

Mitigation Action Facility

Gender Action Plan: Embracing Gender Equality and Social Inclusion in Climate Action

06/2023 – 12/2025



Mitigation Action Facility

On behalf of

Supported by:



on the basis of a decision by the German Bundestag

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1

Introduction



1. Introduction

The Mitigation Action Facility evolved from the NAMA Facility in 2023 as a go-to platform for providing technical support and climate finance for ambitious mitigation projects with the aim of decarbonising key sectors of the economy and society.

In 2012, the German and United Kingdom (UK) governments jointly established the NAMA Facility, now known as the Mitigation Action Facility. Denmark and the European Union joined the programme as new Donors in 2015, along with the Children's Investment Fund Foundation (CIFF) in 2021. At the 27th Conference of Parties (COP27) in Egypt, while celebrating the 10th anniversary of the NAMA Facility, the Board announced a name change to the Mitigation Action Facility effective from 2023 and a new spotlight on decarbonising priority sectors – energy, transport and industry.

Along with the name change, the Mitigation Action Facility also introduced an ambitious [Gender Vision](#) in September 2022, which renewed and deepened the Facility's commitment to advance gender justice in climate action and beyond. Gender justice will enhance the precision, ambition, quality, efficiency and sustainability of project and programme measures, thus making them more effective. The main objective of the Vision and the Gender Action Plan (GAP) is, therefore, to ensure the equality of persons of all genders and those facing social exclusion and discrimination in terms of their rights, opportunities, access, decision-making power, and treatment of their interests, needs and priorities within the context of all the Facility's processes and interventions. To this end, the Mitigation Action Facility is committed to adopting a gender-responsive approach at the programme and project levels.

2

Political and international
frameworks and concepts



2. Political and international frameworks and concepts

The Facility's Gender Vision and GAP align with key international frameworks, notably the Paris Agreement (2015) and the Lima Work Programme on Gender (LWPG) and its [Gender Action Plan](#) (initially introduced in 2014, enhanced in 2019). These frameworks are established under the United Nations Framework Convention on Climate Change (UNFCCC) and [Sustainable Development Goal 5](#) of the United Nations 2030 Agenda for Sustainable Development. The Mitigation Action Facility also acknowledges the significance of other relevant international, regional, and national mechanisms for promoting gender justice.

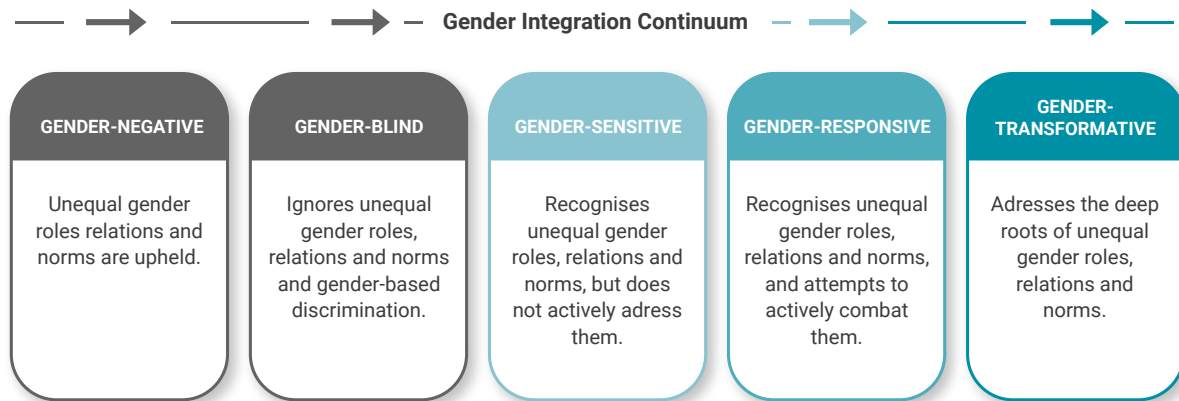
The [Paris Agreement](#) recognises that climate change is a common concern of humankind. Parties are urged to consider their respective obligations on *human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities, and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity*. The GAP of the Mitigation Action Facility aligns with this acknowledgement and commits to a comprehensive, inclusive, and context-sensitive understanding of beneficiaries and stakeholders. Consequently, it seeks to promote justice for individuals of all genders (women, men, non-binary, inter and trans) and, wherever possible, those facing social exclusion and discrimination based on factors such as race, ethnicity, age, physical ability, caste, or class. Overall, the Mitigation Action Facility embraces an inclusive approach tailored to specific contexts, recognising that exclusion and discrimination are often complex matters intertwined with a country's political and social structures.

The GAP places significant emphasis on enhancing capacity-building in the field of gender justice and social inclusion; fostering the participation and leadership of women and socially excluded groups; improving processes, activities and policies at all levels to ensure the consideration and integration of the needs and experiences of all genders and socially excluded groups (i.e., gender mainstreaming); and contributing to closing the gender data gap and, where possible, beyond.

Moreover, as a recipient of funds from the International Climate Initiative (IKI), which is implemented by Germany's Federal Ministry of Economics and Climate Protection and the UK Department for Energy Security and Net Zero (DESNZ), the Mitigation Action Facility aligns itself with their principles and core documents. Hence, the [Gender Strategy](#) of IKI and its [Safeguard Policy](#) along with the UK's [Public Sector Equality Duty](#) and [International Women and Girls Strategy 2023 to 2030](#), provide the foundation and guidance for the Mitigation Action Facility's approach and understanding.

Aligned with the IKI, the Mitigation Action Facility understands the integration of gender considerations as a continuum (see Figure 1), recognising the importance of addressing gender throughout its activities and projects. It strives to adopt a gender-responsive and, whenever feasible, a gender-transformative approach.

Figure 1: Gender Integration Continuum



Source: IKI Gender Strategy, 2023, p.7

3

Objectives and scope
of the Gender
Action Plan (GAP)



3. Objectives and scope of the Gender Action Plan (GAP)

3.1. Objectives

The **core objective** of the Gender Action Plan (GAP) is to provide actionable guidance both to the Facility itself and to projects and Implementation Organisations. It clarifies how to include and mainstream gender justice and for what period, in line with the Mitigation Action Facility's Gender Vision. It shall also support and guide projects and the overall Facility to strive towards scoring a **1 in the [OECD DAC gender equality policy marker](#)** and achieve a **gender-responsive implementation** of all relevant activities at the programme and project levels.

The GAP will last 2.5 years (06/2023 – 12/2025) and will be further developed based on lessons learnt, evaluation and learning exercises (ELEs), and an impact study. It will also be reviewed and revised as necessary. The GAP might be adapted to suit partners' needs and follow developments and updates at the international level.

Besides its core objective, the GAP contributes to the Facility's goal of **promoting knowledge creation**. Activities, data collection, and knowledge products under the GAP shall contribute to knowledge creation in the field of gender justice and social inclusion in climate action. Wherever possible, these products shall also contribute to closing the [gender data gap](#). Building knowledge and increasing capacity for promoting gender justice is understood as a continuous, long-term endeavour. Consequently, the GAP and the process of gender mainstreaming throughout the Mitigation Action Facility will be continuously reviewed. Partners are invited to provide suggestions for improving, for example, formats, guiding documents, and M&E approaches. The Facility plans to include gender justice in its upcoming ELE and have frequent feedback loops to ensure increasingly smooth, timely and context-appropriate gender activities, mainstreaming and monitoring. Networking and knowledge exchange among projects and relevant actors will be encouraged and actively fostered by the Mitigation Action Facility.

In line with joint learning and continuous knowledge building, projects are also encouraged to turn newly gained knowledge into action and best practices. Hence, they are encouraged to pilot new approaches, test and transfer best practices of other donors, NGOs and actors, and, overall, strive to lead by example.

3.2 GAP implementation for new and ongoing projects

The GAP shall apply to all projects funded by the Mitigation Action Facility. However, the Mitigation Action Facility acknowledges that redirecting an ongoing project towards more ambitious gender justice and social inclusion activities is more challenging than incorporating them from the beginning. To accommodate the various phases of preparation and implementation that projects are in, the Facility sets differing levels of ambition for new and already-ongoing projects.

- **New projects** must fulfil the Gender Action Plan and, in particular, *Milestone 4* on the OECD DAC Gender Policy Marker fully and ambitiously. Their teams should take gender activities and corresponding staff needs into account from the beginning, including adding a budget entry for gender in the budget of the Detailed Preparation Phase (DPP).
- Projects currently in the Detailed Preparation Phase (DPP) should also conduct a gender analysis and integrate gender considerations into the proposal.
- Acknowledging the challenge of (re)steering an ongoing project, those projects in Implementation Phase 1 and/or with a **remaining minimum project duration of 15 months** as of September 2023 are to fulfil the full Gender Action Plan but with a level of ambition and corresponding goals and indicators adapted to the reality of the short remaining project period. Please refer to *Milestone 4* for more detailed guidance.
- Teams whose projects have a **remaining duration shorter than 15 months** will discuss with the Facility Gender Focal Person and their responsible Desk Officer what steps and activities are still feasible in the short remaining time (e.g., highlighting successful female beneficiaries, drawing and sharing lessons learnt).

Regardless of the applicable level of ambition, all projects shall commit to the “**do-no-harm**” approach to gender issues and avoid “unintentionally perpetuating or reinforcing gender inequalities in the context of the intervention” (OECD DAC, 2016).

Regardless of the applicable level of ambition, all projects shall commit to **increasing meaningful representation** of women and/or persons belonging to groups that face social exclusion and discrimination in their respective countries. This entails (but is not limited to) promoting at least one female expert on expert panels or strengthening the voice of a beneficiary from an ethnic minority in their activities.

Last but not least, it is acknowledged that **country contexts and sectors** pose varying and particular requirements for the projects (e.g., LGBTQIA+ rights are severely curtailed in some countries, and some sectors are only at the beginning of including gender-related considerations). Hence, when performing their gender analyses, project teams must pay particular attention to rigorously assessing the risks and opportunities in every sector of their respective countries. Subsequent implementation is to be informed and guided by the project’s gender analysis.

4

Milestones



4. Milestones

This section presents the milestones that shall serve as time-bound targets for achieving the short- to mid-term (06/2022 – 12/2025) objectives of the [Gender Vision](#). The milestones are strongly oriented toward the UNFCCC Lima Work Programme on Gender (LWPG) and its Gender Action Plan; however, they are adapted to the context of the Mitigation Action Facility and enhanced by approaches of the IKI Gender Strategy and the UK's Public Sector Equality Duty.

The milestones are numbered and structured in correspondence to the commitments and responsibilities for achievements of the Gender Vision (blue boxes i – ix). Responsibility for achieving milestones lies either with a) the **TSU**, b) the **projects** or c) **both** the TSU and the projects collectively. A colour code has been added to facilitate readability.

Overarching Milestones and Activities



I.

Be guided by the United Nations Framework Convention on Climate Change (**UNFCCC**), as well as **Paris Agreement**, calling for gender equality and women's empowerment in climate action.

In line with guiding international and political frameworks (*section 2*) and particularly the UNFCCC Lima Working Programme and the GAP, the Mitigation Action Facility strives to strengthen **capacity development** both internally (TSU) and among its Implementation Organisations to enable all actors to increase their contribution to greater gender justice and the empowerment of women, LGBTQIA+, and other socially excluded groups in climate action. The TSU and each Implementation Organisation shall designate a **Gender Focal Person (GFP)**, who will be tasked with guiding and supervising capacity development regarding gender and social justice.

To this end, the following milestones shall be achieved:

Commitment I, Milestone 1:

Define training and knowledge needs, agree on one or more suitable training plans, and organise relevant workshops.

Milestone 1a: The TSU shall organise a digital introductory workshop series for the Mitigation Action Facility (for the TSU itself and Implementation Organisations) on the management of (i) the Mitigation Action Facility's core strategic and operational gender documents (i.e., Gender Vision and Action Plan, Gender Indicator Guidance from the M&E Framework, Gender Analysis, Gender Equality and Social Inclusion (GESI) Action Plan, OECD DAC gender equality criteria and corresponding documents); and on (ii) core international and political frameworks (i.e., the UNFCCC Lima Working Programme, the Paris Agreement, the IKI Gender Strategy, and the UK's Public Sector Equality Duty), concepts and best practices (see e.g., *Milestones 5a, 6a, and 8a*).

Timeframe: 09/2023 – 12/2024

Milestone 1b: The TSU shall organise an introductory workshop series on gender-sensitive monitoring for the Mitigation Action Facility (for the TSU itself and Implementation Organisations). Experiences and lessons learnt from ongoing projects should be reviewed and shared, and the information needs of new projects should be covered.

Timeframe: 09/2023 – 03/2024

Milestone 1c: The TSU and Implementation Organisations shall continuously assess their knowledge and training needs. Based on ongoing needs assessments, the TSU will organise

further trainings, knowledge sharing, and learning sessions, in particular a training module on gender-responsive budgeting. Subsequent training topics could include updates on international and political strategies (if applicable), sharing information and insights from successful projects in local/regional contexts, or sharing knowledge and experiences from projects' pilot activities (see [Milestone 8](#)). Also, other relevant international frameworks (e.g., the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the UN Convention on the Rights of Persons with Disabilities (CRPD)) could be covered.

Timeframe: 01/ 2024 – ongoing

Commitment I, Milestone 2:

Designate a Gender Focal Person (GFP) at the TSU and one per project and clarify the GFP's role and remit.

Milestone 2a: Each Implementation Organisation shall designate a GFP (hereafter referred to as IO GFP) and grant him/her an adequate amount of staff time to work on gender-related activities for the entire project duration. (The TSU recommends that this, at a minimum, equate to 30 % of the working hours of a full-time position.)

Timeframe: As soon as possible in 2023, latest by 12/2023

Milestone 2b: The TSU is to draft Terms of Reference (TORs) establishing minimum tasks and requirements that shall apply to all IO GFPs. Additionally, project teams are free to add further tasks to the TORs to render them more ambitious and suitable to their project context.

Timeframe: 07 – 08/2023

Milestone 2c: The IO GFPs are to participate in the workshop series under [Milestones 1a](#) and [1b](#), and if applicable, [Milestone 1c](#) (see above).

Timeframe: 09/2023 – 03/2024 (and ongoing)

Milestone 2d: The TSU and all Implementation Organisations are required to actively contribute to promoting gender justice within the Mitigation Action Facility. To this end, the TSU and Implementation Organisations are to create a **Gender Practitioners' Network** consisting of IO GFPs but also other relevant staff, e.g., M&E experts and PR experts). The goal is to present best practices that will inspire other partners to try out similar formats and/or pilots. This network shall also serve as a forum for discussing challenges and facilitating collegial exchange and advice so that network members can support and learn from each other. Furthermore, the **Gender Practitioners' Network** should increasingly exchange and engage with other relevant entities, most notably, but not exclusively, the IKI community of practitioners, as well as national and international events, initiatives, and networks on gender, climate action and climate finance.

Timeframe: The **Gender Practitioners' Network** should meet at least once yearly from March (Gender Month) 2024 onwards.

Milestone 2e: The Mitigation Action Facility is to contract a Gender Focal Person (hereafter referred to as Facility GFP) to sit as a member of the TSU. The Facility GFP is to guide and support the TSU and Implementation Organisations throughout all relevant milestones and activities under the Gender Action Plan. The Facility GFP will provide ad-hoc support to

Implementation Organisations in developing their particular Gender Equality and Social Inclusion Action Plans and guiding gender-related aspects during implementation. If necessary, additional expertise will be provided through external support and gender-trained DEOs.

Timeframe: starting in 06/2023 onwards

Milestone 2f: The TSU is to conduct an initial assessment followed by subsequent regular assessments of the particular needs of the IO GFPs. It is also to support or organise additional workshops.

Timeframe: An initial baseline assessment is to be conducted once all, or nearly all, partner IO GFPs have been named, followed by one annual assessment. Naturally, IO GFPs are welcome to advise the TSU of additional ad-hoc needs at any time. TSU GFP is to support and advise IO GFPs, and/or refer them to other experts.

Milestone 2g: The TSU is to provide a **designated budget** to cover the initial capacity-development phase internally for Implementation Organisations and the IO GFP (in particular, workshops under *Milestones 1 and 2*). New projects are required to earmark a sufficient share of the funding requested from the Mitigation Action Facility for gender activities. (For further details, see the ToR for IO GFPs and *Milestones 4 and 8* on pilot activities.) Existing projects are encouraged to do so, as well.

Timeframe: 06/2023 – ongoing

Minimum requirements of the TOR for IO GFPs

At a minimum, an Implementation Organisation must designate one staff member as its GFP and must (a) grant her/him sufficient working time to cover gender-related activities throughout the project's duration (The TSU recommends that this equate to ca. 30 % of the working hours of a full-time position); (b) actively contribute to his/her knowledge development, (c) enable him/her to participate in all relevant TSU activities and a significant number of local and international meetings/workshops (e.g., the IKI Community of Practice, and local gender and climate networks). Implementation Organisations should provide a certain budget to their GFPs to, for example, enable them to provide GESI-related training sessions to staff of partner organisations or government institutions.

The TSU is to draw up a basic job description of the IO GFP position, outlining the tasks it is to perform during the portion of total working hours (30 %) assigned to gender-related matters. TORs for IO GFPs could, hence, encompass:

- participating in gender training within the Facility (*see Milestones*)
- close involvement in drawing up the Gender Analysis and GESI Action Plan
- supervising/monitoring the implementation of each project's particular gender goal and GESI Action Plan
- from 2024 onwards, contributing to the Network of Gender Practitioners
- from 2024 onwards, employing new knowledge/skills to support the pilot project under *Milestone 8*



II.

Assist countries in their implementation of the UNFCCC's Enhanced Lima Work Programme on Gender and its Gender Action Plan, and Sustainable Development Goal 5, as well as other relevant international, regional, and national mechanisms for gender justice.

In line with international and political frameworks (*see section 2*), the Mitigation Action Facility and Implementation Organisations strive to **strengthen the capacity development of political partners** and actively contribute to relevant regional and national mechanisms, strategies and efforts to support gender justice. The Mitigation Action Facility and Implementation Organisations lead the way forward and practically assist partner countries in achieving their national mitigation and gender goals.

Commitment II, Milestone 3:

The TSU and Implementation Organisations are to actively assist partner countries in achieving gender justice through capacity development.

Disclaimer: This milestone is highly context-dependent. Depending on the local mandate of the TSU and/or Implementation Organisation, at least one of the below milestones must be fulfilled.

Milestone 3a: The TSU and/or Implementation Organisation are to provide **strategic capacity-development training for governmental and local partners of the project on a needs basis**. In line with the Lima Working Programme, the focus should be put on mainstreaming gender in “formulating, implementing and reviewing, as appropriate, national climate change policies, plans, strategies and action, including nationally determined contributions, national adaptation plans and national communications” (UNFCCC, LWPG 2019).

Timeframe: 03/2024 & 03/2025 (Minimum aim: Contribute during March (Gender Month) to the gender-related activities of the project country)

Milestone 3b: The TSU and/or Implementation Organisations are to provide **capacity-development training** to governments, especially on monitoring and introducing **gender-disaggregated data**. In line with the Lima Working Programme, the focus should be on strengthening the capacity of political partners “**to collect, analyse and apply gender-disaggregated data and gender analysis in the context of climate change**” (UNFCCC, LWPG 2019).

Timeframe: 03/2024 & 03/2025 (Minimum aim: Contribute during March (Gender Month) to generating gender-related knowledge/data for the project country (i.e., contribute to closing the gender data gap)



III.

Make gender justice and empowerment a specific secondary objective of the Mitigation Action Facility and its projects and commit to meeting the minimum criteria for achieving an OECD DAC gender equality policy marker score of 1.

In addition to political and international frameworks (*see section 2*), the Mitigation Action Facility commits to **achieving an OECD DAC gender equality policy marker score of 1**. The OECD tracks aid supporting gender equality and women's rights using the OECD DAC gender equality policy marker – a statistical tool for recording aid activities that target gender equality as a policy objective. Hence, gender equality, gender justice and empowerment of socially excluded groups are to be “important and deliberate objective[s], but not the principal reason for undertaking the project/programme” (OECD, 2016).

In line with the minimum criteria to receive a score of 1, the following milestones must be met by all upcoming projects (from Call for Projects 2023 onwards) and projects currently in their Detailed Preparation Phase (DPP):

Commitment III, Milestone 4:

The Mitigation Action Facility as a whole and all projects funded by the Facility must strive to fulfil the minimum criteria to score an OECD DAC gender equality marker score of 1. All projects funded by the Mitigation Action Facility are requested to implement their project activities in a gender-responsive and, where possible, a gendertransformative manner.

Milestone 4a: All projects are to conduct a gender analysis. The TSU will provide a standardised gender analysis format and a GESI Action Plan template, as well as guidance on filling it out. It will also provide initial training (*see Milestone 1*), and the Facility GFP will provide ad-hoc support if needed.

Timeframe: 09/2023 – 02/2024

Note: This timeframe will be adjusted for future Calls. In general, a project's gender analysis should be conducted during its DPP and should inform its Proposal and GESI Action Plan.

Milestone 4b: All projects are to incorporate the findings of their gender analyses into their project designs. At a minimum, a “do-no-harm” approach to gender must be taken, thereby committing the project to avoid “unintentionally perpetuating or reinforcing gender inequalities in the context of the intervention” (OECD DAC, 2016).

Timeframe: 10/2023 – 02/2024

Milestone 4c: All project teams are to add at least one explicit and ambitious gender equality objective at the Output level to their project objectives and are to back it with at least one gender-specific indicator. The indicator should be defined following the SMART goals model

(i.e., specific, measurable, achievable, realistic and time-bound). Where appropriate and possible in a given context, indicators on social inclusion should be included, or disaggregation should include relevant socially excluded groups.

Timeframe: 09/2023 – 02/2024

Milestone 4d: All projects are to **disaggregate indicators** and, more broadly, data generated throughout the project **by gender** (m/f/x). Project teams should generate additional data on discriminated and socially excluded groups or project stakeholders here safe and have to adhere to the EU General Data Protection Regulation (GDPR).

(Applicable training will be provided under [Milestone 6](#)).

Timeframe: First reporting expected in annual report 2023 (AR2023), 02/2024

Milestone 4e: All project teams are to monitor their gender justice results and report them in their annual reports. Particular focus should be put on the final report. (Moreover, the TSU will include gender as a new focus area in the ELE; [see Milestone 11](#) below.)

Timeframe: First reporting expected in annual report 2023 (AR2023), 02/2024

Milestone 4f: In line with OECD DAC requirements, the TSU is to conduct a gender analysis for the Mitigation Action Facility per current GIZ standards.

Timeframe: 03 – 12/2024

Note to project teams already implementing as of September 2023: Please carefully read [section 3.2](#): “GAP implementation for new and ongoing projects” and each of the milestones to assess which level of ambition your project must achieve and which milestones to fulfil.

- Projects with a remaining duration of **more than 15 months** should strive to reach the highest possible number of milestones in the Mitigation Action Facility’s Gender Action Plan at a suitable level of ambition. As a minimum requirement, the following steps must be fulfilled:
 - I. Participate in relevant workshop series (e.g., [Milestones 1, 5a, 6a, and 8a](#));
 - II. Designate a GFP ([Milestone 2](#));
 - III. Conduct a gender analysis and write a GESI Action Plan ([Milestone 4](#)). Ongoing projects should increase their number and scope of activities contributing to greater gender equality. Should this not be possible, ongoing projects can, at a minimum, strive to increase the number and scope of activities contributing to greater social inclusion;
 - IV. Adhere to a do-no-harm approach and meaningfully increase the representation of women and/or socially excluded groups;
 - V. Redirect or pilot one gender-responsive/transformational activity per the project’s gender analysis and GESI Action Plan ([Milestone 8](#)). (Where possible, gender considerations should be included in further project measures.);
 - VI. Monitor and report on their gender-specific activities ([Milestones 4 and 11](#)).

Timeframe: 09/2023 – ongoing until project completion

- Projects with a remaining duration **shorter than 15 months** will discuss with the TSU GFP and their DEO what steps and activities are still feasible in the remaining term (e.g., highlighting successful female beneficiaries, drawing and sharing lessons learnt).



IV.

Apply an intersectional understanding of gender and social inclusion, encompassing various genders, including women, men, non-binary, inter and trans people, as well as the relationships between them while also working **to eliminate other discriminatory factors**.

This goal aligns with the broad international effort to enhance and broaden current understandings of discrimination, contribute to uncovering systemic forms of discrimination, and acknowledge the full **complexity of intersecting forms of discrimination**. In line with this widening understanding of the need to promote gender equality and social inclusion, this goal pertains to sensitisation about structural and systemic discrimination and striving for its elimination. The enhanced 2019 version of the UNFCCC LWPG specifically commits to “including **young women, indigenous women and women from local communities**”. Along similar lines, SDG Target 13b refers to promoting “...mechanisms for raising capacity for effective climate change-related planning and management in least developed countries and small island developing States, including focusing on **women, youth and local and marginalised communities**”.

To this end, the following milestones shall be achieved:

Commitment IV, Milestone 5:

The TSU and Implementation Organisations are to educate and sensitise themselves (and, where applicable, Project Partners) about (a) national and regional commitments, strategies and policies concerning the inclusion and participation of socially excluded groups, and (b) the current discussion on intersectionality.

Milestone 5a: The TSU is to organise a workshop series for the Mitigation Action Facility (i.e., the TSU itself and Implementation Organisations), including management, on intersectionality, inclusion, and workplace-related topics such as harassment in the workplace and accessibility to the workplace.

Timeframe: 03/2024 – 12/2024

Milestone 5b: Implementation Organisations are requested to inform and sensitise themselves at least once yearly on the forms of discrimination particular to their country. As this is highly context-sensitive, the Mitigation Action Facility does not require any particular format. However, it suggests workshops with local advocacy organisations (e.g., women’s groups, LGBTQIA+ groups, and indigenous groups), pro-bono work, and voluntary (social) work in support of a marginalised group. If possible, Implementation Organisations should invite relevant staff members (e.g., GFPs) of other Project Partners to participate in events and, thus, contribute to the overall goal of fostering exchange and joint learning.

Timeframe: 01/2024 – ongoing

Milestone 5c: The TSU is to provide the Mitigation Action Facility (i.e., the TSU itself and Implementation Organisations) with a workshop series on data collection and the safe handling of data, especially concerning the data of discriminated groups. Additional data on socially excluded/discriminated groups or project stakeholders should be generated where safe and in line with the EU General Data Protection Regulation (GDPR).

Timeframe: 01 – 03/2024

Milestone 5d: Implementation Organisations are to report on their sensitisation activities in their annual reports. Beneficiary and participant data must be gender-disaggregated.

Timeframe: Ideally, as of Annual Report 2023; however, must at least be included in Annual Reports 2024 and 2025



V.

Promote gender justice and empowerment and reduce gender-based discrimination in the day-to-day governance, decision-making, operations, procedures, projects, and overall impact of the Mitigation Action Facility.

Following an intense phase of education and sensitisation on both theoretical and practical levels (*see Milestones 1 and 2*), the TSU and Implementation Organisations are to set a visible example – “Do good and talk about it”.

To this end, the following milestones shall be achieved:

Commitment V, Milestone 6:

The TSU and Implementation Organisations are to incorporate gender-sensitive and inclusive language in their external communication.

Milestone 6a: The TSU is to organise a workshop for the Mitigation Action Facility (i.e., the TSU itself and Implementation Organisations), including management, on gender-sensitive and inclusive language.

Timeframe: 01/2024 – 09/2024

Milestone 6b: The TSU and Implementation Organisations are to review the core documents of all their external communications and representation (e.g., newsletters, homepages, publications, and reports (beyond reports to donors and the TSU)) and revise them with gender-sensitive and inclusive language.

Timeframe: 02-03/2024 – ongoing (It would be very welcome if first revised documents were launched in March (Gender Month).)

Commitment V, Milestone 7:

The TSU and Implementation Organisations strive to raise awareness, share knowledge, and lead by example regarding gender-responsive climate action and promote the Mitigation Action Facility’s advancement of gender justice and empowerment.

Milestone 7a: Implementation Organisations are to publish information at least twice a year about their gender-sensitive activities (e.g., in a newsletter, blog post, social media channel, or other publication) to generate knowledge and raise awareness about gender-responsive climate action. Moreover, Implementation Organisations are to actively contribute to disseminating the Mitigation Action Facility’s Gender Vision (both upon request for support by the TSU (*see Milestone 7b*) and independently to a wider audience).

Timeframe: 02/2024 – ongoing

Milestone 7b: The Mitigation Action Facility is to integrate its gender and social inclusion activities into its public relations by sharing aspects of partner projects that are particularly interesting, ambitious or successful in terms of gender justice. The Facility is to provide regular updates regarding projects' implementation and present good practices in on its website and social media channels (e.g., Twitter, newsletters, LinkedIn group).

Timeframe: At least two communication pieces on the topic per year starting in 09/2023 and at least two events on the topic per year starting in 01/2024.

Milestone 7c: The TSU and Implementation Organisations are required to operationalise gender-equitable, inclusive, and meaningful stakeholder engagement and consultations, including the gender-responsive planning of workshops, webinars, and other activities. The meaningful representation of female and/or LGBTQIA+ persons and/or representatives of marginalised, discriminated groups should be ensured throughout projects' publicity related activities (e.g., on panels and in delegations, in knowledge and information pieces). Projects are to include these activities in their GESI Action Plans.

Timeframe: 09/2023 - ongoing.

Milestone 7d: The TSU is to participate in the knowledge and exchange formats of other climate funding entities (e.g., UNFCCC, GCF, NDC Partnership, IKI Community of Practice) and contribute actively.

Timeframe: Start ASAP in 2023; ongoing



VI.

Adopt a gender-responsive approach at the programme and project levels, recognizing unequal gender roles, relations, and norms, and attempting to actively combat them, and while aiming at gender-transformative approaches, whenever possible.

All of the Gender Action Plan's milestones contribute in one way or another to achieving greater gender responsiveness. Yet, a particular focus of this commitment is put on striving towards **gender-transformative approaches**.

Depending on its experience level in implementing gender-related activities and acknowledging its project's remaining duration as well as its sector and country context, an Implementation Organisation is to push at least towards gender-responsive action or, perhaps, even gender-transformative action.

*"Gender-transformative goes beyond the impacts of gender-based inequalities to **transform the gender roles, imbalances in power relations and structures, social norms and rules** which lead to inequality, discrimination and exclusion. The goal of gender justice can only be achieved by analysing the root causes which reinforce and proliferate gender-based inequalities and discrimination, and by changing them accordingly." (IKI 2023)*

Commitment VI, Milestone 8:

With support from the TSU, Implementation Organisations are to redirect and/or pilot one activity towards greater gender responsiveness or transformation.

Milestone 8a: The TSU is to provide a workshop to the Implementation Organisations on gender-transformative activities, measures, and projects in climate action, as well as concrete best-practice examples thereof.

Timeframe: 02/2024 – 06/2024 (kick-off in March (Gender Month))

Milestone 8b: Implementation Organisations are to review and analyse their activities to identify activities and approaches that have the potential to be developed into gender-transformative action. IOs are to discuss and jointly clarify the scope of the pilot activity or approach with the TSU. A short analysis and description should be added to the GESI Action Plan and be shared with the TSU (see the M&E Framework for further information).

Timeframe: 03/2024 – 08/2024

Milestone 8c: Beginning in 2024 and based on their gender analyses and GESI Action Plans, Implementation Organisations are to **pilot one activity or approach** that strives to be gender-transformative. The TSU suggests the following fields of action:

- Promote the deployment of gender-responsive and/or -transformative **technological** solutions that address climate change. (activity-focused)
- Promote the deployment of gender-responsive and/or transformative **financial** solutions that address climate change. (activity-focused)
- Foster full **participation and leadership** of women beneficiaries or beneficiaries faced with discrimination based on, for example, race, age, caste or disability in a field relevant to your project or country context; for example in technology, research, and finance. (target-group-focused)
- **Strengthen the evidence basis** and understanding of the differentiated impacts of climate change on men, women, and groups faced with discrimination based, for example, on race, age, caste or disability. Special focus should be put on making the generated knowledge actionable by highlighting women and/or discriminated/marginalised groups as agents of change while illuminating opportunities for their inclusion and empowerment. (research-focused, but should also provide actionable advice for further implementation)
- Explore new **exchange formats** with women beneficiaries and/or beneficiaries faced with discrimination and/or start a collaboration with advocacy organisations. (target-group-focused, but could also contribute to [Milestone 6](#) on sensitisation)
- Promote **inclusivity internally** through a context-sensitive review and adaptation of human resource policies – e.g., review hiring policies; set up a programme to attract talent from the LGBTQI+ and indigenous communities; set up a programme to foster female leadership; introduce part-time work arrangements to allow staff members to combine work and home care duties better; ensure workplace accessibility to persons with handicaps.
- Implementing Organisations and, if applicable, Project Partners are invited to identify further opportunities to conduct a gender-responsive and/or -transformative pilot activity appropriate to their sector or country context. They are to include these activities in their project designs. Ideally, they should also already be included in their GESI Action Plans. **Ongoing projects** unable to implement gender-transformative pilot activities should at least pilot an **ambitious gender-responsive activity**.

Timeframe: Roughly 1.5 years. Ideally, projects should be prepared to (a) launch the activity in March (Gender Month) 2024 to the public, (b) conduct the activity for at least 10-12 months, (c) publish a preliminary review in 03/2025, and (d) draw lessons learnt and final conclusions in 09/2025.

Milestone 8d: Insights generated during the pilot activity shall be shared and contribute to the broader goal of **knowledge generation and sharing** in the field of gender and climate action. To this end, projects should publish and disseminate knowledge products (e.g., reports, survey results, blog posts, PR products). Findings should be presented to a relevant audience – i.e., at least to the TSU and the Gender Practitioners' Network but, ideally, also in relevant national forums.

Timeframe: At least one mid-term knowledge product (ca. 03/2025) and one in-depth final knowledge product on lessons learnt and conclusions in (ca. 10/2025).



VII.

Undertake gender mainstreaming throughout the project selection, design, and delivery stages, and ensure the Technical Support Unit is resourced to implement these processes.

VIII.

Implement robust governance structures, procedures, and guidance, and ensure effective learning and knowledge sharing within the Mitigation Action Facility and its Projects.

*“Gender mainstreaming is a process of **(re)organisation**, improvement, development and evaluation of political and non-political activities and **processes at all levels**, thus ensuring that the experiences and needs of all genders are integral elements in the design, implementation and evaluation of all policies and programmes. The aim is to reduce discrimination and inequalities, secure equal benefit for all genders and harness potential.” (IKI 2023)*

The Gender Vision will be implemented throughout the Mitigation Action Facility projects’ life cycles and operational processes. The particular focus here is inward on the norms and structures of the Mitigation Action Facility and the Implementation Organisations. The goal is to broadly anchor and embed gender in institutional knowledge and corresponding core documents. Much of this is already provided in the milestones above; however, it must also be extended to the selection and inception phase of new projects. Hence, *Milestone 10* focuses on gender-responsive operational procedures and internal processes (including the entire project cycle: Project Concept Phase, Outline Phase, Detailed Preparation Phase (DPP), Implementation, and M&E).

Commitments VII and VIII, Milestone 9:

The TSU is to prepare the relevant documents to integrate gender mainstreaming into the project selection process and the preparation of the design and monitoring of new projects.

Milestone 9a: Application documents and selection criteria at all stages of the project cycle (i.e., Project Concept Phase, Outline Phase, Detailed Preparation Phase) are to be adapted in such a manner as to encourage applicants to mainstream gender and social inclusion into their activities from the beginning. Currently, the TSU relies on established Facility Grant Agent formats and existing GESI documents but plans to develop them further based on user experience and feedback.

Timeframe: 06 – 12/2023

Milestone 9b: Potential Applicants and Implementation Organisations in the next Call for Projects, as well as all Calls for Projects to follow, are successfully guided through the application and selection process and use the newly adapted application documents to inform project design, monitoring, and implementation.

Timeframe: 09-12/2023 – ongoing

Note: This timeframe will be adjusted for future Calls.

Milestone 9c: The TSU monitors the user-friendliness and comprehensibility of relevant documents. If needed, the TSU is to adapt and improve relevant documents in preparation for future Calls and adapt training materials (see training activities under various milestones) for future applicants and projects. Drafting a tailor-made safeguards document could be a logical next step.

Timeframe: Monitoring of user-friendliness will start in 09/2023 and be ongoing thereafter. First review planned for 04-06/2024.

Milestone 9d: The TSU regularly reviews learning progress and measures the project teams' satisfaction with gender-related support provided by the TSU. Brief pre- and post-tests should accompany every workshop. Data on the satisfaction will be collected under the annual satisfaction survey conducted by the TSU and reported in the annual report.

Timeframe: From 09/2023 (after the first round of introductory workshops) – ongoing.

Please note: **Milestone 9** mostly refers to preparation and quality assurance conducted by the TSU. Nevertheless, partners' feedback and participation in tests and surveys is vital to ensure high quality of mainstreaming gender and social inclusion throughout the Facility.

As most projects operate in sectors and contexts considered to be classically male-dominated, it is particularly important to focus on the inclusion – at all levels – of women and persons of other genders, including non-binary, inter and trans people, as well as persons facing discrimination based on other factors such as race, caste, and class. This importance applies both to new applicants and ongoing projects with a minimum duration of 15 months. The objective of **Milestone 11**, combined with prior milestones, is to ensure respect and promote gender justice throughout the internal processes and procedures of the Facility and its implementing partners.

Commitments VII and VIII, Milestone 10:

Implementation Organisations successfully plan and implement their projects informed by their gender analyses and aligned with their GESI Action Plans.

Milestone 10a: Implementation Organisations are to submit the Mitigation Action Facility's new mandatory operational gender documents, i.e. the gender analysis document, the GESI Action Plan, and corresponding documents (e.g., M&E, budget, reporting). Their project design and monitoring documents are to be drawn up per OECD DAC criteria (see **Milestones 4** and **11** for further guidance; also note **section 3.2**).

Timeframe: 07/2023 – 08/2024

Note: This timeframe will be adjusted for future Calls.

Milestone 10b: Implementation progress is to be monitored and reported regularly. In case of unforeseen challenges, the TSU and Implementation Organisations shall confer swiftly about risk mitigation measures concerning gender activities. This milestone must be reported based on the activities of the GESI Action Plan of each particular project. The TSU is to monitor the overall progress of projects (see also **Milestones 4** and **11** for further guidance).

Timeframe: 01/2024 - ongoing



IX.

Align monitoring and reporting to track progress systematically and progressively on this gender vision, including the development of gender-specific indicators and a commitment to include **gender disaggregations of all appropriate headcount indicators.**

In line with OECD DAC criteria (*see Milestone 4*), all data should be **disaggregated by gender**. In line with the UNFCCC LWPG, the Mitigation Action Facility and Implementation Organisations are also to contribute to **strengthening the evidence base** and understanding of the differentiated impacts of climate change on men, women and groups discriminated against based on, for example, race, age, caste, and disability. Wherever data on discriminated groups is collected, strict data protection protocols shall be followed.

Commitment IX, Milestone 11:

The TSU and Implementation Organisations are to draw up and use monitoring and reporting formats in line with the above mentioned OECD DAC criteria throughout their (remaining) project cycle.

Milestone 11a: The TSU is to monitor Implementation Organisations' project progress in line with their individual GESI action plan at a suitable level of ambition. The GESI action plan is to inform gender-responsive climate action, plans and strategies throughout the project cycle. (*See Milestone 4* for details.)

Timeframe: 06/2024 - ongoing

Milestone 11b: Implementation Organisations and the TSU are to analyse and adjust their monitoring system to collect gender-disaggregated data wherever possible. Where appropriate, indicators on social inclusion and corresponding disaggregation should also be included (e.g., Transport projects should monitor if they are disability-inclusive in their design). (*Note: training on monitoring is already covered under Milestone 1c and 5c; monitoring must follow the criteria under Milestone 4c & d*).

At a minimum, the TSU and partners are to

- Collect gender-disaggregated data on individuals benefiting from projects, especially all headcount indicators (Output level). (starting SAR 2024).
- The TSU and Implementation Organisations shall include gender-responsive means of data collection (e.g., qualitative and participatory methods) whenever applicable (starting in 10/2023).

Timeframe: 10/2023 and ongoing; particular focus is to be put on reporting in annual reports (ARs). Ideally, insights and knowledge products will be publicly shared in March (Gender Month) starting 03/2024.

Milestone 11 c/4e: Implementation Organisations are to adjust their reporting format to the new requirements on gender and social inclusion in climate action. In line with *Milestone 4e*, all projects are to monitor and report on the gender justice results achieved in their reports.
Timeframe: The first reporting is expected in the Annual Report 2023 (AR2023).

Milestone 11d: The TSU and Implementation Organisations are to increase the ambition level of their monitoring steadily. To this end, a push towards monitoring at the Outcome level is to be achieved throughout 2024; results must be reported internally in the AR 2024. Ideally, results and insights will also be publicly launched during March (Gender Month) 2025. To this end:

- Implementation Organisations are to conduct a baseline and post-implementation perception survey in a chosen field of activity related to gender and climate action;
- Alternatively, Implementation Organisations are to develop and apply a monitoring concept at the Outcome level to their chosen gender-responsive and/or -transformative pilot activity under *Milestone 8*;
- A future ambition: Based on these experiences, the TSU and Implementation Organisations are to review and develop further ambitious monitoring concepts for 2025 or decide to contribute actively to a known gender-related knowledge gap in the context of climate action.

Timeframe: 01/2024 – ongoing

Milestone 11e: Implementation Organisations and the TSU are to integrate gender into their upcoming **evaluation and learning exercises (ELEs)**. Moreover, **the TSU is to conduct an independent, external impact study in 2025** to assess the effects of the Facility's Gender Action Plan on the project implementation.

Timeframe: starting with piloting an ELE in 2023 – ongoing. Launching the impact study and starting data collection is planned for autumn 2024.

Milestone 11f: Insights of the ELEs and the impact study are to be fed back to the Mitigation Action Facility and used for learning and, where possible and feasible, adjusting project implementation. At a minimum, insights from ELEs and the impact study must be used to inform the upcoming GAP II of the Mitigation Action Facility (anticipated to take place after 2025).

Timeframe: Ongoing after gender is established as part of the ELEs (2024). Insights from the impact study are to be reviewed and integrated into the preparation of the Mitigation Action Facility's GAP II.

Note: An appendix with the *timeline* for implementing the milestones will be shared.

5

Strengthening the integration
of gender considerations
into the work of the Mitigation
Action Facility



5. Strengthening the integration of gender considerations into the work of the Mitigation Action Facility

The TSU plays a crucial role in supporting project teams in implementing their projects in a gender-responsive manner. To achieve this, the TSU will provide relevant training and templates, such as the Gender Analysis and GESI Action Plan, as outlined in the Milestones. Projects will be required to establish a gender-responsive goal and at least one corresponding indicator, which will be integrated into their M&E plans. The Implementation Organisations will be responsible for monitoring and reporting these indicators, with the TSU offering guidance and assistance in establishing each project's gender-specific indicator. For a comprehensive overview of monitoring and evaluation, please refer to the Facility's M&E Framework for additional guidance.

The TSU will oversee the Facility's overall fulfilment of the Gender Action Plan (GAP) and its milestones. To measure progress, a programme-level indicator is set up:

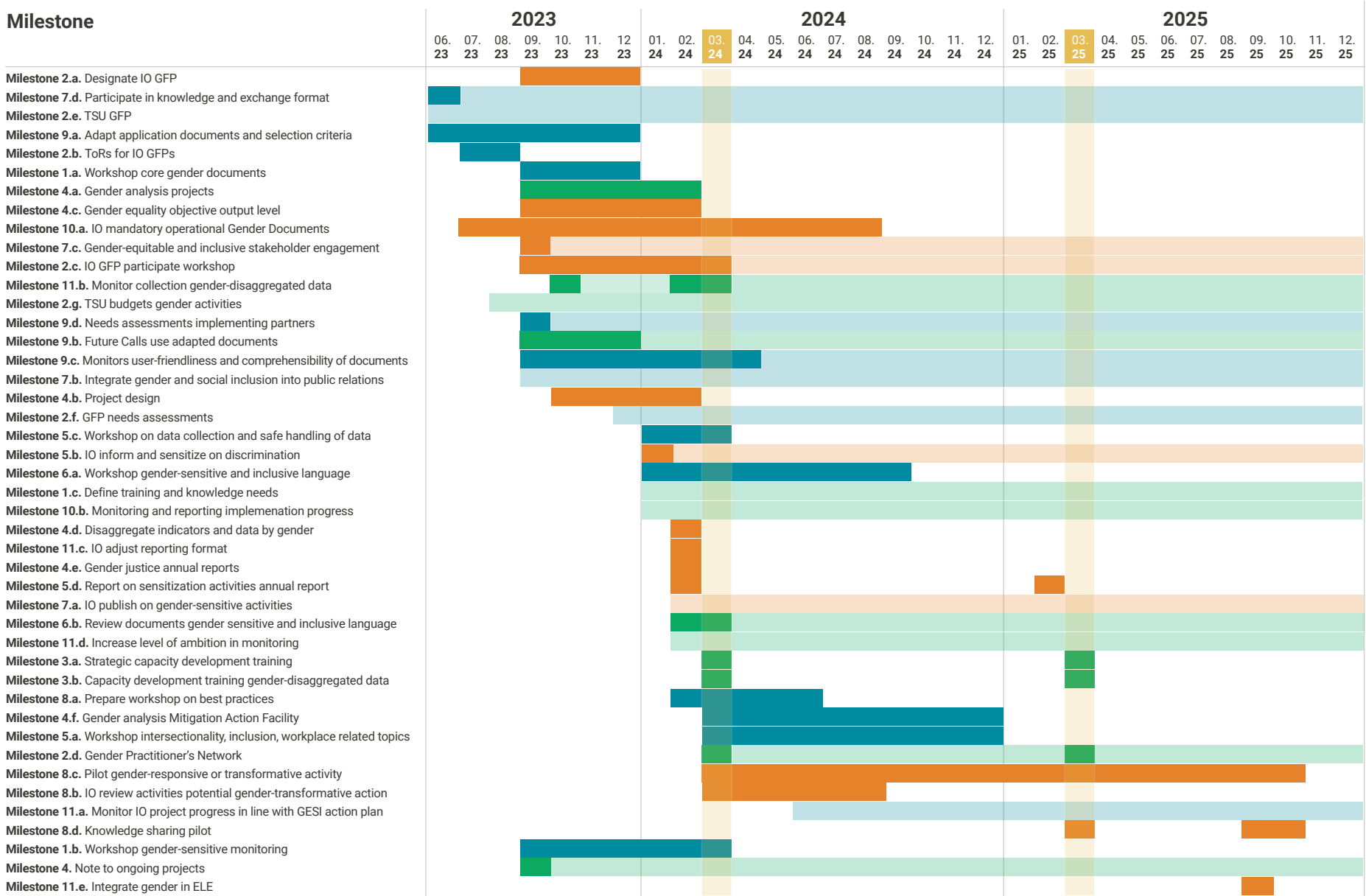
"Percentage of projects that fulfil the Mitigation Action Facility's minimum requirements to plan and implement project activities in a gender-responsive manner (in line with [Milestone 4](#))."

An elaboration on how projects will contribute to monitoring and achieving this indicator will also be detailed in the M&E Framework.

Moreover, the TSU will monitor lessons learnt by projects from their **pilot activities**, as well as their satisfaction with gender-related support from the TSU. This approach aims to foster continuous learning and promote increasingly gender-responsive and eventually gender-transformative implementation.

By providing comprehensive support, training, and guidance, the TSU endeavours to create an inclusive and gender-responsive approach throughout project lifecycles. By executing the Gender Action Plan, the Mitigation Action Facility strives to strengthen equal rights, opportunities, access, and decision-making power and improve the treatment of the interests, needs and priorities of persons of all genders and those facing social exclusion and discrimination and hence, ultimately, contribute to the promotion of gender justice.

Figure 2: Timeline of the Gender Action Plan



- Milestone Responsibility TSU
- Milestone Responsibility Projects
- Milestone Responsibility Projects
- Gender Month (8th of March: International Womens Day)
- Milestone Responsibility Ongoing TSU
- Milestone Responsibility Ongoing TSU
- Milestone Responsibility Ongoing TSU

6

Glossary



6. Glossary

For its glossary, the Mitigation Action Facility relies on the established definitions of the [IKI Gender Strategy](#), the UK's [Public Sector Equality Duty](#), WEDO's [Pocket Guide to Gender Equality under the UNFCCC](#), the UN Women's [Gender Equality Glossary](#), and GIZ guidance documents.

Disability

A disability is attributed to individuals with a long-term physical, mental, intellectual or sensory impairment that, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. Certain medical conditions are also considered a disability – for example, cancer, HIV infection, and multiple sclerosis.

Discrimination (Direct)

This refers to less favourable treatment due to a person's social characteristics, such as age, race and ethnicity, class, disability, sexual orientation and religion, among other factors.

Discrimination (Indirect)

This type of discrimination occurs when a provision, criterion or practice is applied in a way that creates a particular disadvantage for those with a particular social characteristic compared to those who do not share that characteristic, where the applied provision, criterion or practice is not a proportionate means of achieving a legitimate aim.

Do no harm

In project implementation, the do-no-harm approach requires (a) ongoing analysis to ensure that the potential risks of unintentionally perpetuating or reinforcing gender inequalities and social exclusion in the context of an intervention are continuously and proactively monitored and (b) taking corrective/compensatory measures are taken, where applicable.

Empowerment

This encompasses strategies and actions that elevate the level of independence and self-determination for individuals or communities and aim to enable them to represent their interests by gaining or regaining personal agency, responsibility, and autonomy. The term commonly refers to targeted and proactive support to enhance relevant aspects. In the context of women's empowerment, the following key elements come into play: I) fostering self-confidence; II) strengthening their right to make decisions; III) reinforcing their right to access opportunities and resources; IV) enhancing their right to make their own life choices, both within and beyond the private sphere; V) increasing their capacity to influence social transformation towards a more equitable socio-economic order.

Equality

This refers to the premise that individuals of all genders and across social characteristics should equally benefit from resources, services, and chances within their societies. Hence, the primary objective of equality or equality policy is to eliminate prevailing structural, societal, and social inequalities in the treatment of different genders and individuals with certain social characteristics.

Historically, the emphasis was mainly on eliminating discrimination against women. Today, the focus has broadened to encompass equality policy measures for women, men, non-binary, inter and trans people, as well as people facing discriminatory and socially exclusionary treatment due to social characteristics such as age, race and ethnicity, class, disability, sexual orientation and religion, among other factors.

Gender

This term refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for its individuals, including women, men, non-binary, inter and trans people, as well as the relationships between them. It is a social construct acquired through socialisation processes and is distinct from the biological sex of an individual.

Gender analysis

This involves critically examining how differences in roles, activities, needs, opportunities, and rights affect the genders in certain policy areas, situations, and contexts. A gender analysis includes collecting and evaluating quantitative gender-disaggregated data and qualitative information. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by intervention and that, where possible, greater equality and justice in gender relations are promoted.

Gender identity

This term refers to a person's innate, deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth. It includes both the personal sense of the body, which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical, or other means, and other expressions of gender, including dress, speech, and mannerisms. Gender identity can also be fluid and change across an individual's lifetime.

Gender justice

This concept encompasses the broader objective of gender mainstreaming and goes beyond the fundamental right to gender equality constitutionally protected in many countries. Gender justice entails equal rights, opportunities, access, decision-making power, responsibilities and potential, as well as equal treatment of the interests, needs and priorities of all genders in all their diversity. Achieving gender justice requires that decision-making processes duly consider the interests of and impacts on all genders.

Gender mainstreaming

This is a strategy of systematically considering the diverse needs and conditions of different genders and the impacts any actions to achieve gender justice may have on them. Gender mainstreaming entails organising or reorganising, improving, developing and evaluating political and non-political activities and processes at all levels, thus ensuring that the experiences and needs of all genders are integral elements of the design, implementation and evaluation of all policies and programmes. The aim is to reduce discrimination and inequalities, secure equal benefits for all genders and harness potential. Gender mainstreaming is a supplementary strategy, not a substitute for policies, programmes, projects, legal provisions, institutional mechanisms, or interventions specifically aimed at gender equality.

Gender norms

These refer to how individuals in a given society are expected to behave as a result of the way they or others identify their gender. In most contexts, gender norms are framed in binary terms (female and male) and erase non-binary or gender-fluid identities.

Gender norms often reflect and reinforce unequal gender relations, usually to the disadvantage or even discrimination of women and girls but also to those men and boys and people of diverse gender identities who do not conform to prevailing gender norms. Gender norms influence the conditions governing the needs and opportunities of and impacts on individuals. They intersect with other norms and inequalities related to age, race, ethnicity, class, disability, sexual orientation and religion, among other factors.

Gender-sensitive

This term refers to acknowledging gender norms, roles and relations, and related unequal power distributions, forms of discrimination, disadvantages, and privileges. While gender-sensitive approaches indicate gender awareness, they do not themselves entail any remedial action.

Gender-responsive

This refers to actively addressing gender norms, roles, and relationships with the dual aim of tackling the disadvantages associated with gender-based inequality and discrimination and unleashing potentials. Gender-responsive approaches aim to recognise and emphasise existing gender-related needs, priorities, power dynamics, challenges, and potential solutions. These findings are integrated into the design, implementation, and evaluation of strategies and measures. The goal is to ensure that these approaches have no unintended negative impacts and that individuals, regardless of their gender, can participate in and benefit from these measures.

Gender-transformative

Gender transformation goes beyond the impacts of gender-based inequalities to transform the gender roles, imbalances in power relations and structures, social norms and rules that lead to inequality, discrimination, and exclusion. To achieve gender justice, it is essential to analyse the root causes that reinforce and proliferate gender-based inequalities and eliminate them.

Intersectionality

This term describes a crossroads or intersection model representing multiple forms of discrimination. An individual standing in the middle of such an intersection can simultaneously be confronted with many types of discrimination from different directions. For instance, a person's ethnicity, class, and gender may result in overlapping and interacting experiences of discrimination but also privilege. Intersectionality recognises the complexity of human existence and acknowledges the experiences of people of all genders and all walks of life.

Social Inclusion

Social inclusion refers to the removal of institutional barriers and exclusionary practices. Instead, it creates a situation where all members and segments of society enjoy equal rights, benefits, and participation in the political, economic and social spheres without discrimination. Social inclusion improves the ability, opportunity, and dignity of people who are disadvantaged due to their social characteristics to take part in society.

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