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Jordan River Foundation

JORDAN RIVER FOUNDATION

STRATEGIC PARTNERSHIPS & DEVELOPMENT DIVISION

GENDER POLICY

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Revision History		
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Table of Contents

Table of Contents	1
1. Gender Policy	3
1.1. Overall Objectives	3
1.2. Definitions and Concepts	4
1.3. Policy Scope	6
1.3.1. Responsibility for Follow-up and Implementation of the Policy	6
1.3.2. Operationalizing Gender Assessments and Action Plans	9
1.3.3. Alignment with Other JRF Policies and Procedures	9
2. Policy Guidelines	10
3. Grievance Redress	11
Annex 1: Gender Analysis, Assessment and Action Plan Guidelines	12
Gender Analysis	12
What to Look for?	12
Gender Assessment	14
Gender Action Plan	15
Gender Inclusive Indicators	16
Indicators by Program/Project Sector	16
Sample Indicators at the Outcome/Impact Level	18
Sample Indicators at the Output Level	20
Annex 2: Gender Screening Checklist	22
Annex 3: Pledge to Protect against SEAH and Gender-Based Violence in the Workplace (Contractors)	23
Annex 4: Pledge to Protect against SEAH and Gender-Based Violence in the Workplace (Employees)	24

1. Gender Policy

1.1. Overall Objectives

This policy was developed to strengthen JRF's commitment to gender equality and social inclusion, in alignment with the GCF's own gender policy and accreditation requirements, international best practices, and JRF's existing policy framework. This is a project-level policy; the initial focus for rolling out the policy will be to ensure JRF has the capacity and tools to develop gender inclusive project and programme proposals, and to ensure gender equity and safeguarding during program implementation. The ultimate goal of mainstreaming gender into the operating procedures for JRF's development portfolio will be to improve the effectiveness and sustainability of JRF's activities, grants, projects and programs. This will be achieved through the following:

- Ensure JRF's current process within its development portfolio integrates a gender assessment process;
- JRF staff and partners have the knowledge and skills to address gender in their operational areas;
- Gender is integrated into JRF's key operating documents including screening for E&S safeguards; and
- Gender perspective learning is used to improve future activities, projects and outcomes.

At the **institutional level**, we are committed to transforming our own organizational culture and practices. This means ensuring that our governance structures and decision-making processes actively consider and promote gender equality. We will invest in building our staff's capacity to understand and address gender issues through regular training and professional development opportunities. Our goal is to create an inclusive organizational culture where all employees, regardless of gender, can thrive and contribute fully to our mission.

Our **programmatic objectives** focus on ensuring that gender considerations are not merely an afterthought but are integral to how we design and implement projects. Every project we undertake will begin with a thorough gender analysis to understand local contexts and specific needs. We will ensure that women and men have equal access to project benefits and actively work to remove barriers that might prevent full participation. This commitment aligns with GCF requirements for gender-responsive programming and sets a standard for all our development initiatives.

Operationally, we recognize that lasting change requires concrete systems and processes. We commit to implementing gender-sensitive recruitment practices that promote equal opportunities for advancement. Our communication will be thoughtfully crafted to be inclusive and respectful. We maintain a zero-tolerance policy toward sexual exploitation and abuse, backed by clear

procedures and support systems. To measure our progress, we will systematically collect and analyze sex-disaggregated data across all our operations.

At the **strategic level**, our focus extends beyond immediate project outcomes to addressing the root causes of gender inequality. We will actively promote women's participation in decision-making at all levels, from community projects to organizational leadership. Our economic empowerment initiatives will specifically address the barriers women face in accessing economic opportunities. We recognize that achieving these objectives requires strong partnerships, and we commit to building alliances with organizations that share our commitment to gender equality.

1.2. Definitions and Concepts

Nations Sustainable Development Goals (SDGs), which make explicit commitments to gender equality, both as a stand-alone goal on gender equality and women's empowerment (SDG5) and as a theme cutting across all the SDGs.

Approaches to gender and development- The Women in Development approach (WID) appeared in the 1970s and aimed at promoting women's participation in development. It did this by addressing obstacles to their participation, for example, improving education for girls and women, women's reproductive health, access to drinking water and sanitation, and the development of income-generating activities for women. The Gender and Development approach (GAD) is a more recent approach that aims to go further by addressing the root causes of gender inequalities through empowering women. In this approach, interventions are based on an analysis of men's and women's roles and needs (gender analysis), in an effort to empower women to improve their position.

Equality and inequality- Equality means that all people – whatever their sex, caste, ethnicity, religion, age, marital status, physical condition, or lifestyle – receive the same treatment, the same opportunities, the same recognition, the same respect, and have the same rights and the same status. In most societies, gender relations are unequal. Women and men have different rights, different access to resources and information, and different decision-making powers. Women are often subordinated to men and have fewer of these rights. As a result women are usually more vulnerable to poverty, exploitation, oppression, violence – and to climate change.

Gender- Gender refers to the socially constructed roles and responsibilities of women and men. The concept of gender also includes the expectations held about the characteristics, aptitudes, and behavior of both women and men; it refers to what people believe about femininity and masculinity. These roles and expectations are learned, and are different in different cultures. They are influenced over time by, for example, changes in economics, politics, technology, education, environment, the influence of other cultures and the media, mass advocacy, crisis, and conflict.

Gender analysis- Gender analysis is a process of examining the roles, knowledge, capacity and assets of women and men, as the first step in planning efficient development strategies, programs and projects that address both men's and women's needs, and reduce existing gender and other

GENDER POLICY

social inequalities. Gender analysis contributes to a better understanding of the social dimension of climate change impacts, focusing on the differences and similarities in the experience and capacities of women and men. It also helps identify assets and capacities of women and men, which will help them to cope with environmental stresses; and the gaps, needs and priorities for adapting to climate change.

Gender-based violence: Any harmful act directed against a person based on their gender, including physical, sexual, or psychological harm.

Gender blind- Where a project or program is related to human activities but does not include a gender dimension, it is described as gender blind.

Gender equality: Equal rights, responsibilities, and opportunities for women, men, girls, and boys, recognizing that equality does not mean that women and men will become the same.

Gender equity: Fairness of treatment for women and men according to their respective needs, which may include equal treatment or treatment that is different but considered equivalent in terms of rights, benefits, obligations and opportunities.

Gender mainstreaming- Gender mainstreaming means that the needs and interests of both women and men are taken into account systematically across all programs and projects and in an organization's structure and management. It means that women as well as men participate in defining objectives and planning so that development actions satisfy the priorities and needs of both women and men. Mainstreaming gender is a long-term process involving both technical and 'political' dimensions of organizational change.

Gender neutral- Where a project or programs is not concerned with human activities and has no effect on people, this is considered gender neutral. Examples are monitoring changes in the weather or sea level rise.

Gender sensitive- A gender-sensitive policy or programs recognizes gender inequalities as an obstacle that may deprive women of the same opportunities as men and prevent them from getting equal benefits from development programs. Thus it proposes measures to reduce gender inequalities and provides resources and services to address both men's and women's needs.

Gender stereotypes- These are prejudices about the roles of men and women, how they should behave, and the type of relationships between them. These ideas often lead to the exclusion of women from activities related to community development and the concealment of women's contributions. Examples of gender stereotyping include ideas that women should be seen and not heard, women belong at home, and only women can be caregivers.

Sex- Sex refers to biological differences between women and men. These characteristics exist for reproduction purposes and are essentially fixed.

Sex-disaggregated data- Data that separate out men's and women's activities and perspectives, i.e. collecting separate data on men and women.

1.3. Policy Scope

The scope of our gender policy reflects our understanding that achieving gender equality requires comprehensive engagement across all aspects of our organization and its relationships. This policy is not limited to specific departments or projects but encompasses our entire organizational ecosystem.

Internally, the policy applies to everyone involved in JRF's work. All employees, regardless of their contract type or position, are bound by and protected under this policy. This includes our board members and senior management, who must model gender-responsive leadership, as well as our volunteers, interns, and consultants who contribute to our mission in various capacities.

Our external scope recognizes that JRF's influence extends beyond our immediate organization. We expect our partners and stakeholders to understand and respect our commitment to gender equality. Project beneficiaries will experience this commitment through thoughtfully designed programs that address their specific needs and circumstances. Our vendors and service providers must demonstrate alignment with our gender equality principles, and our donor relationships will be strengthened by our clear commitment to gender-responsive programming.

In terms of operational coverage, the policy guides all aspects of our work. From program design to implementation, from institutional processes to public communications, gender considerations will be integrated systematically. Our monitoring and evaluation systems will track progress on gender equality objectives, and our resource allocation will reflect our commitment to gender-responsive programming.

1.3.1. Responsibility for Follow-up and Implementation of the Policy

The task of following up and supervising the implementation of this policy is entrusted to various individuals and/or departments, depending on the various points in the project cycle. Please refer to the table below for further details:

JRF Project Cycle	Relevant Steps	Responsible Party	Involved Parties
<i>Concept and Proposal Development</i>	Complete Gender Assessment and	Technical Specialist ¹ – Consultant (Responsible) MEL Department (Accountable)	Projects/Program Manager (Consulted) Program Development Department (Consulted)

¹ JRF will engage specialized consultants on an as-needed basis during project and concept note development, whose expertise will ensure compliance with the GCF requirements and will support the completion of all relevant screening, reports, all requirements, including the development of the Gender Assessment and GAP.



GENDER POLICY

	Gender Action Plan (GAP)		
	Responsibilities	<ul style="list-style-type: none"> • Conducting the gender screening & completing the GAP. • Follow-up on the implementation of the policy in planning strategies, activities and projects implemented or supervised by JRF. 	
<i>Final Project Approval in JRF</i>	Gender Assessment and GAP Clearance	Technical Specialist ² – Consultant (Responsible) Program Development Department (Accountable)	Projects/ Program Manager (Consulted) MEL Department (Consulted)
	Responsibilities	<ul style="list-style-type: none"> • Review and ensure completion and alignment of gender assessment & GAP with the project concept note/proposal, 	
<i>Implementation and Supervision</i>	Implement mitigating measures and monitor progress	Programs Division (Responsible) MEL Department (Responsible)	Technical Specialist ³ – Consultant (Consulted)
	Review of monitoring	Technical Specialist – Consultant (Responsible) MEL Department (Responsible) Projects Manager/Program Manager (Responsible)	Media & Communications Division (consulted)

² JRF will engage specialized consultants on an as-needed basis during project and concept note development, whose expertise will ensure compliance with the GCF requirements and will support the completion of all relevant screening, reports, and requirements, including the development of the Gender Assessment and GAP.

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GENDER POLICY

Responsibilities		<ul style="list-style-type: none"> Follow-up on the enforcement of the policy in reporting and evaluating the activities and projects implemented or supervised by JRF. Build partnerships with other parties; to promote gender mainstreaming in JRF's work and projects. Contribute and supervise the collection of data classified according to demographics (example: gender, people with disabilities, youth) for the results and reports of projects that JRF is implementing or supervising. Ensure completion and comprehensive coverage of all relevant data in all relevant project reports, including the project implementation final report. Review the advertisements and publications of JRF, and its projects to ensure that their language and content take into account gender. Carry out supervisory field visits to ensure that the projects supervised by JRF are gender sensitive. Contribute and supervise the collection of data classified according to demographics (example: gender, people with disabilities, youth) for the results and reports of projects that JRF is implementing or supervising. 	
<i>Project Completion and Closing</i>	Evaluation of effectiveness	MEL Department (Responsible) Technical Specialist – Consultant (Responsible) Projects Manager/Program Manager (Responsible)	Programs Director (Consulted)
Responsibilities		<ul style="list-style-type: none"> Ensure completion of all reports, and dissemination of relevant findings and insights to key stakeholders. 	
<i>General/ Institutional</i>	Adoption, uptake, and capacity building	Quality Management Division – Institutional Development Department (Responsible) Quality Management Division – MEL Department (Responsible) Human Resources Department (Accountable)	Programs Director (Consulted) Shared Services Director (Consulted) Technical Specialist – Consultant (Consulted)
Responsibilities		<ul style="list-style-type: none"> Contribute to building the capacity of new male and female employees or projects and increase their awareness of the concept of gender sensitivity and its principles. Ensure institutional assessment and integration of findings, results, and insights into JRF's institutional-level plans and procedures, including the determination of any resources needed in order to ensure continued implementation of the policy. Advise on dissemination of relevant findings and insights. 	

GENDER POLICY

As indicated above, while this policy is primarily meant to be applied at the project level, it is also meant to help generate lessons learned and data that can be used to inform strategic planning and development at the institutional level at JRF.

1.3.2. Operationalizing Gender Assessments and Action Plans

As a first step to integrating gender assessments into operations, JRF will incorporate a gender assessment guide and gender screening checklist into its project development process. ***The process for undertaking gender assessments and developing action plans for specific projects or programs will be piloted initially through proposals submitted to the Green Climate Fund (GCF).***

Annex 1 provides the gender assessment draft guidance and Annex 2 provides a checklist that will be utilized by the Program Development Department at JRF to assess the quality of the developed gender assessment and associated action plan. This guidance will also be used during project implementation for GCF-funded projects, particularly during the screening of any potential sub-grantees' applications by the Project Manager and relevant project-level staff, by utilizing the same screening guidance in Annex 2, along with the other relevant screening SOPs, templates, and procedures within JRF (see following section, ***Alignment with Other JRF Policies and Procedures*** for further information).

The gender assessment and associated action plan will be required from the program or project proponent (if JRF is developing the project or program, an outside consultant will be hired to undertake the gender assessment/action plan). The MEL team, will be responsible for carrying out the gender screening and clearing the quality of the gender assessment and adequacy of the action plan.

1.3.3. Alignment with Other JRF Policies and Procedures

This Gender Policy and accompanying guidelines should be reviewed and assessed in concert with other key JRF policies and procedures, including but not limited to:

- HR Policy
- Environmental and Social Management System (ESMS)
- Law of Jordan River Foundation
- Code of Ethics
- Program Development SOPs
- Project Execution SOPs
- Project Monitoring Process SOPs
- Microbusiness Component Process SOP + Workforce Development Process SOP
- MEL SOPs

- JRF Quality Management System Manual
- Grants Management for CBOs
- In-Kind Grants Management to Direct Beneficiaries

2. Policy Guidelines

First: Non-discrimination and ensuring equal opportunities between male and female employees: As JRF is committed not to engage in any practices that may discriminate against any employee or consultant in JRF or any of the service providers on the basis of gender. This is required in all the phases of the relationship with him/her. It starts from publishing job and procurement announcements in gender-sensitive language. Submitted applications must be evaluated based on pre-determined criteria that take into account gender and equal opportunities. The list of tasks and job titles and skills required for the job must be listed in an impartial manner without discrimination. Equal opportunities and non-discrimination must be ensured in promotion and career development, providing employees with equal opportunities in development and training. Furthermore, flexible working hours are to be applied to all employees, men and women equally. Finally leading to increasing the representation of women in leadership positions, and decision-making within JRF, while ensuring the fair participation of men and women in consultation and decision making. Appendix (1) provides a sample task list to assist the Equal Opportunity Department in ensuring that this principle is enforced.

Second: Protection from gender-based violence in the workplace: JRF is committed to the right of all male and female employees to work in an environment free from harassment, intimidation, and coercion. JRF prevents any form of harassment in the work environment based on gender, through its commitment to establishing a confidential and reliable complaints procedure. This procedure allows reporting of all forms of abuse and harm while ensuring commitment to follow-up on complaints and support victims. JRF should also provide educational training tools, guidelines and activities, raise awareness of all forms of gender-based violence, and provide periodic capacity-building programs that take into account gender differences and target both women and men.

Third: Integration of gender in the planning, implementation and follow-up of projects and activities: JRF works to ensure that participatory methods are used. It makes sure to incorporate the views and needs of male and female community members in the design and planning of activities, projects, programs, interventions and logistics. In addition, JRF will provide appropriate working conditions and facilities. This includes providing daycare for employees' children, securing safe means of transportation for workers. Additionally, working conditions for women and men must be sufficient, especially in regard to public safety and health facilities. JRF is also working to include gender-based indicators in administrative and technical reports of projects and monitoring and evaluation reports, and adopting data classified according to demographics (e.g., gender, people with disabilities, youth). In addition, gender-sensitive criteria must be included when selecting partners from local/governmental authorities and private/non-governmental organizations and funders. Appendix (3) shows a sample task list to assist the Equal Opportunities Department in ensuring that this principle is enforced.

GENDER POLICY

Fourth: Gender-sensitive communication and media: Whereas, when designing any communication and awareness material, JRF is committed to using gender-sensitive language that is consistent with the local culture and language, including terms and content that does not adhere to men and women stereotypes in society. Appendix (4) provides a sample task list to assist the Equal Opportunity Department in ensuring that this principle is enforced.

3. Grievance Redress

JRF has an established Feedback and Complaints Response Mechanism (FCM)⁴, which includes various reporting channels to ensure stakeholders can share feedback, lodge complaints, or **whistle blow** in a manner that feels safe and comfortable. Feedback/complaints are received by the Institutional Development Department and are processed in line with JRF's External Feedback Complaint Response Mechanism SOP, based on the nature, category, and urgency of the issue.

⁴ See “External Feedback Complaint Response Mechanism” policy document.

Annex 1: Gender Analysis, Assessment and Action Plan Guidelines

Gender Analysis

Gender analysis is a process of examining the roles, knowledge, capacity and assets of women and men, as the first step in planning efficient activities, projects, programs, and strategies that address both men's and women's needs, and reduce the inequalities that exist between them. Gender analysis provides a snapshot of the gender equality situation in the project area including the gender roles and norms as well as power relations and gaps between males and females. In addition, gender analysis helps project design teams anticipate opportunities to address gender inequality and identify instances when particular aspects of project design could have a negative impact on males or females. In some cases, gender issues may be significant to the project, and play a determining role in project outcomes. In other cases, they may be less significant.

The level and type of gender analysis will vary on the type and scope of project or program being developed, and during project implementation. There are however key areas and questions that are broadly applicable across projects.

What to Look for?

- **Gender Awareness:** What in general is the relative situation of women and men in the context under review?
- **Activities, Access and Control:** What is the influence of gender roles and norms on what males and females do, including their participation in leadership and decision making?
- **Gender Roles, Responsibilities and Time Used:** Who does what in activities that generate revenue and those that do not, but are necessary for life (e.g., reproductive- and household- related work)? What are the roles, responsibilities, and time used during paid work, unpaid work (including in the home) and community service (e.g., who cares for small livestock or is responsible for harvesting)?
- **Access to and Control over Assets and Resources:** Who has what kind of access and control over assets such as land and water, income, social benefits, public services, technology and information? What are formal, statutory, customary and informal laws (e.g., land tenure)? What are the differential impacts of environmental policies and programs have had on males and females, both unintended and negative as well as positive?

The matrix below provides a template for gathering sufficient information during gender analysis – the matrix is directly adapted from the Green Climate Fund’s Mainstreaming Gender in Green Climate Fund Projects.⁵

Title of Project/Program: _____

Gender Specialist: _____

Date: _____

Gender Analysis Question	Specific Guiding Questions	Findings	Consequence
What is the context?	<ul style="list-style-type: none"> • What demographic data disaggregated by sex and income, including the percentage of women-headed households, are available? • What are the main sources of livelihoods and income for women and men? • What are the needs and priorities in the specific sector(s) to be addressed by the planned intervention? Are men’s and women’s needs and priorities different? • What impacts are men and women experiencing due to specific climate risks? • What is the legal status of women? • What are common beliefs, values, stereotypes related to gender? 		
Who has what?	<ul style="list-style-type: none"> • What are the levels of income and wages for women and men? • What are the levels of educational attainment for girls and boys? • What is the land tenure and resource use situation? Who controls access to or owns the land? Do women have rights to land, and other productive resources and assets? • What are the main areas of household spending? • Do men and women have bank accounts? • Do men and women have mobile phones, access to radio, newspapers, TV? • Do women and men have access to extension services, training programs, etc.? 		

⁵ (Green Climate Fund; UN Women, 2017)

Who does what?	<ul style="list-style-type: none"> • What is the division of labor between men and women, young and old, including in the specific sector(s) of intervention? • How do men and women participate in the formal and informal economy? • Who manages the household and takes care of children and/or the elderly? • How much time is spent on domestic and care work tasks? • What crops do men and women cultivate? 		
Who decides?	<ul style="list-style-type: none"> • Who controls/manages/makes decisions about household resources, assets and finances? • Do women have a share in household decision-making? • How are men/women involved in community decision-making? In the broader political sphere? • Do men/women belong to cooperatives or other sorts of economic, political or social organizations? 		
Who benefits?	<ul style="list-style-type: none"> • Will the services/products of the proposed interventions be accessible to and benefit men and women? • Will the proposed interventions increase the incomes of men/women? • Will the proposed interventions cause an increase/decrease in women's (and men's) workloads? • Are there provisions to support women's productive and reproductive tasks, including unpaid domestic and care work? 		

Gender Assessment

The results of the gender analysis should then be combined with other information and data on stakeholders to produce a gender assessment which describes the issues, gaps, and problems that need to be addressed with targeted action during project implementation. The assessment should identify the central problems to be addressed, their principal causes, and importantly the interventions needed to bring about positive change for both women and men.

Gender Action Plan

A gender and social inclusion action plan should also be developed based on the gender analysis and assessment. The purpose of a gender action plan is to operationalize the constraints and opportunities for women and men identified during the gender analysis to fully integrate them into the project design. The plan should:

1. Indicate the gender-responsive actions the project will undertake that address and strengthen the voice and agency of vulnerable women and men;
2. Provide relevant gender-performance indicators, sex-disaggregated targets, timelines, responsibility lines, and a budget against each proposed activity.

Gender action plans are contingent on the findings of a gender analysis and should be developed and tailored to address the specific needs, gaps, and opportunities of the individual project at hand. A general structure for an action plan is provided in the matrix below and examples of completed action plans can be found on the GCF website under their [Mainstreaming Gender](#) page.

Objective	Action	Indicator	Agency Responsible
What target needs to be reached or what identified gap needs to be addressed?	What steps need to be taken to accomplish this goal? <ul style="list-style-type: none"> • What resources are required? Are they in place? • What is the proposed timeline for these actions? • Are these actions steps in a process or can they be conducted in parallel? • What stakeholders need to be consulted? 	What are the quantitative and qualitative metrics for success for a given action item?	Which agency/individual is responsible for each action item and is that same agency responsible for tracking the performance metrics?
Objective/Gap #2			
Objective/Gap ...			

Gender Inclusive Indicators

To track project performance on gender equity and inclusive outcomes, gender specific metrics and indicators need to be developed and integrated into the project's results framework. These metrics can measure quantitative changes based on sex-disaggregated data such as employment levels for men and women and/or qualitative changes such as the involvement of women in political activity or household decision-making.

To the greatest extent possible, indicators should be tailored to reflect the specific project context including operational sector, geographies, social norms, etc., but there will also be some more general indicators that can be utilized in a variety of project settings. Sets of sample indicators by programmatic sector and by gender equity issue are provided below.

Indicators by Program/Project Sector

Energy

- Percentage change in income generating opportunities for men and women as a result of introduced technology
- Change in time that men, women, girls, and boys spend for collection of other energy sources, such as firewood
- Percentage change in the use of household appliances and equipment used by women and men, and what they use them for.
- Number of men and women who have access to electricity, including in communal buildings

Waste Management and Pollution Control

- Level of awareness of men and women of the risks and possible benefits of waste management
- Participation of both men and women in decision-making on waste management and public health related issues
- Number of men and women involved in the management of waste in the home or the commercial management of waste
- Economic benefits/costs of waste management received by women and men

Food Security and Agriculture

- Number of men and women taking part in agricultural activities (subsistence and commercial including production and value-addition)
- Crop yields and income generated by men and women

GENDER POLICY

- Volume of fish catch and time spent fishing by men and women
- Number of men and women aware and practicing sustainable land use management practices

Water

- Change in time spent by men, women, girls, and boys for water collection
- Access to sanitation and drinking water for both men and women
- Number of men and women who have been trained in carrying out tasks like operating and maintaining a water pump and monitoring water levels/quality
- Level of awareness of women and men on the links between water use practices and their associated problems and implications for human health and livelihoods

Sustainable Livelihoods

- Number of men and women taking part in agricultural activities (subsistence and commercial including production and value-addition)
- Crop yields and income generated by men and women
- Volume of fish catch and time spent fishing by men and women
- Number of men and women aware and practicing sustainable land use management practices

Climate Resilience

- Change in resource access (water, firewood, etc.) or change in time spent collecting resources as a result of adaptation activities
- Number of men and women involved in site planning and preparation for adaptation
- Number of men and women impacted by vulnerability reduction measures
- Level of awareness of women and men on the links between climate change and their specific vulnerabilities and implications for human health and livelihoods

Sample Indicators at the Outcome/Impact Level

(Indicators adapted from the Green Climate Fund Gender Mainstreaming Toolkit)⁶

Well-being and livelihood

- Number and percentage of poor women and men with increased resilience to climate change (e.g., use of climate-resilient crops and farming techniques, improved land management, clean technologies, increased knowledge and strengthened networks on climate change issues, number/percentage of women-headed households with a resilient home)
- Number/percentage of (female-headed) households/people with (no) access to low-carbon energy or transport solutions and infrastructure
- Time saved in collecting and carrying water, fuel and forest products due to environmentally sustainable and climate change adaptation activities
- (Female-headed) household expenses on energy (electricity) / percentage change in expenditure on purchasing fuel for household energy needs by women
- Number of casualties from natural disasters, by sex
- Number of communities and the percentage of women in these communities benefiting from effective, climate-resilient watershed management
- Number of cases of respiratory disease, carbon monoxide poisoning and fire accidents, by sex (adults and children)
- Level of women's mobility (e.g., in relation to low-carbon transport)
- Level of gender violence (e.g., in relation to lack of street lighting)

Economic empowerment

- Number of female entrepreneurs with adequate access to financing for low-carbon and climate-resilient investment
- Number and percentage of women and men with increased employment and income due to climate change adaptation or mitigation activities (e.g., improved energy facilities and services, improved farm productivity, etc.)
- Number and percentage of jobs (person-days) generated for women and men in the community
- Propensity of rural women to work outside the home thanks to electrification
- Increase in labor/work effectiveness/productivity due to project
- Increased market opportunities for women-headed small and medium enterprises

⁶ (Green Climate Fund; UN Women, 2017)

Participation and decision-making

- Level of women's and men's awareness on women rights and rules for access to financial, natural and energy resources
- Evidence that policies, strategies and plans are based on gender analysis of the different impacts of climate change on poor women and men, and include gender equality objectives for each sector of climate change adaptation and mitigation
- Evidence that relevant sectoral policies, strategies and plans require participatory approaches, and the targeting of both women and men to use and manage low-carbon and climate-resilient solutions and technologies
- Proportion of women in sectoral ministry in senior management positions

Capacity development

- Sectoral policies, strategies and reforms include gender equality objectives based on gender analysis of need, demand and supply
- Number and percentage of women and men trained in energy-saving and sustainable agricultural technologies (e.g., adaptations to land management practices in marginal and fragile lands, adaptations related to changed rainfall patterns)
- Existence of new or improved gender equality supporting sectoral regulatory and legal documents
- Evidence of the type of incentives designed to recruit women, increase their capacity and provide career development in targeted sector agencies and service providers
- Level of institutional and staff capacity to mainstream gender in the relevant sector
- Minimum percentage of participants in capacity development activities are from marginalized stakeholder groups: women and ethnic minorities

Sample Indicators at the Output Level

Sectoral planning and policies

- Sex-disaggregated data routinely collected and applied to sectoral policy, planning, implementation, M&E
- Existence of gender-sensitive sectoral statistics and/or M&E frameworks (national/local databases)
- Evidence that national/local development policies, programs and plans require participatory approaches, and target both women and men to use and manage low-carbon and climate-resilient solutions and technologies
- Evidence that relevant sector-enabling policies, strategies and plans require participatory approaches, and target both women and men to use and manage low-carbon and climate-resilient solutions
- Evidence that policies, strategies and plans supporting low-carbon and climate resilient solutions are based on gender analysis of the different impacts of climate change on poor women and men/women and men from remote rural areas, and include gender equality objectives, measures, indicators and targets
- Budget allocated to measures supporting gender equality in sectoral planning and programming – gender-responsive budgeting
- Evidence that enabling policies and regulations for green small and medium enterprises include provisions supporting gender equality
- Existence of practically applied tools and techniques to incorporate women's roles in relevant sectoral planning and consultations
- Number and percentage of women and men (from remote rural areas) who attend/are actively involved in sectoral planning and consultation meetings
- Female staff in organizational set-up
- Existing institutional structure/capacity to address gender-environment climate change nexus

Business model and technology solutions

- Number and percentage of women adopting low-carbon and climate-resilient solutions
- Number and percentage of women with new/improved income-generating opportunities due to access to low-carbon and climate-resilient solutions
- Number and percentage of women involved in the design, distribution, management and utilization of low-carbon and climate-resilient solutions



GENDER POLICY

- Proportion of women-led businesses/small and medium enterprises engaged in design/manufacturing/maintaining/distribution of low-carbon and climate resilient solutions
- Number and percentage of (full-time equivalent) jobs (person-days) generated by the project for women and men, by pay rate and type of job: unskilled/technical/management/and supervisory roles (e.g., meter readers, technicians, bill collectors, customer service staff)
- Number and percentage of enterprises established or expanded using low carbon and climate-resilient solutions by women and men, by type of enterprise

Access to finance

- Evidence of the type of financial incentives used to encourage women's entry into the market for provision of low-carbon/climate-resilient products and services (e.g., finance packages; tax benefits and rebates; subsidies; pilot schemes; partnerships with financial institutions, the private sector or women's associations)
- Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.) for low-carbon/climate-resilient products and services
- Number of women/female-headed households benefiting from (innovative) financing and business models
- Number of low-carbon/climate-resilient supporting multilateral financial institutions and other financial institutions with a gender-sensitive credit/lending policy

Annex 2: Gender Screening Checklist

Gender Screening Checklist

Title of Project/Program: _____

EPMD Reviewer: _____

Date: _____

Element and item/question	Done?			Review comments
	No	Partly	Yes	
1. Involvement of women and men				
1.1 Participation of women and men in beneficiary groups in identification of the problem				
1.2 Participation of women and men in beneficiary groups in project design				
2. Collection of sex-disaggregated data and gender-related information				
3. Conduct of gender analysis and identification of gender issues				
3.1 Analysis of gender gaps and inequalities related to gender roles, perspectives and needs, or access to and control of resources				
3.2 Analysis of constraints and opportunities related to women and men's participation in the project (
4. Gender assessment completed				
4.1 Are women and girl children among the direct or indirect beneficiaries?				
4.2 Has the project considered its longterm impact on women's socioeconomic status and empowerment?				
4.3 Has the project included strategies for avoiding or minimizing negative impacts on women's status and welfare?				
5. Monitoring targets and indicators Does the project include gender equality targets and indicators to measure gender equality outputs and outcomes?				
6. Sex-disaggregated database requirement. Does the project M&E system require the collection of sex-disaggregated data?				
7. Resources				
7.1 Is the budget allotted by the project sufficient for gender equality promotion or integration?				
7.2 Does the project have the expertise to promote gender equality and women's empowerment? OR, is the project committing itself to invest project staff time in building capacities within the project to integrate GAD or promote gender equality?				
Result of Screening (pass, pass with conditions, fail)				

Annex 3: Pledge to Protect against SEAH and Gender-Based Violence in the Workplace (Contractors)

The pledge of female and male employees of contracted companies/service providers to protect from gender-based violence in the workplace

I, the undersigned, in the role of in the project.....
..... acknowledge and pledge the following:

- Comply with all the items contained in this document.
- Commit to not practice any form of gender-based violence, as this represents any violence or harm directed against a person because of his gender. This includes: physical abuse including assault, battery and murder. Sexual violence including rape and sexual assault. Sexual harassment, verbal violence, bullying and coercion. Psychological abuse including intimidation and threats of violence. Economic and financial exploitation, stalking, online harassment, verbal sexual harassment, inappropriate sexual jokes, comments and innuendo, unwanted physical touch, and unsolicited invitations of a sexual or romantic nature.
- Report any situation that I see of a worker, whether male or female, on the project being subjected to personal or sexual harassment or suspicion of thereof, regardless of whether there is evidence of the violation, or if I witnessed one or more incidents that constitute a form of gender-based violence.
- Not retaliate against anyone who has reported an actual or suspected violation or participated in the investigation of a complaint.

I am aware that this pledge and non-compliance with it would lead to contractual, legal and penal liability and to claim damages for what I caused.

Name:

Address:

Date:

Signature:

Annex 4: Pledge to Protect against SEAH and Gender-Based Violence in the Workplace (Employees)

The pledge of female and male employees of JRF to protect from gender-based violence in the workplace

I, the undersigned, in the role of in the project.....
..... acknowledge and pledge the following:

- Comply with all the items contained in this document.
- Commit to not practice any form of gender-based violence, as this represents any violence or harm directed against a person because of his gender. This includes: physical abuse including assault, battery and murder. Sexual violence including rape and sexual assault. Sexual harassment, verbal violence, bullying and coercion. Psychological abuse including intimidation and threats of violence. Economic and financial exploitation, stalking, online harassment, verbal sexual harassment, inappropriate sexual jokes, comments and innuendo, unwanted physical touch, and unsolicited invitations of a sexual or romantic nature.
- Report any situation that I see of any employee or female employee being subjected to personal or sexual harassment or suspicion of her, regardless of whether there is evidence of the violation, or if I witnessed one or more incidents that constitute a form of gender-based violence.
- Not to take any retaliatory action against any person who reported an actual or suspected violation or participated in the investigation of a complaint.

I am aware that this pledge and non-compliance with it would lead to contractual, legal and penal liability and to claim damages for what I caused.

Name:

Address:

Date:

Signature: