![Gold Standard for the Global Goals logo]

GENDER EQUALITY REQUIREMENTS & GUIDELINES

SUMMARY

The Gender policy of Gold Standard, hereafter "Gender policy" identifies two levels of certification that a project can achieve:

1. Gender Sensitive Certification:
   a. is **mandatory** for all projects (regardless of type and scale of activity) seeking Gold Standard certification. Meeting requirements outlined in Section 2.1 | below enables projects to achieve '**Gender Sensitive**' status.
   b. requires compliance with Principle 2 – Gender Equality and Women's Rights of Safeguarding Principles and Requirements, and Gender Sensitive Stakeholder consultations requirements. The purpose is to strengthen Gold Standard's 'do no harm' approach and address safeguards to prevent or mitigate adverse impacts on women or men and girls and boys.

2. Gender Responsive Certification:
   a. is **optional** and applicable to the activities implementing a pro-active gender responsive approach aligned with SDG 5 and other relevant SDGs covering gender aspects. Meeting the underlying requirements outlined in Section 2.2 | below enables projects to achieve '**Gender Responsive**' status and claim contributions to SDG 5 and other relevant SDGs.
   b. requires projects to (i) conduct deeper gender analysis; (ii) select gender-targeted project goals and action; and (iii) design project-specific gender indicators and parameters. Gender Responsive certification is based on actual project performance to achieve gender equality. Gender responsive

certification requires activities to go beyond 'do no harm' and thus ensures that a given activity does 'do better'.

Table 1 –Gender Equality Requirements

Certification claims	Applicability	Requirements
Gender Sensitive	Mandatory	Applies to all projects/Programme/VPAs following requirements outlined in section 2.1	below
Gender Responsive	Optional	Applies to projects/ Programme/VPAs seeking Certified SDG Impacts under SDG 5 and other relevant SDGs by demonstrating compliance with requirements outlined in section 2.2	below

ACKNOWLEDGMENTS

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DEFINITIONS

If not otherwise indicated, relevant definitions are drawn and adapted from the Gender Policy of Green Climate Fund (GCF) *or the Annex to the* Global Environment Facility (GEF): Gender Equality Action Plan (GEAP)

Agency	The capacity to make decisions about one's own life and act on them to achieve a desired outcome, free of violence, retribution, or fear.
Empowerment	The ability and agency of every woman to shape her own destiny, exercise her rights and make her own choices. Women's empowerment has five components: women's sense of self-worth; their right to have and to determine choices; their right to have access to opportunities and resources; their right to have the power to control their own lives, both within and outside the home; and their ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.
Gender	Gender refers to the social, behavioural, and cultural attributes, expectations, and norms associated with being male or female.
Gender equality	As enshrined in international and national constitutions and other human rights agreements refers to equal rights, power, responsibilities and opportunities for women and men, as well as equal consideration of the interests, needs and priorities of women and men.
Gender equity	Refers to the process of being fair to women and men. To ensure equity, measures often need to be taken to compensate (or reduce) disparity for historical and social disadvantages that prevent women and men from otherwise operating on an equitable basis. Equity leads to equality. UNDP 2017[1])
Gender responsive	Refers to the consideration of gender norms, roles and relations and to addressing inequality generated by unequal norms, roles and relations through remedial action beyond creating gender awareness.
Gender sensitive	Refers to raising awareness and consideration of gender norms, roles and relations but does not necessarily address

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[1] UNDP 2017, Technical Resource Series 4: UN-REDD Methodological Brief on Gender

	inequality generated by unequal norms, roles or relations through remedial action beyond creating gender awareness.
Social inclusion	Refers to the process of improving the terms for individuals and groups to take part in society, and the process of improving the ability, opportunity, and dignity of those disadvantaged on the basis of their identity to take part in society.(World Bank, 2013[2])

1| SCOPE AND APPLICABILITY

1.1.1 | All GS4GG activities, including projects, programme of activities and its VPAs shall demonstrate compliance with

   a. Gender Sensitive certification requirements as outlined in section 2.1 |below. and

   b. Gender Responsive certification requirements as outlined in section 2.2 | below if seeking Certified SDG Impacts under SDG 5 and other relevant SDGs covering gender aspects.

1.1.2 | The Gender Responsive certification requirements cannot be applied retroactively to projects registered with previous versions of Gold Standard or other standards (e.g., CDM) and transitioning to GS4GG.

1.1.3 | Note that a new VPA proposed for inclusion under a designed certified Programme of Activity (PoA) or PoA registered with previous versions of Gold Standard or other standards (e.g., CDM) may seek Gender Responsive Certification.

2| REQUIREMENTS

2.1 | Gender Sensitive Certification

2.1.1 | All projects seeking GS4GG certification shall

   a. take into account overall societal context from a gender perspective into project design,

   b. comply with *Principle 2 – Gender Equality and Women's Empowerment requirements* of Safeguarding Principles & Requirements,

   c. conduct the Stakeholder Consultation following Stakeholder Consultation Engagement Requirements

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[2] World Bank. 2013. Inclusion Matters : The Foundation for Shared Prosperity. New Frontiers of Social Policy;. Washington, DC. © World Bank. https://openknowledge.worldbank.org/handle/10986/16195 License: CC BY 3.0 IGO.

2.1.2 | To comply with the requirements of paragraph 2.1.1 | above, the Project developer shall follow STEP 1-3 as outlined below.

Step 1: Basic Context

2.1.3 | Project design shall consider the overall societal context from a gender perspective by aligning project design to the host country's gender policies, national gender strategy - where available, development goals and adhere to the gender principles as established in the Gender policy.

Step 2: Safeguarding Principles Assessment

2.1.4 | Project shall demonstrate compliance with *Principle 2 – Gender Equality and Women's Empowerment requirements* of Safeguarding Principles & Requirements. Country-level safeguarding requirements supersede if they go beyond Gold Standard Requirements.

2.1.5 | Gold Standard may require Project - depending on project type, scale and *context*, to include an expert stakeholder opinion with a specific emphasis on gender and environment issues to support the gender safeguarding assessment.

Step 3: Stakeholder Consultation

2.1.6 | Project shall conduct the Stakeholder Consultation following Stakeholder Consultation Engagement Requirements.

2.1.7 | It is recommended that Project seek inputs of a gender and environmental expert/stakeholder and include their recommendations in project design.

2.2 | Gender Responsive Certification

2.2.1 | The projects seeking Gender-responsive certification shall -

    a. conduct the gender analysis[3] to examine:

        i. The different situations of women and men

        ii. The impacts the Project will have on different gender groups

    b. design monitoring framework that includes setting project action, gender-responsive targets and performance indicators to monitor gender equality results against the established baseline.

    c. collect and use sex-disaggregated data and qualitative information to analyse and track gender issues during project life

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[3] Gender analysis is a process of collecting and analysing sex-disaggregated information in order to understand gender differences. Refer to guideline section of this document for further detail.

2.2.2 | Project developers shall follow STEP 4-5 to meet the requirements stated in paragraph 2.2.1 | above.

Step 4: Gender Analysis and Baseline Determination

2.2.3 | The Project shall conduct Gender Analysis to understand the social, economic and political factors underlying climate change-exacerbated gender inequality and women and men's potential contribution to mitigating and adapting to climate change. Refer to Guideline Step 4: Gender Analysis and Baseline Determination for further guidelines and resources on Gender Analysis.

2.2.4 | The Project shall take into account stakeholder's inputs from Steps 1-3, notably the stakeholder consultations and safeguards assessment into the Gender analysis and establishing the project baseline.

Step 5: Establish Project Goals and Measure Change

2.2.5 | The Project seeking gender responsive certification shall positively contribute to gender related targets laid out under SDG 5, SDG 8 or SDG 10, in addition to SDG 13. Refer to Table 2 for further details on relevant SDGs and SDGs targets.

2.2.6 | Referring to Table 2, the Project shall

    a. select at least one Gender Goal and Gender Action corresponding to SDG Target Category 1 and Category 2, where Category 1 Target aims to promote gender equality, while Category 2 Target focuses on safeguarding against gender-based harm.

    b. identify at least one Gender Responsive Indicator(s) corresponding to the selected gender actions and gender goals. Table 2 presents a non-exhaustive list of gender responsive indicators. The project developers may propose additional Gender Responsive Indicators.

2.2.7 | The Project shall identify performance monitoring indicators for chosen Project Gender Action(s) and Gender Responsive Indicator(s) and design a monitoring plan to track changes that the Project can support both in terms of gender equitable processes and in terms of gender responsive performance.

2.2.8 | As a best practice approach, the Project should consider the resources provided in Guidelines Section Step 5: Establish Goals and Measure Change for developing performance monitoring indicators and monitoring plan.

2.2.9 | At each verification, the Project shall report an assessment of results and impacts as per the design certified monitoring plan.

3| REQUIREMENTS FOR VVB

3.1.1 | For projects seeking gender responsive certification, the Gold Standard VVBs audit teams shall include gender expert with relevant sector expertise to validate and verify the gender claims of the Project.

Table 2 – Gender Goal, actions, and alignment with SDGs

SDG	SDG Target	SDG Target category	Goal Category	Gender Goal	Gender Action	Gender responsive indicators (Example)
5. Gender Equality	5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	1	Economic Empowerment Goals	Quality employment	Closing of gender gaps in labour market segregation and unpaid employment	Number and percentage of women who report time-savings and increased ability to engage in economic activities due to improvements in their own health care, reduced childhood illnesses, etc.
		1	Social Empowerment Goals	Access to infrastructure services and technologies	Closing gender gaps in access to infrastructure services	Quantifiable increase in women's control over, decisions in, related skills development and access to infrastructure services (e.g., transport, renewable energy supplies) and technologies (e.g., increased number of women and men passengers on trips and freight using low-carbon transport)
						Time saved in collecting and carrying water, fuel and forest products due to environmentally sustainable and climate change mitigation/adaptation activities
						Capacity building of both women and men to use, maintain and manage low-carbon and climate-resilient solutions and technologies
		1	Social Empowerment Goals	Rest and leisure	Closing of gender gaps in women and men's unpaid time poverty and labor burden	Quantitative indicator that measures women's and men's shift in time spent on leisure activities

5. Gender Equality	5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	1	Social Empowerment Goals	Individual and community empowerment, including meaningful participation and leadership, stronger social networks and agency.	Closing of gender gaps in women and men's participation and leadership and access to networks	Quantitative indicators that measure targets and quotas for women's participation and leadership in community, including their access to social networks
		1			Closing of gender gaps in leadership positions and decision making at the individual, household, community and political level	Quantifiable increase in the percentage of women making decisions on behalf of their families, communities and government
5. Gender Equality	5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws	1	Economic Empowerment Goals	Income and expenditures	Closing of gender gaps in earnings and income generation opportunities	Qualitative increase in earning and income generation opportunities for both women and men expressed as income ratio of men to women
		1				Percentage change in expenditure on purchasing fuel/electricity for household energy needs in women-headed households
5. Gender Equality	5. b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	1	Social Empowerment Goals	Access to digital tools & technologies	Ensuring equal access to digital tools in particular information and communications technology	Proportion of individuals who own a mobile telephone, by sex
5. Gender Equality	5. c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the	1	Social Empowerment Goals	Promote gender equality and empower women and girls through	Support development of policies and regulatory frameworks	Percentage of women in policymaking organs/structures
						Number of trained policy makers and enforcers

	empowerment of all women and girls at all levels			effective policies and legislation at all levels.		Number of gender specific goals/ targets included in policy
8. Decent work and economic growth	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	1	Economic Empowerment Goals	Quality employment	Closing of gender gaps in labour market segregation and paid and unpaid employment	Quantifiable increase in targeted and diversified employment opportunities for women and men (expressed as a ratio) coupled with support for reproductive responsibilities
		1				Number and percentage of women who report time-savings and increased ability to engage in economic activities due to improvements in their own health care, reduced childhood illnesses, etc.
10. Reduced inequalities	10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	1	Economic Empowerment Goals	Economic assets	Closing of gender gaps in asset access, ownership and control; Absolute increase in women's relative control and ownership of an asset	Number/proportion of women with improved access to financial mechanisms (equity investment, affordable loans, etc.) for low-carbon/climate-resilient products and services
		1				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, private sector or women's associations)
5. Gender Equality	5.1 End all forms of discrimination against all women and girls everywhere	2	Economic Empowerment Goals	Education	Closing of literacy gap between boys and girls and parity in enrolment rates in primary, secondary and tertiary education	Quantifiable increase in enrolment rates of boys and girls and rates of graduation with relevant skills

5. Gender Equality	5.2 Eliminate all forms of violence against all women and girls in public and private spheres, including trafficking and sexual and other types of exploitation	2	Social Empowerment Goals	Health, protection, and safety	Strengthening Prevention of Gender-based violence (GBV) or violence against women and girls (VAWG) or sexual exploitation and abuse (SEA) or Sexual harassment (SH)	Proportion of ever-partnered women and girls aged 15-49 years subjected to physical and/or sexual violence by a current or former intimate partner in the previous 12 months
5. Gender Equality	5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	2	Social Empowerment Goals	Health, protection, and safety		
5. Gender Equality	5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences	2	Social Empowerment Goals	Secure access to health, reproductive health and rights	Closing of gender gaps in accessing health services and entitlements expressed as a ratio	Quantifiable improvement in women's overall health and determination of health rights and service delivery
		2				Number of beneficiaries, i.e., people with improved living and occupancy conditions, including women and women-headed households
8. Decent work and economic growth	8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	2	Social Empowerment Goals	Applied skills and training	Closing of gender gaps and stereotypes in women's and men's access to applied skills and training	Qualitative and verifiable increase in women's and men's relative confidence, skills and know-how, e.g., in appraising investments and developing projects
		2				Evidence of the type of incentives designed to recruit women, increase their capacity and provide career development in targeted sector agencies and service providers

4| GUIDELINES

This section provides guidelines to clarify the purpose and essence of each step and corresponding requirements as laid out in the section 2| above. This section also provides guiding questions and supporting resources to assist the project developer to meet the requirements.

4.1 | Gender Sensitive Certification

Step 1: Basic Context

4.1.1 | This step aims to demonstrate that the project concept and design take into account the overall societal context from a gender perspective, including gender issues, risks and opportunities in the host country and as required by the Gold Standard Gender policy[4].

4.1.2 | The Project should conduct background research to understand existing national policies, strategies, and best practices. The Project should take actions and measures when appropriate in project context to ensure consistency with national policy, strengthening and supporting host country commitments with respect to gender equality and women's empowerment. The Project should aim to;

    a. Ensure that the Project aligns with the national gender strategy (if host country has one) or other public policy for gender equality and women's empowerment;

    b. Align the Project with other national development strategies that promote equal opportunities, whether in the intervention region or the sector;

4.1.3 | Guiding Resources:

    a. Refer to lessons learned from comparable development projects or programmes in the region that provide useful context on gender issues, risks and opportunities;

    b. Refer to the national report to the Committee on the Elimination of Discrimination against Women (CEDAW) for data or context relevant to the Project.

    c. Refer to World bank - Country Gender Assessment report. The Country Gender Assessment serves as a relevant collection of existing analytical work on gender issues and opportunities in the host country.

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[4] The objective of the Gold Standard Gender Policy is to strengthen the Gold Standard and its stakeholders' responsiveness to the multiple, culturally-derived principles of gender equality and women's empowerment and to address and account for the links between gender equality, natural resources management and environmental sustainability.

Step 2: Safeguarding Principles Assessment

4.1.4 | This step aims to demonstrate that the project design complies with *Principle 2 – Gender Equality and Women's Rights requirements* of Safeguarding Principles & Requirements.

4.1.5 | The project developer should refer to the requirements outlined for *Principle 2 in* Safeguarding Principles & Requirements and to the country's national gender strategy or equivalent national commitment to aid in assessing gender risks to complete this step.

Step 3: Stakeholder Consultation

4.1.6 | This step aims to demonstrate that the Project conducts the Stakeholder Consultation following Stakeholder Consultation Engagement Requirements. Compliance with Stakeholder Consultation Engagement requirements satisfies the requirements for this step.

4.1.7 | Steps 2 and 3 together provide the Project Developer with a consolidated assessment of the Project's purpose, who the Project will engage with and ensure against the Project contributing to any further harm.

4.1.8 | Inputs from Steps 1-3, notably the stakeholder consultations and safeguards assessment, will feed into the Gender analysis and establishing project baseline.

4.2 | Gender Responsive Certification

4.2.1 | The objective of Gender Responsive Certification is to:

   a. Build on the first three steps to conduct a comprehensive gender analysis and establish a project baseline with gender goals and monitoring indicators.

   b. Provide tangible evidence to demonstrate how the Project goes beyond Gender Sensitivity (reducing risks, minimising harm and recognising gender differences) towards innovative ways to achieve specific Gender Responsive goals.

   c. Distinguish the Project's results by establishing the precise gender claims that can be quantified, qualified and documented in support of a strong business case and investor interest in gender equality outcomes.

Step 4: Gender Analysis and Baseline Determination

4.2.2 | Gender analysis is a systematic way to identify context-specific key issues and factors that contribute to gender inequalities. Gender analysis explores individual, relational and structural factors within both public and private spheres, as individuals are likely to experience gender differently or hold different roles within different groups or relationships.

4.2.3 | A gender analysis represents a key opportunity to effectively plan, design and/or modify project approaches for more effective and equitable results. Thus, Gender analysis should inform project design and enable project developers;

a. To identify and analyze gender issues within the targeted population and relevant to the Project.

b. To understand the implications of gender on climate change mitigation, adaptation and disaster risk reduction interventions (and vice-versa) and design appropriate interventions that can benefit all community members.

c. To develop indicators to assess better how initiatives have engaged with or impacted different groups.

4.2.4 | Ideally, a gender expert who is knowledgeable about the regional and contextual background of the project undertakes the gender analysis. If, however, resources are limited, project developers can also undertake a gender analysis with support from the appropriate tools and guidance available publicly as referred in para 4.2.9 | below.

4.2.5 | Gender analysis may consist of primary or secondary research or a combination of both. The sample questions[5] to facilitate the Gender Analysis may include: What is the proposed project's context, including climate risks and impacts? Who has what in the project area – land, resources, income, assets? Who does what in the project area – gendered roles and responsibilities? Who decides – in the household and the community? And finally, who benefits from project activity and intervention?

4.2.6 |

4.2.7 |

4.2.8 | below provides general guiding questions on organization of data and information. The questions are broad and provide overall guidance that is applicable to all projects and sectors. The project developer may design more specific question relevant to the scope of project activity.

Table 3 Guiding questions for gender analysis

General questions applicable to add sectors/projects	
What is the context?	• What demographic data disaggregated by sex and income, including the percentage of women-headed households, are available? • What are the main sources of livelihood and income for women and men?

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[5] Adapted Mainstreaming Gender in Green Climate Fund Projects
Guide On Gender Mainstreaming Energy and Climate Change Projects

	• 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?	• 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? Have they received loans? • Do men and women have mobile phones, access to radio, newspapers, TV? • Do women and men have access to extension services, training programmes, etc.?
Who does what?	• What is the division of labour 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?	• 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?	• 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?

4.2.9 | The results of the gender analysis should be integrated into the project in a relevant and meaningful way and be considered throughout the stages of the project cycle: design, implementation, and monitoring and evaluation.

4.2.10 | Based on gender analysis results, the Project should, at minimum, aim to answer following question:

    a. How does the Project concept and description actively contribute to climate security and sustainable development in gender-responsive ways?

    b. How does the Project gender analysis effectively differentiate how men and women, separately and together, contribute to and benefit from climate security and sustainable development?

    c. Is there a baseline description that includes gender equality and women's economic empowerment factors? This will help in identifying relevant SDG targets.

4.2.11 | To help guide Gender Analysis and development of Gender Indicators – consider the following:

    a. IUCN: Gender Analysis Guide: A technical tool to inform gender-responsive environmental programming for IUCN, its members, partners and peers. IUCN: Gland, Switzerland, 2021

    b. Mainstreaming Gender in Green Climate Fund Projects, The Green Climate Fund (GCF), 2017

    c. Guide On Gender Mainstreaming Agribusiness Development Projects, 2015

    d. ACDI/VOCA- Gender Analysis, Assessment, and Audit Manual & Toolkit, 2012

    e. FAO- Socio-Economic and Gender Analysis Field Handbook, 2001

    f. Gender Analysis in Natural Resource Management | Land Portal, 2011

    g. Gender analysis checklist for food security and climate change within a programme or project cycle

    h. Gender Equality and Sustainable Energy: Lessons from Pacific Island Countries and Territories

    i. Harvard- Gender Roles Framework or Gender Analysis Framework

    j. How to Conduct a Gender Analysis | USAID ASSIST Project

4.2.12 | The collection of quantitative and qualitative sex-disaggregated data is core to the gender analysis. Potential tools to collect such data include literature reviews, interviews, focus group discussions, surveys, or community and social mappings. Furthermore, already existing data and information, such as those produced by recently undertaken assessments or surveys, as well as statistics available in databases, can support the analysis. The project developer may consider the following for gender data and statistics sources:

      a. World Bank Gender Data Portal

      b. OECD Social Institutions and Gender Index (SIGI)

      c. Environment and Gender Information

      d. UN Women's Women Count data hub

Step 5: Establish Goals and Measure Change

4.2.13 | The gender analysis – irrespective of the tools or approaches applied- should help identify the issues, gaps and problems that gender-responsive project interventions should address. This step aims to establish project gender goal and corresponding gender action(s) to address issues, gaps and problems identified during the gender analysis and fully integrate them into project design. This also includes developing a monitoring framework including Project's performance indicator and establishing baselines and means of monitoring and verification.

4.2.14 | Based on gender analysis, the Project should aim to :

      a. Define measures that are intended in the overall Project design to achieve gender equality results including the mitigation of negative impacts like reinforcing gender inequalities of traditional perceptions of what is male and female.

      b. Outline whether and how the Project reduces gender inequalities and/or reinforces gender empowerment and how this affects the achievement of overall Project objectives.

      c. List gender indicators pertinent to the Project scope by which Project results will be measured. Examples of indicators are given in Annex: 1 What are Gender Indicators?.

4.2.15 | The Sustainable Development Goals (SDGs) make an explicit commitment to gender, both as a standalone goal on gender equality and women's empowerment (SDG 5) and a crosscutting theme across the SDGs. Table 2 above summarises the SDGs and SDGs targets related to gender aspects mapped with potential gender goals, action(s) and gender responsive indicators. The list of gender responsive indicators given in Table 2 is not exhaustive and project developers can propose their own indicators.

4.2.16 | Based on gender analysis findings, the Project shall, at minimum, set one gender goal and select one gender action from each SDG Target category 1 and category 2. In addition, project is to demonstrate close alignment to gender goals and choose relevant gender responsive indicators.

4.2.17 | The Project should identify relevant performance indicator(s) to monitor and evaluate the progress toward equality enabled by the Project over time as reflected in a chosen indicator.

4.2.18 | The performance indicators need to systematically integrate gender-disaggregated and gender-sensitive data throughout – from establishing a baseline to project outcome targets, process, results and impact assessments.

4.2.19 | The indicators can be both qualitative and quantitative, based on sex-disaggregated data, which can be measured separately for men and women. Establishing quantitative criteria alone can have the unintended effect of

excluding entire constituencies of Project beneficiaries. The following questions can guide the Project Developer to focus on selecting appropriate indicators.

    a. Will the Project positively or negatively engage women and men?

    b. Will it impose increased time or care burdens on women relative to men?

    c. Is there a process in place to track and verify gender impacts? (positive and /or negative)

    d. Is there an improvement in the ratio of women to men engaging in the Project decisions and on-the-ground monitoring?

    e. Is there an increased sense of confidence and empowerment among the Project beneficiaries?

4.2.20 | To help guide development of Gender monitoring indicators – consider the following resources and listed in Annex: 1 What are Gender Indicators?:

    a. Asian Development Bank (2013) Tool Kit on Gender Equality Results and Indicators https://www.adb.org/documents/tool-kit-gender-equality-results-and-indicators

    b. The Gender Data Portal for the latest sex-disaggregated data and gender statistics covering demography, education, health, economic opportunities, public life and decision-making, and agency, see http://datatopics.worldbank.org/gender/

4.2.21 | The project should monitor and record changes as per design certified monitoring plan.

4.2.22 | The project should report the progress at each verification including monitoring information for each indicator.

4.2.23 | The project may use the below checklist to track progress.

Table 4 – Checklist for Gender responsive project

Checklist – Project's actions[6]	Yes	No
1. The gender analysis of the Project examines the following: • The different situations of women and men • The impacts the Project will have on different groups	☐	☐
2. The Project collects and uses sex-disaggregated data and qualitative information to analyse and track gender issues.	☐	☐
3. The Project involves gender action(s) designed to meet the different needs and priorities of women and men.	☐	☐
4. The Project has identified the project gender action, gender responsive indicators as per Table 2.	☐	☐
5. The Project's monitoring framework includes gender-responsive indicators and monitoring indicators to monitor gender equality results against the established baseline.	☐	☐
6. Women/gender focused groups, associations or gender units in partner organisations are fully engaged and consulted.	☐	☐

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[6] Adapted from Guide on Gender Mainstreaming Agribusiness Development Projects, United Nations Industrial Development Organization (UNIDO), Vienna, 2015

ANNEX: 1 WHAT ARE GENDER INDICATORS?

Gender indicators are established to measure and compare the situation of women and men over time. Gender indicators can refer to quantitative indicators (based on statistics broken down by sex) or to qualitative indicators (based on women's and men's experiences, attitudes, opinions and feelings).

Indicators play a crucial role in the gender responsive process throughout the policy cycle. Quantitative and qualitative indicators must enable ongoing monitoring and evaluation of whether the Project's gender equality objectives are being met and assessing the gender effect of Project activities. If objectives are not being met, it would be essential to re-assess the Project strategy and make amendments to ensure improvements. Gender indicators usually express how distant a certain situation is from gender equality and are usually expressed as gaps, ratios and generally as measures of 'gender inequalities'. Gender-blind indicators are those that do not allow the evaluator to uncover gender differences and gender relations in a society because they are not collected or cannot be collected in a sex-disaggregated way. For example, "community participation "is a gender-blind indicator but if collected separately for men and for women, can become a gender indicator.

For example, the Programa Fase de Forestación (PROFAFOR) carbon sequestration project in Ecuador set a minimum plot size at 50 hectares, de facto excluding some smallholders, most of whom are women. In Uganda, "the availability of land and capital" of local farmers was a determining factor for participation, forcing smallholders without idle land into making the difficult choice between planting trees for carbon forestry or cultivating food crops. This approach ensures that projects have equal impacts on men and women, or at least do not negatively impact women or reinforce gender inequalities. Gender indicators also explore the nuances of gendered relationships, through things like participation in household decision-making. This goes beyond simple collection of sex-disaggregated data; rather the data point itself has a gendered component.

Examples Of Gender Responsive Indicators in Climate Change Projects

Gender Goals	Examples Of Indicators
Improved access to infrastructure services and technologies	• Number of households and individuals (males and females) with improved access to low-emission energy sources • Number of beneficiaries, i.e., people with improved living and occupancy conditions, including women and women-headed households • 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 • Level of women's mobility (e.g., in relation to low-carbon transport)
Improved health and well being	• Level of gender violence (e.g., in relation to lack of street lighting) • Number of cases of respiratory disease, carbon monoxide poisoning and fire accidents, by sex (adults and children)
Improved access to financing including those led by women	• Number of small and medium enterprises, including women-led, benefitting from energy efficiency financing provided through the project • Number of female entrepreneurs with adequate access to financing for low carbon and climate-resilient investment
Increased employment opportunities in energy sector	• Proportions of men and women in jobs created • 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.) • Propensity of rural women to work outside the home thanks to electrification • Increase in labour/work effectiveness/productivity due to project • Increased market opportunities for women-headed small and medium enterprises
Improved 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

Increased resilience and improved livelihoods of the most vulnerable people, communities and regions	• Number (percentage) of males and females benefiting from the adoption of diversified, climate-resilient livelihood options • Number of males and females with year-round access to reliable and safe water supply despite climate shocks and stresses • Number of households provided with resilient homes (disaggregated by gender) • Number of women farmers implementing climate resilient agriculture technologies and practices • Number of jobs created for women to process farm products • 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 of communities and the percentage of women in these communities benefiting from effective, climate-resilient watershed management
Strengthened adaptive capacity and reduced exposure to climate risks	• Number of males and females reached by climate related early warning systems and other risk reduction measures established/strengthened • Change in expected number of lives lost (disaggregated by gender) due to the impact of extreme climate related disasters

Other resources for gender indicators

Resources	Details
The UN Minimum Set of Gender Indicators	Minimum Set of Gender Indicators is a collection of 51 quantitative indicators and 11 qualitative indicators measuring and collecting information on issues relevant for gender equality and women's empowerment.
Gender- sensitive indicators for Climate-Smart Agriculture, Climate Smart Agriculture Sourcebook, FAO	List of indicators that can be used to monitor and analyse the gender-related impacts of climate-smart agriculture in the medium and long term. These indicators can form a basis of a gender-sensitive indicator framework for climate-smart agriculture projects.
Gender Tool Kit: Energy Going Beyond the Meter, ADB, 2012	The Gender Tool Kit: Energy provides users with a set of tools to design energy projects that are gender responsive. It contains key questions to be asked during **gender analysis, examples of gender-inclusive design features and gender indicators, and a number of case studies** of recent ADB-financed projects.
Gender Tool Kit: Transport, Maximizing the Benefits of Improved Mobility for All	This Gender Tool Kit: Transport provides users with a set of tools and case study examples to help design transport projects that are gender-responsive and inclusive. It guides users in designing project outputs, activities, inputs, indicators, and targets to respond to gender issues in transport sector operations.
ADB: Tool Kit on Gender Equality Results and Indicators, 2013	The tool kit presents a menu of gender equality outcomes, results, and indicators that may be selected or adapted by users.
Leveraging Co-Benefits between Gender Equality and Climate Action for Sustainable Development, 2016	This guidebook is to help practitioners and stakeholders integrate gender equality considerations in climate projects and leverage co-benefits between gender equality and climate action for sustainable development. It is divided into three parts: 1) an overview of co-benefits between gender equality and climate action; 2) an introduction to climate finance concepts, sources and instruments, and a discussion of their associated gender dimensions; and 3) a review of mainstreaming methodologies and tools to incorporate gender in climate change projects.
Agriculture Climate Smart Agriculture Sourcebook, FAO	The Climate-Smart Agriculture Sourcebook draws together a wide range of knowledge and expertise on the concept of Climate-Smart Agriculture (CSA) to better guide policy makers, programme managers, sectoral experts, academics, extensionists, as well as practitioners to make the agricultural sectors (crops, livestock, fisheries and forestry)

more sustainable and productive, while responding to the challenges of climate change and food security.

The module – "The role of gender in Climate-Smart Agriculture (2017)", draws on insights from the gender in climate-smart agriculture module of the gender in agriculture sourcebook (world bank, FAO, ifad, 2015) and other resources. It synthesises recent research evidence and experiences with climate-smart agriculture to provide guidance to a wide range of stakeholders on opportunities for future gender-responsive climate-smart agricultural investments and interventions.

Gender Toolkit - World Bank	The toolkit offers gender-related output, outcome, and impact indicators to measure project results, selected based on the project's specific gaps. These indicators are organized into four key constraint areas of the toolkit: legal and regulatory frameworks, access to finance, training, skills, and information, and access to markets. The indicators can be found in Appendix 3 of the toolkit.
Gender and Renewable Energy: Wind, Solar, Geothermal and Hydroelectric Energy, IADB	This report provides guidance on incorporating a gender perspective into renewable energy projects, focusing on medium- and large-scale installations connected to the power grid. The monitoring and evaluation section includes indicators for measuring gender equality and women's empowerment, such as local participation, employment, compensation, and benefits.
2X Challenge Indicators	The guidance note - How to Measure the Gender Impact of Investments, offers indicators that align with the 2X Challenge criteria, which investors can use to evaluate and track the gender impact of their investments, regardless of eligibility for the 2X Challenge.

ANNEX: 2 RESOURCES, TOOLS AND GUIDELIENS

Gender analysis – project type examples

Mangroves for the Future (2018). Gender analysis toolkit for coastal management practitioners

Gender action plan

ADB: Asian Development Bank (ADB) (2013). Preparing a project gender action plan

ADB: Irrigated Agriculture Improvement Project

ADB: Coffee and Agroforestry Livelihood Improvement Project

GCF: Ghana Shea Landscape Emission Reductions Project

DOCUMENT HISTORY

Version	Date	Description
2.0	16/05/2023	- Removed redundancies - Alignment with the SDGs goals and targets - Added new reference material
1.1	01/03/2018	Editorial revisions
1.0	01/10/2017	Initial adoption