova. In this project, we uniquely approach the issue by focusing on women’s equal access to natural resources. The project collects and analyses specific LDN data not only for baseline assessment but also to make this sophisticated data accessible to everyone in a user-friendly manner for data-driven decision-making. Open data can thus act as a gender mainstreaming tool.”

Project coordinator



Key gender mainstreaming question: How can the intervention ensure women’s and men’s equal access to information to guide their decisions regarding land management?



Key gender mainstreaming response: The project collects, publishes and supports the interpretation of key LDN data for women and men farmers in rural areas of the Republic of Moldova.

The project team follows a five-step pathway in their data journey:

- 1) **The project introduces a local pilot system of soil quality monitoring**, which provides information and highlights the location of degraded agricultural lands and forms of soil degradation, their nature and their coverage area. Three LDN indicators are monitored:
 - **Land cover** – Categories such as extensive/intensive agricultural land, rural/urban land, forest, water bodies, and other types and subtypes.
 - **Land productivity** – An index number of 0 to 100 ranking the productivity potential of the land while taking into account soil texture, soil type, aspect/exposure and altitude.
 - **Carbon stocks** – Supplementary informational value provided for the above indicators by adding data on the potential of the land parcel to sequester carbon.
- 2) **The project integrates these data into an open access map**, for example as a Google Maps layer in the project's pilot area of 32 villages.
- 3) **Narrative reports accompany the maps**, defining the visualized categories and describing the risk factors and measures that those involved should take to strive towards achieving LDN.
- 4) **Dissemination and awareness-raising campaigns are planned to explain how to use the map** and how to make sense of the findings. The ultimate goal is to ensure farmers' LDN-responsive decision-making. The awareness campaign includes local information sessions, women-to-women visits, capacity building sessions on CSA, and visits to farmer field schools through partnerships with local service providers.
- 5) **The project plans to create a set of interconnected measures** to make sure that the power of open data is fully translated into women's improved and informed decision-making on the soil they control. Project efforts in this regard will comprise informational and consultancy support to rural women and women's agricultural cooperatives, allowing better access to agricultural extension services and financing, organization of women-to-women visits, delivery of training for young women entrepreneurs in agriculture through farmer field schools, and other information and knowledge building activities to leverage women's participation and benefit.



“The maps, for example, deliver a snapshot of a village in terms of soil quality and LDN-responsive recommendations to land users. Decisions are expected to be made based on data-driven inferences. The data can be accessed and used directly without an intermediary actor. Men and women will have equal access to the data. The actual use of the data, however, depends on local extension and dissemination services. In this scope, we are planning to collaborate with women's associations on gender-sensitive climate-resilient practices.”

Project coordinator

5.5. Gender mainstreaming through a continuum of support services: transforming the forestry sector in Kosovo



Project title: Support to strengthening sustainable and multipurpose forest management to improve rural livelihoods and address climate change in Kosovo

Main funding source: Swedish International Development Cooperation Agency

Implementing agency: FAO

Executing agency: Ministry of Agriculture, Forestry and Rural Development and Kosovo Forest Agency

Project approval year and duration: 2019, 48 months

Current status: Implementation ongoing

Total budget: USD 2 326 590.00

Further information: <https://openaid.se/en/activities/SE-0-SE-6-12605A0103-XXK-31210>

The FAO team in Kosovo is implementing a project to increase the forestry sector's contribution to the Kosovo economy and reduce poverty in rural areas through efficient and gender-responsive forest management. The project has three components:

1. Improving timber legality, trade and law enforcement in the forest sector
2. Enhancing transparency and strengthening the institutional capacity in good governance and implementation of forest policies, strategies and programmes
3. Introducing multipurpose forest management and inclusive forest value chains for poverty alleviation of rural women and men

For many years, the FAO project office in Kosovo has conducted gender-sensitive actions in the forestry sector including the "Support to Implementation of the Forest Policy and Strategy in Kosovo" project funded by the Government of Finland from 2011 to 2017. The project delivered a first-of-its-kind "Gender, rural livelihoods and forestry" report (FAO, 2017a) documenting and assessing the gender issues in Kosovo's forestry sector.

The National Policy and Strategy Paper on Forestry Development (2010–2020) had a gender-neutral pathway, which hinders the programmes' achievement of their full potential. With no gender-responsive forestry strategy in place, the project team aimed to holistically support the policymaking process through evidence generation, advocacy and law-making advisory support.



Key gender mainstreaming question: How can we mainstream gender in forestry policy– and law-making processes in Kosovo?



Key gender mainstreaming response: The project provided the government with a continuum of support services: data generation, and technical advisory in law-making and policymaking processes.

The project team has followed the pathway below in their gender mainstreaming journey:

- 1) **The project liaised with gender experts** in local and regional offices and engaged a local gender consultant to steer the data generation, advocacy and advisory activities in all project components.
- 2) Building on the “Gender, rural livelihoods and forestry” report (FAO, 2017a), the project team conducted a **gender baseline study** to review and validate the findings of the 2017 report (see Key resources, Section 5.5). The gender baseline study aimed to support the project team to effectively monitor the progress towards gender equality in the forestry sector. The baseline study included:
 - A desk review of the relevant literature and forestry-related strategies and action plans, including Forestry Policy and Strategy (2010–2020);
 - Key informant interviews to validate and update the existing data;
 - Data collection and formulation of the indicators for monitoring the gender progress in the forestry sector; and
 - A validation workshop in December 2020 with key stakeholders.
- 3) **The gender consultant actively participated in all of the working groups** convened to produce the Forestry Strategy 2021–2030. The project mainstreamed gender as a cross-cutting dimension throughout the working group consultations.



“We have often observed reluctance and hesitancy among the working group members whose impression was that gender is mentioned too often unnecessarily. The reasoning was that men and women were equipped with the same rights, as per the constitution, and we did not have a gender equality problem to be put into words. In response, we underlined that gender mainstreaming is not to favour women and we need affirmative measures streamlining the pathway for women’s agency in the sector, for example, to apply for available grants, to study and to take up jobs in forestry.” National gender consultant



It is essential to design gender mainstreaming actions based on the project’s approach. There are multiple degrees of gender mainstreaming, as described below:

- **Gender-sensitive** approaches identify and acknowledge the existing gender differences and inequalities between women and men. Gender is integrated as a means to achieve other objectives without seeking to change structural barriers.
- **Gender-responsive** approaches recognize and address the specific needs and priorities of women and men, based on the social construction of gender roles.
- **Gender-transformative** approaches examine, question and change gender social norms, attitudes, behaviours, and social systems that reinforce inequalities. These approaches aim to transform gender roles and power relations and the mindsets of individuals, from the organization’s staff to household members, communities, and actors in the market and state (FAO, 2021b, p. 31).

- 4) **The project team ensured the participation of Kosovo's gender-equality officers,**⁸ designated by municipalities and ministries, in the working group meetings. This helped the gender mainstreaming arguments take root in the meetings. In parallel, the gender consultant drew upon on the data analysed in the gender baseline study.



“In all the meetings, I have always relied on the 2017 report. We would not be convincing without the data from that research and our baseline gender study. Sex-disaggregated data is key to triggering a mindset change in institutions. The data alone is not sufficient, however. We need to go further to understand what is behind the figures. Capturing a clear narrative is necessary to formulate gender-responsive actions.” National gender consultant

- 5) **The project team prepared “Monitoring and evaluation guidelines and tools of gender mainstreaming in the forestry sector”** (see Key resources, Section 5.5) to assist stakeholders' efforts. At the same time, the gender consultant regularly reviewed and validated gender-related data and information in forestry by contacting the municipalities, for example cadastral offices, despite the inadequate institutional routines for sex-disaggregated data collection at the local level.
- 6) **The working groups released the draft Forestry Strategy 2021–2030** for public consultation. Action plans defining concrete steps will follow the strategy. Gender mainstreaming has a wider and more specific avenue of intervention during the action plan preparation stage.



“Gender-mainstreaming agents should not have a rigid way of approaching institutions. The institutions should not feel that gender mainstreaming is pressure coming from outside. All should be convinced that it is something good for the country. To cultivate local ownership, our narrative should be crafted very carefully. For instance, we emphasized the use of “women and men” together during the discussions, especially when it came to the inclusion of vulnerable groups in the forestry sector. The social inclusion lens helps clarify our standpoint with regard to formulating responsive policies.” National gender consultant

- 7) In addition to the legislative work, the project team identified **capacity development needs** at the central and local levels for effective gender mainstreaming, and began with a series of capacity building workshops, starting with municipalities – local implementation units – and concluding with a workshop at the central level.
- 8) **The team also supported the Ministry of Agriculture, Forestry and Rural Development** in drafting a gender-sensitive Communication and Information Strategy for the Forestry sector in Kosovo 2020–2030.

Strategies that are prepared with stakeholders' participation and ownership are more likely to be put into practice, but this is not an automatic process. Long-term support and follow up are needed to make sure implementing agencies are effectively rolling out the strategy with due attention given to gender equality and women's empowerment issues as envisaged in the strategy documents.

⁸ As per the United Nations Security Council Resolution (UNSCR) 1325 (2000) on “Women, Peace and Security”, in September 2002, the United Nations Interim Administration Mission in Kosovo (UNMIK) created in each municipality the post of Municipal Gender Officer to ensure the protection of and respect for the human rights of women and girls (OSCE, 2006).

Key resources

- **FAO.** 2020. *Gender in forestry: baseline study*. In: Support to strengthening sustainable and multipurpose forest management to improve rural livelihoods and address climate change in Kosovo. Internal document.
- **FAO.** 2021. *Monitoring and evaluation guidelines and tools of gender mainstreaming in the forestry sector*. In: Support to strengthening sustainable and multipurpose forest management to improve rural livelihoods and address climate change in Kosovo. Internal document.

5.6. Mainstreaming gender in a large-scale regional project: experience from Central Asia



Project title: Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM2)

Co-funding source: GEF

Implementing agency: FAO

Executing agencies: Line ministries and institutions in Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Uzbekistan and Türkiye

Project approval year and duration: 2017, 60 months

Current status: Implementation ongoing

Total budget: USD 75 970 550.00

Further information: <https://www.thegef.org/project/integrated-natural-resources-management-drought-prone-and-salt-affected-agricultural>

This FAO–GEF multi-country project is a complex intervention covering Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan, Türkiye and Uzbekistan. Building on the successes of the previous phase of the project, CACILM2 aims to scale up INRM in drought-prone and salt-affected agricultural production landscapes by taking a targeted and individual approach to each country’s specific needs and priorities. To this end, the project adopts an integrated landscape management approach that minimizes negative impacts on natural resources, reduces the risks and vulnerability factors that rural communities face, and enhances their capacity to cope with or adapt to drought and salinity. Reducing soil salinization, improving water retention and capture, sequestering carbon, and preventing the loss of agrobiodiversity are central cornerstones.

In a complex governance setting, the regional project team recognized the importance of gender mainstreaming to ensure that gender issues are integrated into project design, implementation and monitoring. This has required “well-coordinated work, mutual understanding, and cooperation both in the team itself and with numerous local project partners” (FAO, 2020d, p. 4). The elaboration of a project-specific Gender Action Plan, in collaboration with FAO staff and the project’s gender consultants, was designed to accelerate gender mainstreaming.



Key gender mainstreaming question: How can we mainstream gender in a multi-country and multi-stakeholder project?



Key gender mainstreaming response: The project's Gender Equality and Social Inclusion Strategy mainstreamed gender not only in daily project rollout but also in capacity building, communications, knowledge management, partnership building, and monitoring and evaluation.

The project team has followed a four-step pathway in their gender mainstreaming journey:

- 1) **The project consulted with FAO's in-house gender experts** in the Regional Office for Europe and Central Asia for its gender mainstreaming planning. The gender consultant and the project team reviewed the approved project document from a gender perspective and identified avenues of improvement to consider for revision during the mid-term review. This review informed the development of the "Gender Equality and Social Inclusion Strategy" (GESI; see Key resources) with specific action points as summarized in Table 4. The project team also created a strategy implementation guide listing nine gender mainstreaming tips based on an FAO training module (see FAO and World Bank, 2017 in Key resources, Section 5.6). The GESI outlines specific gender mainstreaming actions based on the project's priorities in each country. Monitoring and evaluation of the identified actions were key:
 - To monitor the implementation of the strategy, the project conducted a gender and socioeconomic baseline assessment in the six countries to capture how women and men could benefit from the project's work. The baseline assessment entailed fieldwork in which the project team reached out to target groups of women and men engaged in farming for data collection.



"It is important to verify data through fieldwork. Applying the gender perspective diligently, we found out, for example, that some of the farms were run de facto by men whilst the same farm was recorded as women-led in the written records." Regional gender consultant

Table 4. Action points in the Gender Equality and Social Inclusion Strategy

Project rollout	<ol style="list-style-type: none"> 1. Mainstream gender across annual work plan (AWP) activities 2. Provide support in the implementation of activities within AWP/technical guidance 3. Review recruitment processes, including gender aspects, into e.g. TORs, letters of agreement (LOAs)
Capacities	<ol style="list-style-type: none"> 1. Ensure all new staff/short-term consultants complete mandatory online courses on gender equality or are briefed on gender equality policy 2. Conduct capacity building and awareness-raising activities as indicated in the budget
Communication and knowledge management	<ol style="list-style-type: none"> 1. Contribute to regional gender initiatives together with the communications specialist 2. Monitor major knowledge products, press releases, and other visibility materials from an inclusion lens 3. Support the communications specialist with data, statistics and the necessary information on gender equality in the region for publication purposes
Partnerships	<ol style="list-style-type: none"> 1. Contribute to UN campaigns such as 16 Days of Activism Against Gender-Based Violence, International Day of Rural Women, International Women’s Day, International Day of the World’s Indigenous People, and International Day for the Eradication of Poverty
Results and impact	<ol style="list-style-type: none"> 1. Support monitoring and evaluation officer in collecting the sex-disaggregated data and monitor activities on content, involvement and results 2. Ensure that reports, such as the Programme Implementation Report (PIR), include a separate report on GESI

- 2) To identify the **potential needs and gaps in the project staff’s gender mainstreaming knowledge and skills**, the gender consultant conducted interviews and a 15-minute online survey (see FAO, 2021a and FAO, 2021b in Key resources, Section 5.6). The team identified significant knowledge gaps and the staff did not receive any prior capacity building support on gender mainstreaming. As one of the major trajectories of the GESI, the team decided to build the capacities of the staff and service providers (institutions, agencies) working for or on behalf of the project.
- 3) In daily operations, the gender consultant undertook several **regular tasks**, including:
 - Ensuring gender-sensitive communications making women’s work visible and authoring success stories of women and men in the quarterly project bulletin;
 - Producing factsheets with sex-disaggregated data on a regional scale (see FAO, 2021c in Key resources, Section 5.6);



“In producing factsheets, we request data from the line ministries. Sex-disaggregated data is often incomplete or non-existent. We always encourage the national counterparts by conveying the following message: ‘We don’t have the data which you can collect; if we lack this data, then our ability to diagnose and propose solutions is significantly curtailed.’” Regional gender consultant

- Reviewing LOAs to make sure necessary actions are reserved for gender mainstreaming through consultation with the counterparts, ensuring that a certain percentage of the LOA-designated resources are allocated to women beneficiaries;
- Reviewing TORs to ensure that gender mainstreaming tasks are integrated into the incoming staff's deliverables;
- Reviewing AWP's to make sure sex-disaggregated targets are realistic and achievable; and
- Contributing to partnership activities from a gender perspective.



“In Uzbekistan, the project helped build 34 greenhouses for women, youth and elderly people. Women prefer greenhouse work because of climatic convenience. We ensured that the necessary budget is dedicated for this action. Greenhouses are built nearby the schoolyards. School children gain familiarity with the food production and consume the food produced there in school lunches.” Regional gender consultant

- 4) While undertaking these tasks, the gender consultant made **extensive use of FAO resources**, for example, FAO e-learning tools in you@fao, the SEAGA tool, and other tools related to value chains and gender mainstreaming. Not all of the resources were available in Russian, and staff invested part of their time in translating excerpts for use during local training sessions.



“We also conduct monitoring field visits twice a year. In one of our visits to a project site in southern Kazakhstan, we interviewed a man farmer dealing with their sorghum farm while his wife was doing the domestic work. They did not have access to clean water and electricity. Against such major infrastructural deprivations, it was challenging for us to bring up gender issues. The farmer understandably kept asking, ‘Can you help me get the electricity and water here?’ It was difficult to start a dialogue and our role was to report their situation. We refer these cases to municipal officers, yet most of the institutions regard international organizations as ‘givers’. Project management, as well as gender consultants, should be prepared to respond to such challenges.” Regional gender consultant

Key resources

- **FAO.** 2017. *Tips to ensure gender equality and social inclusion in project implementation*. In: Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM2). Internal document.
- **FAO.** 2020. *Gender and social inclusion mainstreaming strategy for 2020–2022*. In: Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM2). Internal document.
- **FAO.** 2021a. *Online self-assessment survey for the project staff on gender mainstreaming*. In: Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM2). Internal document.
- **FAO.** 2021b. *Online self-assessment survey for institutions on gender mainstreaming*. In: Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM2). Internal document.
- **FAO.** 2021c. *Gender factsheet: Republic of Kazakhstan*. In: Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM2). Internal document.

Bibliography

References

Buto, O., Galbiati, G.M., Alekseeva, N. & Bernoux, M. 2021. *Climate finance in the agriculture and land use sector – global and regional trends between 2000 and 2018*. Rome. <https://doi.org/10.4060/cb6056en>

Celikyilmaz, G. & Arguello, C. 2021. *Climate finance toolkit for Europe and Central Asia*. Budapest, FAO and UNEP. <https://doi.org/10.4060/cb6933en>

ECOSOC (United Nations Economic and Social Council). 1997. *Gender mainstreaming. Extract from report of the Economic and Social Council for 1997. A/52/3*. 18 September 1997. <https://www.un.org/womenwatch/daw/csw/GMS.PDF>

FAO. 2012. *Voluntary guidelines on the responsible governance of tenure of land, fisheries and forests in the context of national food security*. <https://www.fao.org/tenure/voluntary-guidelines/en/>

FAO. 2013. *Good practices at FAO: Experience capitalization for continuous learning*. <https://www.fao.org/3/ap784e/ap784e.pdf>

FAO. 2016. *National gender profile of agricultural and rural livelihoods – Kyrgyz Republic*. Country Gender Assessment Series. Ankara. <https://www.fao.org/3/i5763E/i5763e.pdf>

FAO. 2017a. *Gender, rural livelihoods and forestry. Assessment of gender issues in Kosovo's forestry*. Pristina. <https://www.fao.org/3/i7421e/i7421e.pdf>

FAO. 2017b. *Guide to mainstreaming gender in FAO's project cycle*. Rome. <http://www.fao.org/3/i6854e/i6854e.pdf>

FAO. 2018. *Gender, agriculture and rural development in Georgia*. Country Gender Assessment Series. Rome. <http://www.fao.org/3/ca0577en/CA0577EN.pdf>

FAO. 2019a. *Regional gender equality strategy and action plan for Europe and Central Asia 2019–2022*. <http://www.fao.org/3/ca4521en/ca4521en.pdf>

FAO. 2019b. *Gender, agriculture and rural development in Uzbekistan*. Country Gender Assessment Series. Budapest. <https://www.fao.org/documents/card/en/c/ca4628en>

FAO. 2020a. *FAO policy on gender equality 2020–2030*. Rome. <http://www.fao.org/3/cb1583en/cb1583en.pdf>

FAO. 2020b. *Smallholders and family farms in Europe and Central Asia. Regional synthesis report 2019*. Budapest. <https://doi.org/10.4060/ca9586en>

FAO. 2020c. *FAO-GEF project document: Achieving land degradation neutrality targets of Georgia through restoration and sustainable management of degraded pasturelands*. Cited 20 December 2021. https://publicpartnershipdata.azureedge.net/gef/GEFDocuments/42858d09-c12b-e911-8146-3863bb3c4538/Roadmap/_ProDoc_for_resubmission_to_GEF_7February2020.docx

FAO. 2020d. *Integrated natural resources management in drought-prone and salt-affected agricultural production landscapes in Central Asia and Türkiye (CACILM-2)*. Cited 20 December 2021. https://www.fao.org/uploads/media/Inf_bulletin_Final_3__ENG_.docx

FAO. 2021a. *FAO strategic framework 2022–31*. Rome. <https://www.fao.org/3/cb7099en/cb7099en.pdf>

FAO. 2021b. *Achieving gender equality and women’s empowerment in agriculture and food systems – A handbook for gender focal points*. Rome. <https://www.fao.org/3/cb2401en/CB2401EN.pdf>

FAO. 2021c. *National gender profile of agriculture and rural livelihoods – Ukraine, Revised*. Country Gender Assessment Series. Budapest. <https://www.fao.org/publications/card/en/c/CB4501EN/>

FAO. 2021d. *National gender profile of agriculture and rural livelihoods – Serbia*. Country Gender Assessment Series. Budapest. <https://doi.org/10.4060/cb7068en>

FAO. 2021e. *Developing FAO-GEF strategic programmatic areas of work*.

FAO. 2021f. *FAO and the Green Climate Fund partnering for climate action*. In: FAO. Rome. Cited 30 May 2022. <https://www.fao.org/gcf/projects2/overview/en>

FAO. 2022a. *FAO Strategy on climate change 2022–2031*. Rome. <https://www.fao.org/3/cc2274en/cc2274en.pdf>

FAO. 2022b. *Priorities for FAO in the Europe and Central Asia region under the FAO Strategic Framework 2022–31*. Thirty-third Session of the FAO Regional Conference for Europe, Łódź, Poland, 10–13 May 2022. ERC/22/5. <https://www.fao.org/3/ni190en/ni190en.pdf>

FAO. 2022c. *Advancing gender equality in the region: update on the progress made*. Forty-second Session of the FAO Regional Conference for Europe, Budapest, 19–21 January 2022. ECA/42/21/6. <https://www.fao.org/3/nio34en/nio34en.pdf>

FAO. 2022d. *Framework for environmental and social management*. Rome. <https://www.fao.org/3/cb9870en/cb9870en.pdf>

FAO. 2022e. *National gender profile of agriculture and rural livelihoods – The Republic of Moldova*. Country Gender Assessment Series – Europe and Central Asia. Budapest. <https://doi.org/10.4060/cb9555en>

FAO. 2022f. *SDG indicators*. In: FAOSTAT. Rome. Cited 30 June 2022. <https://www.fao.org/faostat/en/#data/SDGB>

FAO. 2022g. *Gender, agriculture and rural development in Europe and Central Asia: Brief overview of regional trends and challenges*. Budapest. <https://www.fao.org/3/cc2763en/cc2763en.pdf>

FAO. (forthcoming). *Ensuring that rural advisory services are responsive to women: Overview of good practices from FAO experiences in Europe and Central Asia*. Budapest.

FAO, IFAD (International Fund for Agricultural Development), UNICEF (United Nations Children’s Fund), WFP (World Food Programme) & WHO (World Health Organization). 2018. *The State of Food Security and Nutrition in the World 2018. Building climate resilience for food security and nutrition*. Rome, FAO.

FAO & UN Women. 2021. *National gender profile of agriculture and rural livelihoods – Bosnia and Herzegovina*. Country Gender Assessment Series – Europe and Central Asia. Budapest and Sarajevo. <https://doi.org/10.4060/cb5472en>

FAO & World Bank. 2017. *How to integrate gender issues in climate-smart agriculture projects*. Rome. <http://www.fao.org/3/i6097e/i6097e.pdf>

GCF (Green Climate Fund). 2023. *Open data library*. <https://data.greenclimate.fund/public/data/projects>

GEF (Global Environment Facility). 2017. Policy on gender equality. 53rd GEF Council Meeting, Washington, DC, 28–30 November 2017. https://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.53.04_Gender_Policy.pdf

GEF. 2018a. GEF-7 replenishment programming directions (prepared by the secretariat). Fourth Meeting of the Seventh Replenishment of the GEF Trust Fund, Stockholm, 25 April 2018. Cited 30 December 2021. https://www.thegef.org/sites/default/files/council-meeting-documents/GEF-7%20Programming%20Directions%20-%20GEF_R.7_19.pdf

GEF. 2018b. *Guidance to advance gender equality in GEF projects and programs*. <https://www.thegef.org/sites/default/files/publications/GEF%20Guidance%20on%20Gender.pdf>

Huyer, S. 2021. *Building farmers' resilience to climate change means addressing gender inequalities*. CGIAR GENDER Platform Evidence Explainer. Nairobi, Kenya, CGIAR GENDER Platform. <https://hdl.handle.net/10568/114266>

ILO (International Labour Organization). 2019a. Employment by sex, rural/urban areas and economic activity – ILO modelled estimates, Nov. 2020 (thousands) – Annual. In: *ILOSTAT Explorer*. Geneva, Switzerland. Cited 30 June 2022. https://www.ilo.org/shinyapps/bulkexplorer15/?lang=en&segment=indicator&id=EMP_2EMP_SEX_GEO_ECO_NB_A&ref_area=ALB+ARM+AZE+BLR+BIH+GEO+KAZ+KGZ+MDA+MNE+MKD+SRB+TJK+TUR+TKM+UKR+UZB&sex=SEX_T&classif1=GEO_COV_RUR&classif2=ECO_SECTOR_AGR+ECO_SECTOR_IND+ECO_SECTOR_SER&timefrom=2010&timeto=2019

ILO. 2019b. Employment by sex, rural/urban areas and status in employment. – ILO modelled estimates, Nov. 2020 (thousands) – Annual. In: *ILOSTAT Explorer*. Geneva, Switzerland. Cited 30 June 2022. https://www.ilo.org/shinyapps/bulkexplorer21/?lang=en&segment=indicator&id=EMP_2EMP_SEX_GEO_STE_NB_A&ref_area=ALB+ARM+AZE+BLR+BIH+BGR+HRV+CYP+CZE+GEO+GRC+HUN+ISR+ITA+KAZ+KGZ+MLT+MDA+MNE+MKD+POL+PRT+ROU+RUS+SRB+SVK+SVN+ESP+TJK+TUR+TKM+UKR+UZB&sex=SEX_T+SEX_M+SEX_F&classif1=GEO_COV_NAT+GEO_COV_RUR+GEO_COV_URB&classif2=STE_AGGREGATE_TOTAL+STE_AGGREGATE_EES+STE_AGGREGATE_SLF+STE_ICSE93_TOTAL+STE_ICSE93_1+STE_ICSE93_2+STE_ICSE93_3+STE_ICSE93_5&timefrom=2010&timeto=2020

International Rivers. 2008. Climate change glossary. In: *International Rivers*. Oakland, USA. Cited 8 May 2023. <https://archive.internationalrivers.org/resources/climate-change-glossary-3588>

IPCC (Intergovernmental Panel on Climate Change). 2007. Glossary. Climate Change 2007 Working Group II: Impacts, adaptation and vulnerability. In: *IPCC*. Geneva, Switzerland. Cited 30 May 2022. https://archive.ipcc.ch/publications_and_data/ar4/wg2/en/annexessglossary-a-d.html

IPCC. 2014. *Climate Change 2014: Mitigation of Climate Change. Contribution of Working Group III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change*. In: O. Edenhofer, R. Pichs-Madruga, Y. Sokona, E. Farahani, S. Kadner, K. Seyboth, A. Adler, I. Baum, S. Brunner, P. Eickemeier, B. Kriemann, J. Savolainen, S. Schlömer, C. von Stechow, T. Zwickel & J.C. Minx, eds. Cambridge, UK, Cambridge University Press.

Osman-Elasha, B. 2012. Women ... in the shadow of climate change. In: *UN Chronicle*. New York, USA. Cited 20 June 2022. <https://www.un.org/en/chronicle/article/women-in-shadow-climate-change>

Sadler, M.P., Millan Arredondo, A., Swann, S.A., Vasileiou, I., Baedeker, T., Parizat, R., Germer, L.A. & Mikulcak, F. 2016. *Making climate finance work in agriculture* (English). Washington, DC, World Bank Group.

Smith, P., Bustamante, M., Ahammad, H., Clark, H., Dong, H., Elsidig, E.A., Haberl, H., Harper, R., House, J., Jafari, M., Masera, O., Mbow, C., Ravindranath, N.H., Rice, C.W., Abad, C.R., Romanovskaya, A., Sperling, F. & Tubiello, F.N. 2014. Agriculture, Forestry and Other Land Use (AFOLU). In: O. Edenhofer, R. Pichs-Madruga, Y. Sokona, E. Farahani, S. Kadner, K. Seyboth, A. Adler, I. Baum, S. Brunner, P. Eickemeier, B. Kriemann, J. Savolainen, S. Schlömer, C. von Stechow, T. Zwickel & J.C. Minx, eds. *Climate Change 2014: Mitigation of Climate Change. Contribution of Working Group III to the Fifth Assessment Report of the Intergovernmental Panel on Climate Change*, pp. 811–922. Cambridge, UK, Cambridge University Press.

UNCBD (United Nations Convention on Biological Diversity). 1994. Introduction. In: *Convention on Biological Diversity*. Montréal, Canada. Cited 30 May 2022. <https://www.cbd.int/intro/>

UNCBD. 2021. Gender and biodiversity. In: *Convention on Biological Diversity*. Montréal, Canada. Cited 30 May 2022. <https://www.cbd.int/gender/>

UNCCD (United Nations Convention to Combat Desertification). 1994. About the convention. In: *United Nations Convention to Combat Desertification*. Bonn, Germany. Cited 30 May 2022. <https://www.unccd.int/convention/about-convention>

UNCCD. 2018. *Gender action plan*. <https://www.unccd.int/resources/publications/gender-action-plan>

UNDRR (United Nations Office for Disaster Risk Reduction). 2015. *Sendai Framework for Disaster Risk Reduction 2015–2030*. <https://www.undrr.org/publication/sendai-framework-disaster-risk-reduction-2015-2030>

UNFCCC (United Nations Framework Convention on Climate Change). (no date) Nationally Determined Contributions (NDCs). In: *UNFCCC*. Bonn, Germany. Cited 30 May 2022. <https://unfccc.int/process-and-meetings/the-paris-agreement/nationally-determined-contributions-ndcs/nationally-determined-contributions-ndcs>

UNFCCC. 1994. What is the United Nations Framework Convention on Climate Change? In: *UNFCCC*. Bonn, Germany. Cited 30 May 2022. <https://unfccc.int/process-and-meetings/the-convention/what-is-the-united-nations-framework-convention-on-climate-change>

UNFCCC. 2015. The Paris agreement. In: *UNFCCC*. Bonn, Germany. Cited 30 May 2022. <https://unfccc.int/process-and-meetings/the-paris-agreement/the-paris-agreement>

UNFCCC. 2019. The gender action plan. In: *UNFCCC*. Bonn, Germany. Cited 30 May 2022. <https://unfccc.int/topics/gender/workstreams/the-gender-action-plan>

UNFCCC. 2021. Momentum builds at COP26 for gender action. In: *UNFCCC*, 9 November 2021. Bonn, Germany. Cited 30 May 2022. <https://unfccc.int/news/momentum-builds-at-cop26-for-gender-action>

UNFCCC. 2022. *Action plan under the Glasgow work programme on Action for Climate Empowerment*. https://unfccc.int/sites/default/files/resource/cop27_auv_ACE.pdf

UN Women (United Nations Entity for Gender Equality and the Empowerment of Women). 2019. *Manual for gender-responsive land degradation neutrality transformative projects and programmes*. https://catalogue.unccd.int/1223_Gender_Manual.pdf

UN Women. 2022. Poverty deepens for women and girls, according to latest projections. In: *UN Women, Women Count*, 1 February 2022. New York, USA. Cited 30 June 2022. <https://data.unwomen.org/features/poverty-deepens-women-and-girls-according-latest-projections>

World Bank. 2022. PovcalNet. In: *The World Bank*. Washington, DC. Cited 30 June 2022. <http://iresearch.worldbank.org/PovcalNet/povOnDemand.aspx>

Legal references

Beijing Declaration and Platform for Action. Adopted: Fourth World Conference on Women, Beijing, 4–15 September 1995.

Transforming our world: The 2030 Agenda for Sustainable Development. Adopted: United Nations General Assembly, 25 September 2015. UNGA A/RES/70/1.

United Nations Convention on the Elimination of All Forms of Discrimination against Women. Adopted: United Nations General Assembly, 18 December 1979.

Further reading

FAO. 2018. *Tackling climate change through rural women's economic empowerment*. <http://www.fao.org/3/ca0178en/CA0178EN.pdf>

FAO. 2023. *The status of women in agrifood systems*. Rome. <https://doi.org/10.4060/cc5343en>

FAO & CARE. 2019. *Good practices for integrating gender equality and women's empowerment in climate-smart agriculture programmes*. Atlanta, USA. <http://www.fao.org/3/ca3883en/ca3883en.pdf>

FAO, IFAD & WFP. 2020. *Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of 15 good practices*. Rome. <http://www.fao.org/3/cb1331en/cb1331en.pdf>

FAO & UNDP (United Nations Development Programme). 2018. *Promoting gender-responsive adaptation in the agriculture sectors: Entry points within National Adaptation Plans*. Briefing note. March 2018. <http://www.fao.org/3/i8906en/i8906EN.pdf>

Suggested resources: toolkits and guidelines

Celikyilmaz, G. & Arguello, C. 2021. *Climate finance toolkit for Europe and Central Asia*. Budapest, FAO and UNEP. <https://doi.org/10.4060/cb6933en>

FAO. 2001. *Field level handbook: socio-economic and gender analysis programme (SEAGA)*. Rome. <http://www.fao.org/3/ak214e/ak214e00.pdf>

FAO. 2011. *Training guide: Gender and climate change research in agriculture and food security for rural development*. <http://www.fao.org/3/md280e/md280e.pdf>

FAO. 2015. *Environmental and social management guidelines*. Rome. <http://www.fao.org/3/i4413e/i4413e.pdf>

FAO. 2016. *A gender-responsive approach to climate-smart agriculture. Evidence and guidance for practitioners*. <https://www.fao.org/3/be879e/be879e.pdf>

FAO. 2016. *Gender integration into climate-smart agriculture. Tools for data collection and analysis for policy and research*. Rome. <http://www.fao.org/3/i5299e/i5299e.pdf>

FAO. 2017. *Gender mainstreaming and a human rights-based approach: guidelines for technical officers*. Budapest. <http://www.fao.org/3/i6808e/i6808e.pdf>

FAO. 2017. *Guide to mainstreaming gender in FAO's project cycle*. Rome. <http://www.fao.org/3/i6854e/i6854e.pdf>

FAO. 2019. *The Director-General's medium-term plan 2018–21 (reviewed) and programme of work and budget 2020–21*. Forty-first Session of the Conference, Rome, 22–29 June 2019. C 2019/3. http://www.diplomatie.be/oda/43722_PROGDESCR_PWB2020-2021.pdf

FAO. 2020. *Global FAO-GEF strategy and action plan*. Internal document. https://intranet.fao.org/fileadmin/user_upload/FAO_Communications/documents/Final_FAO-GEF_Strategy_and_Action_Plan_18_Jan.pdf#

FAO. 2022. *FAO Strategy on climate change 2022–2031*. Rome. <https://www.fao.org/3/cc2274en/cc2274en.pdf>

GCF. 2014. *Gender policy and action plan*. 6 October 2014. <https://www.greenclimate.fund/sites/default/files/document/gcf-bo8-19.pdf>

GCF. 2017. *Mainstreaming gender in Green Climate Fund projects*. First edition. Incheon, Republic of Korea, GCF. https://www.greenclimate.fund/sites/default/files/document/guidelines-gcf-toolkit-mainstreaming-gender_0.pdf

GEF. 2015. *Gender equality action plan*. https://www.thegef.org/sites/default/files/publications/GEF_GenderEquality_CRA_lo-res_0.pdf

UNDP. 2013. *Gender and climate change: training modules*. <https://www.undp.org/publications/gender-and-climate-change#modal-publication-download>

UNFCCC. 2020. *Enhanced Lima work programme on gender and its gender action plan*. Conference of the Parties. Report of the Conference of the Parties on its twenty-fifth session held in Madrid from 2 to 15 December 2019. Addendum – Part two: Action taken by the Conference of the Parties at its Twenty-fifth Session. https://unfccc.int/sites/default/files/resource/cp2019_13a01E.pdf

UN Women. 2019. *Manual for gender-responsive land degradation neutrality transformative projects and programmes*. https://catalogue.unccd.int/1223_Gender_Manual.pdf

Veyret Picot, M. 2021. *Guidelines for FAO-GEF gender-responsive project design*. FAO, draft document, v4.

World Bank, FAO & IFAD. 2015. *Gender in climate-smart agriculture: Module 18 for the gender in agriculture sourcebook*. <http://www.fao.org/3/i5546e/i5546e.pdf>



Glossary

- **AFOLU (agriculture, forestry and other land use):** AFOLU plays a leading role in food security and sustainable development. The main mitigation options within AFOLU involve one or more of three strategies: (i) reduction/prevention of emissions to the atmosphere by conserving existing carbon pools in soils or vegetation that would otherwise be lost or by reducing emissions of CH₄ and N₂O; (ii) sequestration – enhancing the uptake of carbon in terrestrial reservoirs, and thereby removing CO₂ from the atmosphere; and (iii) reducing CO₂ emissions by substitution of biological products for fossil fuels or energy-intensive products. Demand-side options (for example, by lifestyle changes, reducing losses and wastes of food, changes in human diet, changes in wood consumption) though known to be difficult to implement, may also play a role (Smith *et al.*, 2014).
- **Climate change adaptation:** Adaptation to climate change refers to adjustment in natural or human systems in response to actual or expected climatic stimuli or their effects, which moderates harm or exploits beneficial opportunities. Several types of adaptation can be distinguished, including anticipatory and reactive adaptation, private and public adaptation, and autonomous and planned adaptation (IPCC, 2007).
- **Climate change mitigation:** Intervention or policies to reduce the emissions or enhance the sinks of GHGs. The current international legal mechanism for countries to reduce their emissions is the United Nations Framework Convention on Climate Change (International Rivers, 2008).
- **Climate finance:** Flows of capital from both public and private sources that support and finance climate-smart investments and aim to achieve climate change adaptation and mitigation objectives (Sadler *et al.*, 2016).
- **Climate resilience:** An approach to build and/or strengthen resilience to address current or expected climate variability and changing average climate conditions (FAO *et al.*, 2018).
- **FOLU (forestry and other land use):** Also referred to as LULUCF (land use, land-use change, and forestry) is the subset of AFOLU emissions and removal of GHGs resulting from direct human-induced land use, land-use change and forestry activities excluding agricultural emissions (IPCC, 2014).
- **Gender-responsive approaches:** Gender-responsive approaches recognize and address the specific needs and priorities of women and men, based on the social construction of gender roles (FAO, 2021b).
- **Gender-sensitive approaches:** Gender-sensitive approaches identify and acknowledge the existing gender differences and inequalities between women and men. Gender is integrated as a means to achieve other objectives without seeking to change structural barriers (FAO, 2021b).

- **Gender-transformative approaches:** Gender-transformative approaches examine, question and change gender social norms, attitudes, behaviours and social systems that reinforce inequalities. These approaches aim at transforming gender roles and power relations and the mindsets of individuals, from an organization's staff to household members, communities, and actors in the market and state (FAO, 2021b).
- **Gender equality:** A state in which women and men enjoy equal rights, opportunities and entitlements in civil and political life (FAO, 2021b).
- **Gender equity:** Fairness and impartiality in the treatment of women and men in terms of rights, benefits, obligations and opportunities (FAO, 2021b).
- **Gender gap:** The gap that women face in access to resources, assets, services, education and employment opportunities, as a result of gender discrimination (FAO, 2021b).
- **Gender mainstreaming:** Gender mainstreaming is a globally recognized strategy for achieving gender equality. It is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated (FAO, 2021b).
- **Gender marker:** Gender markers are one of the UN-SWAP 2.0 requirements that aim to facilitate gender mainstreaming into project planning and implementation. It is a coding system that helps project formulators to self-assess their intervention from a very early stage of development (concept note) and indicate the extent to which a project plans to address gender equality and/or women's empowerment. Gender markers in FAO are based on the assumption that all projects and programmes are expected to consider and address the gender dimensions.
- **Nationally determined contribution:** Nationally determined contributions (NDCs) are at the heart of the Paris Agreement and the achievement of these long-term goals. NDCs embody efforts by each country to reduce national emissions and adapt to the impacts of climate change. The Paris Agreement (Article 4, paragraph 2) requires each Party to prepare, communicate and maintain successive nationally determined contributions that it intends to achieve. Parties shall pursue domestic mitigation measures, with the aim of achieving the objectives of such contributions (UNFCCC, no date).

Appendix. Gender-sensitive FAO regional support: initiatives and links to relevant SDGs

Regional initiatives	Gender-sensitive dimension	CCADRR-resilience dimension	Relevant SDG indicators
<p>Regional initiative 1 – Empowering smallholders, family farms and youth through inclusive rural transformation, digitalization and innovation</p>	<p>Women’s empowerment through ensuring secure and equal access to productive resources, inputs and infrastructure.</p> <p>Women’s equal representation and gender mainstreaming at decision-making mechanisms for inclusive, equitable and integrated agricultural and rural development policies.</p>	<p>Women’s empowerment to embrace climate-resilient, productive and sustainable agricultural practices.</p> <p>Gender mainstreaming at decision-making mechanisms to promote integrated agricultural and rural development policies and rural transformation.</p>	<p>1.4.2 Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure</p> <p>2.3.2 Average income of small-scale food producers, by sex and indigenous status</p> <p>2.4.1 Proportion of agricultural area under productive and sustainable agriculture</p> <p>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</p> <p>5.a.2 Proportion of countries where the legal framework (including customary law) guarantees women’s equal rights to land ownership and/or control</p>
<p>Regional initiative 2 – Transforming food systems and facilitating market access and integration</p>	<p>Women’s empowerment through gender-sensitive trade facilitation of agrifood products.</p> <p>Women’s empowerment through inclusive and climate-responsive agrifood value chains.</p> <p>Gender mainstreaming in decision-making mechanisms regarding the health of national agrifood systems.</p>	<p>Women’s empowerment through gender-sensitive trade facilitation of sustainable and climate-resilient agri-products.</p> <p>Women’s empowerment through inclusive agrifood value chains aligned with climate change mitigation and adaptation strategy.</p> <p>Realizing women’s pivotal role in risk reduction, and management of national and global health risks.</p>	<p>2.1.1 Prevalence of undernourishment [disaggregated by sex]</p> <p>2.3.2 Average income of small-scale food producers, by sex and indigenous status</p> <p>3.d International Health Regulations (IHR) capacity and health emergency preparedness</p> <p>10.a.1 Proportion of tariff lines applied to imports from least developed countries and developing countries with zero-tariff</p> <p>12.3.1 Global food loss index</p> <p>17.11.1 Developing countries’ and least developed countries’ share of global exports</p>

Regional initiatives	Gender-sensitive dimension	CCADRR-resilience dimension	Relevant SDG indicators
<p>Regional initiative 3 – Managing natural resources sustainably and preserving biodiversity in a changing climate</p>	<p>Realizing women’s pivotal role in climate change mitigation and adaptation.</p> <p>Gender mainstreaming at decision-making mechanisms and realizing women’s pivotal role in climate change mitigation and adaptation efforts.</p> <p>Women’s equal representation and gender mainstreaming at decision-making mechanisms and realizing women’s pivotal role in climate change mitigation and adaptation efforts.</p>	<p>Realizing women’s pivotal role in climate change mitigation and adaptation.</p>	<p>1.5.3 Number of countries with national and local [gender-responsive] disaster risk reduction strategies</p> <p>2.4.1 Proportion of agricultural area under productive and sustainable agriculture</p> <p>12.2.1 Material footprint, material footprint per capita, and material footprint per GDP</p> <p>12.4.1 Number of parties to international multilateral environmental agreements on hazardous waste, and other chemicals that meet their commitments and obligations in transmitting information as required by each relevant agreement</p> <p>12.4.2 Hazardous waste generated per capita and proportion of hazardous waste treated, by type of treatment [disaggregated by sex]</p> <p>12.5.1 National recycling rate, tons of material recycled [number of persons involved by sex]</p> <p>13.1.1 Number of countries with national and local disaster risk reduction strategies</p> <p>13.1.2 Number of deaths, missing persons and persons affected by disaster per 100 000 people [disaggregated by sex]</p> <p>13.2.1 Number of countries that have communicated the establishment or operationalization of an integrated policy/strategy/plan which increases their ability to adapt to the adverse impacts of climate change, and foster climate resilience and low greenhouse gas emissions development in a manner that does not threaten food production</p> <p>14.1.1 Index of coastal eutrophication and floating plastic debris density</p>

ISBN 978-92-5-137931-8



9 789251 379318

CC6412EN/1/06.23