

54<sup>th</sup> GEF Council Meeting  
June 24 – 26, 2018  
Da Nang, Viet Nam

Agenda Item 05

## **GEF GENDER IMPLEMENTATION STRATEGY**

**Recommended Council Decision**

The Council, having reviewed document GEF/C.54/06, The GEF Gender Implementation Strategy, welcomes the strategy and requests the Secretariat to provide annual updates on the progress in line with the results framework contained in Annex I of the document.

## TABLE OF CONTENTS

Abbreviations .....	iii
Introduction .....	1
Gender Gaps and the Global Environment.....	2
GEF Entry Points to Promote Gender Equality and Women’s Empowerment.....	4
Priority Action Areas .....	5
Action Area 1: Gender-responsive approaches and results are systematically promoted in GEF programs and projects .....	6
Action area 2: Strengthened capacity of GEF’s secretariat and its partners to mainstream gender and size strategic entry points to promote gender equality and women’s empowerment.....	7
Action area 3: GEF’s collaboration with partners to generate knowledge and contribute to learning on links between gender and the environment are improved.....	7
Action area 4: GEF’s corporate systems for tracking and reporting on gender equality results are enhanced .....	8
Institutional Arrangements (Roles And Responsibilities) .....	9
Annex I: GEF- 7 Results Framework on Gender Equality and Women’s Empowerment (GEWE) 11	
Annex II: Definitions.....	12
Annex III: References .....	14

## **ABBREVIATIONS**

GEAP	Gender Equality Action Plan
GEF	Global Environment Facility
GGP	GEF Gender Partnership
MEA	Multilateral Environment Agreement
MTR	Mid-Term Review
PIR	Project Implementation Report

## INTRODUCTION

1. At its 53<sup>rd</sup> GEF Council Meeting in November 2017, the GEF adopted a new Policy on Gender Equality (GEF/C.53/04) (GEF, 2017b). The Policy introduces new principles and requirements to mainstream gender in the design, implementation, and evaluation of GEF programs and projects. It marks a distinct shift in GEF’s approach to gender mainstreaming—from a gender-aware “do no harm” approach to a gender-responsive “do good” approach that will allow the GEF to more strategically seize opportunities to address gender gaps critical to the achievement of global environmental benefits.

2. The GEF Policy on Gender Equality commits the Secretariat to develop a strategy and action plan on gender to support its effective implementation, and to guide specific actions to promote gender equality and the empowerment of women in support of the GEF-7 strategy. This Gender Implementation Strategy combines the strategy and action plan into one document to provide a comprehensive framework to support the operationalization of GEF’s new Policy.

3. As such, the Strategy is organized around key gender gaps relevant to the global environment, and the corresponding strategic entry points for promoting gender equality and women’s empowerment in the context of the GEF-7 programming. It elaborates on four priority action areas in which the GEF will work to implement the Policy including (i) promoting gender-responsive approaches and results in programs and projects; (ii) enhancing capacity of GEF Secretariat and its partners to address gender equality; (iii) increasing GEF’s collaboration with partners to generate knowledge and contribute to learning on links between gender and the environment; and (iv) enhancing GEF’s corporate processes and systems for tracking and reporting on gender equality results. The strategy also outlines the institutional arrangements for ensuring the effective implementation of the Policy, as well as the results framework to track and report on progress in the GEF-7 replenishment period.

4. The Strategy draws on the findings, conclusions, and recommendations of GEF-IEO (2018), *Evaluation of Gender Mainstreaming in the GEF*; analysis carried out by GEF Secretariat<sup>1</sup>; and consultations with GEF Agencies and the multi-stakeholder GEF Gender Partnership (GGP)<sup>2</sup>.

---

<sup>1</sup> For further information see GEF Gender Equality Action Plan (GEAP) progress reports (GEF, 2015; GEF, 2016; GEF, 2017a, 2018a forthcoming)

<sup>2</sup> For further information see “The GEF Gender Partnership: Building the Foundation for a Gender-Responsive Environmental Agenda.” (2017c)

## GENDER GAPS AND THE GLOBAL ENVIRONMENT

5. That gender equality and women's empowerment (GEWE) is key to sustainable development has been on the global agenda for over 40 years. Gender equality and diversity are recognized to have beneficial effects on organizations, the economy and sustainability, and governments, around the world, have made legally binding commitments to respect, protect and fulfil women's human rights. Building on these commitments, and obligations contained in the Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (UN CEDAW), the 2030 Agenda, including its Sustainable Development Goals (SDG), offers a new paradigm for more inclusive and sustainable development. The SDGs recognize the interlinkages between gender equality and the three dimensions of sustainable development, and contain specific goals calling for gender equality (Goal 5) and efforts to address inequalities (Goal 10). Similarly, the conferences of the parties to the multilateral environmental agreements (MEAs) that the GEF serves<sup>3</sup> call for specific actions to improve women's participation and promote gender equality in the realization of each of the Conventions' respective objectives.

6. Safeguarding the environment for future generations requires a holistic, multidisciplinary and inter-sectoral approach. Women, who constitute half of the world's population and are half of the world's resource managers, are essential to every aspect of that approach. But too often, women's needs, roles, and capabilities are unrecognized or undervalued. Despite recent promising policy and legal reforms, persistent gender-discriminatory social and cultural norms, unequal access to land, water and productive assets, and unequal decision-making continue to constrain women and men from equally participating in, contributing to, and benefitting from environmental projects and programs. These inequalities continue to hold back prospects for sustainable development and undermine sound environmental management.

7. While gender inequalities are context specific and vary across geographies, in the context of the global environment three specific gender inequalities and gaps are particularly relevant to GEF's work and programming strategy, including:

- (a) **Unequitable access to and control of natural resources:** Women continue to be held back by structural constraints and gender norms related to access to and control of land, water, and other productive assets and biological resources. Even when the law guarantees women equal rights as men, many women have less control over natural resources, and tend to have less secure tenure, operate on smaller farms and have less access to agricultural services, education and finance compared to their male counterparts. Research shows that women's agricultural productivity in developing countries could increase 20-30 percent if they had the same access to productive resources as men (FAO, 2011) In

---

<sup>3</sup> Including the United Nations Framework Convention on Climate Change (UNFCCC), United Nations Convention to Combat Desertification (UNCCD), Convention on Biological Diversity (CBD), Stockholm Convention, Minamata Convention and Montreal Protocol.

addition to reducing the number of hungry people in the world, improving the productivity of existing lands is one critical way of addressing environmental degradation and deforestation, which also are known drivers of climate change. Addressing gender gaps related to access and control over resources can help improve women's ability to support their families, as well as their ability to manage environmental resources more sustainably by adopting more sustainable technologies and practices.

- (b) **Unequal opportunities in environmental decision-making and leadership:** Gender norms, women's greater time constraints and lower educational levels continue to prevent women from participating in decision-making related to the management and sustainable use of natural resources. There is mounting evidence that having women in policy-making positions that shape policy and governance can pay dividends for the environment. Women positions in political authority has proven to be positively correlated with better protected lands and lower national carbon footprints (Ergas and York, 2012, Nugent, 2009) Addressing gender gaps related to participation in decision-making processes, from the local to global levels, can help make institutions and policies more representative, as well as help women to better engage in decisions that shape environmental planning, policy-making, and the adoption and promotion of sustainable solutions and practices.
- (c) **Uneven access to socio-economic benefits and services:** Women often have less opportunities than men to access income-generated activities, services, credit, technology, information and capacity building activities. Women tend to benefit less than men from development assistance e.g. just 10% of total aid provided for agriculture, forestry and fishing goes to women. They face more obstacles than men accessing training and information, preventing them from participating in community-based organizations and commercial networks to the same extent as men. The disparity between men's and women's access to financing and services inhibits the ability of women to achieve financial independence and adaptability. It also limits their access to time-saving technologies as well as access to markets. A failure to redress these inequalities can result in inequitable benefit-sharing and a widening of the gap between women and men. Ensuring equal opportunities for women and men to benefit from environmental policies and investments can significantly contribute to improvements in the global environment in areas such as protection of natural resources, afforestation, reducing land degradation, renewable energy, sustainable fisheries etc.

8. Addressing gender gaps and more effectively engaging women have the transformative potential to generate greater results for the global environment by (i) including the unique skills, knowledge, and experiences of women and their roles as the primary users and stewards of many natural resources; and (ii) supporting women's roles that can change the causal chain of environmental degradation, from their involvement in public and private sector governance,

their role in productive sectors, their choices as consumers in the global market, to the investment choices they make.

#### **GEF ENTRY POINTS TO PROMOTE GENDER EQUALITY AND WOMEN'S EMPOWERMENT**

9. With its more holistic and integrated systems approach, GEF-7 programming provides renewed opportunities for the GEF to harness opportunities to connect global environmental benefits and gender equality for more robust results in both.

10. While, the Focal Areas (FA) are the central organizing framework in the GEF-7 delivery model a new focus on transforming food systems, sustainable forest management, and cities have been introduced to assist countries in their pursuit of greater transformational change in key economic systems in line with their national development priorities. Gender is deeply embedded in these socio-economic systems and women's dependence and responsibilities in being direct users and stewards of many natural resources, and their roles in areas such as energy and food systems gives them significant influence over direct and indirect pressures on the environment.

11. To support the implementation of the GEF Policy on Gender Equality within the context of GEF-7 programming, the GEF will adopt a two-track approach. This approach comprises, on the one hand, actions and processes to promote gender-responsive approaches and results across all GEF programs and projects, and on the other hand, efforts to leverage strategic entry points linked to targeted programs and projects where these can help achieve global environmental benefits and catalyze system change.

12. Strategic entry points to address gender gaps related to the GEF-7 programming strategy include the following:

- (a) ***Supporting women's improved access, use, and control of resources, including land, water, forest, and fisheries*** by (i) contributing to shape policy and gender norms to improve women's access to and control over land, water, forests and other natural resources; (ii) providing targeted support to raise awareness and assist women in exercising their legal rights; and (iii); enhancing women's decision-making capabilities regarding land, forests, water and other biological resources they use.
- (b) ***Enhancing women's participation and role in natural resources decision-making processes, with women as agents of change at all levels*** by (i) promoting women's equal engagement in community, rural and urban planning processes; (ii) promoting women's voice in decision-making and policy in global and national planning and decision-making bodies; (iii) supporting women's engagement in producer organizations, cooperatives, labor unions, outgrow schemes etc.; (vi) promoting women's voice (including indigenous peoples and local community groups) in partnerships and alliances with regional and national



networks; and (v) providing policy level training opportunities to help women participate in decision-making forums.

- (c) **Targeting women as specific beneficiaries** by (i) increasing awareness of the roles of women and men in the sustainable management and use of natural resources; (ii) creating opportunities from (alternative) sustainable livelihoods and income-generation opportunities such as conservation, rehabilitation and restoration actions for women; (iii) engaging women in processes for making commodities and supply chains more sustainable; (vi) supporting clean technology and energy solutions that also offer women the possibility to reduce their environmental footprint and start new businesses; and (v) supporting women entrepreneurs, and activities that offer women access to credit and finance.
- (d) **Investing in women's skills and capacity** by (i) supporting capacity development of different groups, including communities, women's organizations, and government officials at the national and subnational levels to capitalize on the complementary roles of women and men and mobilize people for collective action in forest regeneration, biodiversity conservation, and watershed protection; and (ii) providing full and timely access to knowledge and information.
- (e) **Encourage gender mainstreaming efforts which are guided by the COPs in activities linked to the conventions for which the GEF serves as a financial mechanism**, such as CBD's National Biodiversity Strategies and Action Plans, UNFCCC's Biannual Update Reports and Nationally Appropriate Mitigation Actions, and UNCCD's National Action Programmes.
- (f) **Seek targeted collaboration around knowledge and analytical efforts** with organizations such as UN Women, World Resources Institute, Stockholm Environment Institute, International Institute for Environment and Development to addressing existing knowledge and data gaps, as well as strengthen gender-responsive approaches and multi-stakeholder platforms linked to relevant GEF-7 programs and projects.

#### **PRIORITY ACTION AREAS**

13. The operationalization of the GEF Policy on Gender Equality, during the GEF-7 replenishment period, will be delivered through a set of actions in four priority action areas. The outputs for each action area are as follows:

Action area 1: Gender-responsive approaches and results are systematically promoted in GEF programs and projects

Action area 2: Strengthened capacity of GEF's Secretariat and its partners to mainstream gender and seize strategic entry points to promote gender equality and women's empowerment

Action area 3: GEF's collaboration with partners to generate knowledge and contribute to learning on links between gender and the environment are improved

Action area 4: GEF's corporate systems for tracking and reporting on gender equality results are enhanced

14. The detailed actions to achieve the outputs in each of these priority areas are outlined below.

**Action Area 1: Gender-responsive approaches and results are systematically promoted in GEF programs and projects**

15. Efforts to ensure compliance with the new Policy and promote gender-responsive approaches and results in GEF programs and projects will include:

- (a) Updates to operational procedures, targeted support to ensure that the ambition and mandatory requirements of the new policy are effectively translated into GEF programs and projects, including the provision of tools and checklists for GEF staff responsible for project reviews, and revisions of GEF's templates (i.e. Program Framework Document, Project Identification Form, and CEO Endorsement/Approval, and the development of detailed guidance notes for GEF program managers to support compliance).
- (b) Dissemination and promotion of the *GEF Guidance to advance Gender Equality and Women's Empowerment in GEF Programs and Projects* (forthcoming, June 2018) that provide practical steps and actions to implement the principles and mandatory requirements stipulated in the policy.
- (c) Modifications to the guidance on reporting on gender in annual project implementation reports (PIRs), mid-term reviews (MTRs) and terminal evaluations (TEs), and updates in GEF project evaluation processes (i.e. the update of the GEF Monitoring and Evaluation Policy (2010)).

16. Activities to ensure that GEF programs and projects leverages strategic entry points to promote GEWE critical to achieving global environmental benefits will require actions in a number of areas including (i) targeted upstream analyses and studies of gender contexts, gaps and opportunities linked to relevant programs and projects; (ii) mobilization and buildup of strategic partnerships with organizations at the national, regional and global levels with relevant gender expertise; (iii) engaging more effectively with the MEAs that GEF serves on gender; and (iv) carrying out qualitative portfolio analysis and systematizing learning and knowledge sharing.

17. In addition, GEF Secretariat will proactively work to ensure that gender considerations are adequately incorporated in other relevant operational procedures, policies and guidelines, such as the forthcoming update of the GEF Policy on Agency Minimum Environmental and Social Safeguard Standards and development of the guidelines to support the implementation of GEF's new Policy on Stakeholder Engagement (2017d).

**Action area 2: Strengthened capacity of GEF’s secretariat and its partners to mainstream gender and size strategic entry points to promote gender equality and women’s empowerment**

18. Efforts to build the necessary awareness, competency and capacity, among the GEF staff, Agencies and partners, to effectively operationalize the Policy will include the following:

- (a) Promote and proactively disseminate the comprehensive e-course and webinar series<sup>4</sup> on gender and the environment developed by the GEF Small Grants Programme, GEF Secretariat and GGP, as well as gender focal points from the MEAs, GEF Agencies, and expert organizations such as UN Women.
- (b) Promote and disseminate GEF’s guidelines to promote gender equality and women’s empowerment (forthcoming June 2018), and developed and publicize and an online training version.
- (c) Organize gender training and capacity-building events for staff, and ensure that parts of the e-course on gender and environment are an integral component of GEF’s country support program activities.
- (d) Leverage the Secretariat’s gender capacity and expertise through engagement with GGP, and other expert organizations in terms of knowledge generation, qualitative portfolio/best practice analyses, upstream program analyses, and outreach and communication efforts.

19. Continuing efforts will be made to update the GEF website on gender and to leverage opportunities to showcase and share training materials, best practice examples, blogs and other materials to raise awareness among the broader public about GEF’s work on gender, and to make resources available for GEF partners to support gender responsive program/project design, implementation, and evaluation.

**Action area 3: GEF’s collaboration with partners to generate knowledge and contribute to learning on links between gender and the environment are improved**

20. Building on the efforts to establish the GEF Knowledge and Learning Platform, GEF Secretariat will, in collaboration with GEF Agencies, continue to cultivate mechanisms to foster knowledge-sharing, as well as collect good practices, examples and experiences gained from implementing gender-responsive programs and projects to accelerate learning on gender across the GEF portfolio. Specific efforts will be made to:

- (a) Develop upstream analytical products on issues related to key gender gaps and interrelated GEF strategic entry points including (a) equal access to and control of natural resources of women and men; improving the participation and

---

<sup>4</sup> This course, designed to raise awareness and build capacity among GEF partners to mainstream gender in environmental policies, programs and projects, contains close to 10 hours of instructive material covering thematic areas such as biodiversity, land degradation, climate change, international waters, and chemical and waste.

decision-making of women in natural resource governance; (iii) targeting socio-economic benefits and services for women.

- (b) Support the GGP as the platform for leveraging a wide range of skills and experiences on gender equality and women's empowerment from across the GEF partnership, and the platform for building a wider constituency on gender and the environment. It is envisaged that tools and processes will be enhanced to ensure that the GGP can better function as a community of practice, and to engage in knowledge exchange on gender with MEA secretariats, peer organizations such as Green Climate Fund, Adaptation Fund, and the Climate Investment Fund, and other partners including GEF Focal Points, and civil society.
- (c) Gather periodic feedback from Agencies and partners on the implementation of the Policy, and the usefulness of GEF's Guidance to promote gender equality and women's empowerment (forthcoming, June 2018), with the expectation that the guidance will be updated periodically to reflect feedback and lessons learned.
- (d) Carry out national, regional and global outreach events and activities, in collaboration with GEF Agencies, to showcase lessons learned on gender from GEF programs and projects, and to raise awareness and support capacity development on gender mainstreaming relating to the GEF's areas of work.

21. Continuous and renewed efforts will be made to improve GEF webpage on gender to facilitate the exchange of lessons learned, as well as experiences and knowledge on gender. It is envisaged that it will increasingly serve as a repository of training products and materials, blogs, and knowledge products.

**Action area 4: GEF's corporate systems for tracking and reporting on gender equality results are enhanced**

22. To improve the capturing and reporting of results on gender equality and women's empowerment, the GEF Secretariat will introduce a GEF gender tagging system, building on the upgrade of GEF's IT platform, the GEF Portal. This system will be designed to more effectively (i) ensure policy compliance; (ii) prompt considerations on gender early in the project cycle; and (iii) capture portfolio results across key dimensions of gender equality relating to GEF-7 programming directions. Specifically, the system<sup>5</sup> will enable Agencies and the Secretariat to label and track projects and programs that have:

- (a) identified relevant gender differences and gaps in their analysis;
- (b) addressed these differences and gaps through specific measures; and
- (c) linked measures to gender-sensitive indicators in the project results frameworks.

---

<sup>5</sup> The new GEF gender tags are neither performance indicators nor are they intended to rate or score the extent to which projects have adequately considered or addressed gender differences or gaps. The approach recognizes that some GEF projects will be able to do little to address gender gaps, and it is essential to note that the gender tags are not intended to penalize these projects.

23. While, GEF programs and projects contribute to gender equality and women's empowerment in various ways, the gender tags will focus on tracking GEF's contribution to narrowing three key gender gaps and leveraging strategic entry points relevant to the GEF-7 programming strategy, including

- (a) contributing to closing gender gaps in access to and control over resources;
- (b) improving the participation and decision-making of women in natural resource governance; and
- (c) targeting socio-economic benefits and services for women.

24. The Secretariat will use the information derived from the gender tags, combined with qualitative portfolio analysis, to monitor and track progress and results, and to compile annual reports to the GEF Council (see annex I. for further information on the GEF-7 results framework on GEWE). Information derived from the tagging system will also be used to support learning and knowledge products with a view to improving guidance on gender responsive programs and projects in the future.

#### **INSTITUTIONAL ARRANGEMENTS (ROLES AND RESPONSIBILITIES)**

22. The Implementation of the Policy on Gender Equality and this strategy is a shared responsibility by the GEF Council, the Secretariat and the Agencies.

23. The role of the GEF Council will include:

- (a) appraising the monitoring reports prepared by the Secretariat; and
- (b) approving any changes proposed by the Secretariat to the Policy, as needed.

24. The role of the Secretariat will include:

- (a) ensuring that gender considerations are incorporated upstream in dialogue and outreach activities;
- (b) ensuring that the project cycle management process adequately reflect the Policy requirements;
- (c) making adequate provisions in terms of capacity development, communication, knowledge generation and learning; and
- (d) providing annual progress reports and updates on results to Council

25. The role of the GEF Agencies will include:

- (a) ensuring that projects and programs submitted to the Secretariat adhere to the Policy and Guidance, and according to the Project Cycle Management process;

- (b) reporting on progress and results on gender as part of the PIRs, MTRs and TE's through the GEF Portal;
  - (c) collecting and sharing knowledge and learning on good practices, methodologies and lessons learned promoting gender in GEF projects and programs.
26. The GGP, identified in the IEO evaluation as "an effective platform for building a wider constituency on gender and the environment", will continue to play a key role advising, guiding and supporting GEF's gender mainstreaming efforts in the GEF-7 replenishment period.

## ANNEX I: GEF- 7 RESULTS FRAMEWORK<sup>6,7</sup> ON GENDER EQUALITY AND WOMEN’S EMPOWERMENT (GEWE)

Outcome area: Gender-responsive GEF program and project design and development		
Indicators	Baselines	Verification
1. Percentage of projects that have conducted a gender analysis or equivalent socio-economic assessment	Baseline: 66%	Project documents at PIF and CEO Endorsement/ Approval
2. Percentage of projects that plan to carry out gender-responsive activities - <i>Number of projects with specific gender action plans</i>	Baseline: Not available	
3. Percentage of projects that include sex-disaggregated and gender-sensitive indicators	Baseline: 78%	Gender tags in the GEF portal
4. Percentage (and number) of anticipated GEF beneficiaries that are female	Baseline: Not available	GEF Core indicator
5. Percentage of projects that are tagged for expected contribution to closing gender gaps and promoting GEWE in one or more of the following categories: - <i>contributing to equal access to and control of natural resources of women and men</i> - <i>improving the participation and decision-making of women in natural resource governance</i> - <i>targeting socio-economic benefits and services for women</i>	Baseline: Not available	Gender tags in the GEF portal
Outcome area: Gender-responsive program and project reporting and results		
Indicators	Baselines	Verification
6. Percentage (and number) of GEF beneficiaries that are female	Baseline: Not available	PIRs/MTRs/TEs
7. Percentage of projects that report on progress on gender-responsive measures, sex-disaggregated and gender-sensitive indicators, and lessons learned	Baseline: 73%	(Qualitative analyses)
8. Percentage of projects that report on results in one or more of the following categories: - <i>contributing to equal access to and control of natural resources of women and men</i> - <i>improving the participation and decision-making of women in natural resource governance</i> - <i>targeting socio-economic benefits and services for women</i>	Baseline: Not available	

<sup>6</sup> Adjustments to this results framework and indicators may be made, as necessary, in consultation with GEF Agencies and the GEF Gender Partnership.

<sup>7</sup> All baseline data builds on reports on GEF-6 Core Gender Indicators. For further information, see GEAP Progress Report (GEF/C.54/Inf.04)

## **ANNEX II: DEFINITIONS**

**CEO Approval** means the approval of a fully developed medium-sized project or enabling activity by the GEF CEO.

**CEO Endorsement** means the endorsement of a fully developed full-sized project by the GEF CEO.

**Enabling Activity** means a project for the preparation of a plan, strategy or report to fulfill commitments under a Convention.

**Empowerment of women and girls** means an expansion of agency throughout women's lives, via participation and decision-making, including support to (i) women's rights, access to and control over resources; (ii) women's access to opportunities and resources; (iii) actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality; and (iv) women's ability to exert influence in society.

**GEF Agency** means an institution eligible to request and receive GEF resources directly from the GEF Trustee on behalf of an eligible recipient for the design and implementation of GEF-financed projects.

**GEF-Financed Activity** means any full-sized project, medium-sized project, enabling activity or regional or national outreach activity financed from any GEF-managed trust fund.

**Gender** refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. In addition to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, gender also refers to the relations between women and those between men. Gender is part of the broader socio-cultural context, including class, race, poverty level, ethnic group, sexual orientation, and age. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.

**Gender analysis** means a critical examination of how differences in gender norms, roles, power structures, activities, needs, opportunities and rights affect men, women, girls and boys in a certain situation or context. It includes collection and analysis of sex-disaggregated data and gender information to understand gender differences and gaps, determine gender differentiated impacts and risks, to identify measures to avoid adverse gender impacts, and to uncover and act on opportunities to address gender gaps and inequalities relevant to the activity.

**Gender equality** means the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.



**Mainstreaming gender** means the process of assessing the implications for women and men of any planned action, including legislation, policies or programs. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that women and men benefit equally and inequality is not perpetuated.

**Gender-responsive approach** means that the particular needs, priorities, power structures, status and relationships between men and women are recognized and adequately addressed in the design, implementation and evaluation of activities. The approach seeks to ensure that women and men are given equal opportunities to participate in and benefit from an intervention, and promotes targeted measures to address inequalities and promote the empowerment of women.

**Gender gap** means any disparity and inequality between women and men's condition due to their position or role in society. It concerns inequalities in terms of their participation, their access to opportunities, rights, power to influence and make decision, incomes and benefits, and control and use of resources.

**Gender-sensitive Indicator** means an indicator that can be used at various levels to monitor and report on socio-economic and gender-sensitive changes over a period of time.

**Program Framework Document** means the document that sets forth the concept of a program that is proposed for GEF financing.

**Project Identification Form** means the applicable document that sets forth the concept of a full-sized project or medium-sized project that is requesting GEF financing.

**Stakeholder** means an individual or group that has an interest in the outcome of a GEF-financed activity or is likely to be affected by it, such as local communities, Indigenous Peoples, civil society organizations, and private sector entities, comprising women, men, girls and boys.

**Stakeholder engagement** means a process involving stakeholder identification and analysis, planning of Stakeholder engagement, disclosure of information, consultation and participation, monitoring, evaluation and learning throughout the project cycle, addressing grievances, and on-going reporting to stakeholders.

### ANNEX III: REFERENCES

[Ergas C1](#), [York R](#). 2012. "Women's status and carbon dioxide emissions: A quantitative cross-national analysis".

FAO (Food and Agriculture Organization). 2011. The State of Food and Agriculture 2010–11. Women in Agriculture: Closing the Gender Gap for Development. Rome.

GEF (Global Environment Facility). 2014. "Gender Equality Action Plan." GEF/C.47/09.Rev.01. Agenda Item 9. GEF Council Meeting held on October 28–30, 2014, in Washington, DC. Washington, DC: Global Environment Facility. Available at [www.thegef.org/sites/default/files/council-meeting-documents/25\\_EN\\_GEF.C.47.09.Rev\\_01\\_Gender\\_Equality\\_Action\\_Plan\\_1.pdf](http://www.thegef.org/sites/default/files/council-meeting-documents/25_EN_GEF.C.47.09.Rev_01_Gender_Equality_Action_Plan_1.pdf).

\_\_\_\_\_. 2015. "Progress Report on the Implementation of the Gender Equality Action Plan (GEAP)." Gef/C.48/Inf.06. 48th GEF Council Meeting held on June 2–4, 2015, in Washington, DC: Washington DC: Global Environment Facility. Available at [www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.48.Inf\\_06\\_Progress\\_Report\\_on\\_the\\_Implementation\\_of\\_the\\_GEAP\\_4.pdf](http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.48.Inf_06_Progress_Report_on_the_Implementation_of_the_GEAP_4.pdf).

\_\_\_\_\_. 2016. "Progress Report on the Gender Equality Action Plan." GEF/C.50/Inf.07. 50th GEF Council Meeting held on June 7–9, 2016, in Washington, DC. Washington, DC: Global Environment Facility. Available at [www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.50.Inf\\_07\\_GEAP\\_Progress\\_Report\\_0.pdf](http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.50.Inf_07_GEAP_Progress_Report_0.pdf).

\_\_\_\_\_. 2017a. "Progress Report on the Gender Equality Action Plan." GEF/C.52/Inf.09. 52nd GEF Council Meeting held on May 23–25, 2017, in Washington, DC. Washington, DC: Global Environment Facility. Available at [www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.52.Inf\\_09\\_Progress\\_Report\\_on\\_the\\_GEAP.pdf](http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.52.Inf_09_Progress_Report_on_the_GEAP.pdf).

\_\_\_\_\_. 2017b. "Policy on Gender Equality." GEF/C.53/04. 53<sup>rd</sup> GEF Council Meeting held on November 28–30, 2017, in Washington, DC. Washington, DC: GEF. Available at [www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.53.04\\_Gender\\_Policy.pdf](http://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.53.04_Gender_Policy.pdf).

\_\_\_\_\_. 2017c. "The GEF Gender Partnership: Building the Foundation for A Gender-Responsive Environmental Agenda." (Online.) News, August 4. Washington, DC: Global Environment Facility. Available at [www.thegef.org/news/gef-gender-partnership-building-foundation-gender-responsive-environmental-agenda](http://www.thegef.org/news/gef-gender-partnership-building-foundation-gender-responsive-environmental-agenda)

\_\_\_\_\_. 2017d. "Policy on Stakeholder Engagement." GEF/C.53/05/Rev.01. 53rd GEF Council Meeting, held on November 28–30, 2017, in Washington, DC. Washington, DC: Global Environment Facility. Available at

[www.thegef.org/sites/default/files/documents/EN\\_GEF.C.53.05.Rev\\_.01\\_Stakeholder Policy\\_3.pdf](http://www.thegef.org/sites/default/files/documents/EN_GEF.C.53.05.Rev_.01_Stakeholder_Policy_3.pdf).

\_\_\_\_\_. Forthcoming June 2018. *GEF Guidelines to Promote Gender Equality and Women's Empowerment*. Washington, DC: Global Environment Facility.

GEF-IEO (Global Environment Facility Independent Evaluation Office). 2018. *Evaluation of Gender*

*Mainstreaming in the GEF*. Evaluation Report No. 118. Washington, DC: Global Environment Facility Independent Evaluation Office. Available at [http://www.gefio.org/sites/default/files/ieo/evaluations/files/gender-study-2017\\_2.pdf](http://www.gefio.org/sites/default/files/ieo/evaluations/files/gender-study-2017_2.pdf).

\_Nugent, Shandra. 2009. "State Environmental Protection Efforts, Women's Status, and World Polity