



**GLOBAL ENVIRONMENT FACILITY**  
INVESTING IN OUR PLANET

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**PROGRESS REPORT  
ON THE  
GEF GENDER IMPLEMENTATION STRATEGY**

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## **1. INTRODUCTION**

1. This Progress Report aims to update the GEF Council on progress implementing the GEF Gender Implementation Strategy, approved by Council at its 54th GEF Council Meeting in June 2018. This report follows the first annual progress report on the Gender Implementation Strategy that was shared with the GEF Council at its 56th GEF Council Meeting in June 2019<sup>1</sup>.

## **2. BACKGROUND**

2. At its 53<sup>rd</sup> GEF Council Meeting in November 2017, the GEF Council adopted a new Policy on Gender Equality<sup>2</sup>. The Policy on Gender Equality (hereafter Policy) introduced a set of new principles and requirements to mainstream gender in the design, implementation, monitoring and evaluation of GEF programs and projects. It marked a distinct shift in GEF's ambition around gender mainstreaming - moving from a gender-aware "do no harm" approach to a gender-responsive "do good" approach. The Policy further requested the Secretariat to track and report annually to the Council on portfolio-level progress and results.

3. The Policy also committed the Secretariat to develop a strategy to support its effective implementation and to guide efforts and actions to promote gender equality and the empowerment of women and girls in support of the GEF-7 programming strategy. At its 54<sup>th</sup> meeting in June 2018, the GEF Council approved GEF's Gender Implementation Strategy<sup>3</sup> and requested the Secretariat to provide annual updates on the progress on the indicators outlined in the GEF-7 Results Framework on Gender Equality and Women's Empowerment (GEWE), as well as activities described in the Strategy.

4. This second progress report on the GEF Gender Implementation Strategy (hereafter Strategy) follows the same structure as the previous annual progress report (referenced above). As such, the first part of the report provides an overview of progress related to the GEF-7 Results Framework on GEWE focused on the GEF-7 portfolio. The second part of the report describes key activities undertaken by the Secretariat related to the four action areas outlined in the Strategy. The report concludes with a short description of key priorities for the next 12 months.

## **3. PROGRESS AND RESULTS**

5. In line with the Policy, the Strategy introduced a framework to improve the Secretariat's ability to capture and report on results on GEWE. As such, the Secretariat launched a gender tagging system to help (i) ensure policy compliance; (ii) prompt considerations on gender early

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<sup>1</sup> GEF/C.56/Inf.03 ([https://www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.56.Inf\\_03\\_Progress%20report%20on%20the%20GEF%20Gender%20Implementation%20Strategy.pdf](https://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.56.Inf_03_Progress%20report%20on%20the%20GEF%20Gender%20Implementation%20Strategy.pdf))

<sup>2</sup> SD/PL/02 ([http://www.thegef.org/sites/default/files/documents/Gender\\_Equality\\_Policy.pdf](http://www.thegef.org/sites/default/files/documents/Gender_Equality_Policy.pdf))

<sup>3</sup> GEF/C.54/06 ([https://www.thegef.org/sites/default/files/.../EN\\_GEF.C.54.06\\_Gender\\_Strategy\\_0.pdf](https://www.thegef.org/sites/default/files/.../EN_GEF.C.54.06_Gender_Strategy_0.pdf))

in the project cycle; and (iii) capture portfolio results across key dimensions of gender equality relating to GEF-7 programming directions, including:

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

6. The Policy came into effect on July 1, 2018 and applies to all new GEF-Financed Activities submitted on or after the date of effectiveness. As such, this report focuses on outcome area I (Gender-responsive GEF program and project design and development) and the analysis covers GEF-7 Project Identification Forms (PIFs) and Program Framework Documents (PFDs) included in GEF Work Programs (Dec 2018 – Dec 2019) and GEF-7 CEO Endorsements/Approvals (July 1, 2018 – March 2020). In addition, it includes information on GEF-6 Projects CEO endorsements/Approvals to provide an overview of the larger GEF project portfolio and to allow comparisons over time (as shown in table 2, page 7).

7. All findings presented below are derived from the gender tags and qualitative analysis of project documents and linked to the indicators outlined in the GEF-7 Results Framework on GEWE (see annex 1).

### **Outcome Area I: Gender-responsive GEF program and project design and development**

#### *Quality at Entry: GEF-7 CEO Endorsements/Approvals*

8. GEF Secretariat analyzed 14 GEF-7 FSP and MSP projects approved from July 1, 2018 to March 2020. The cohort is too small to indicate a trend, but the Secretariat will continue to monitor the GEF-7 portfolio and capture lessons learned to support improvements as needed.

9. This analysis showed that out of the 14 GEF-7 FSP and MSP projects, 87% had conducted a gender analysis and developed gender action plans, many of which were standalone and high-quality analysis and action plans<sup>4</sup>. These gender analyses identified and described gender differences, gender differentiated impacts and risks, and opportunities to address gender gaps relevant to the proposed project activities and the action plans included measures to help promote women's participation and leadership, access to resources, or economic benefits within the scope of the projects. The project submissions, further, illustrate that carrying out gender analyses early in project design is important to connect opportunities to promote gender equality and environmental sustainability and determining the relevance of gender

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<sup>4</sup> The 2 MSP projects that were deemed not to have included a gender analysis were different in the sense that project activities were about facilitating dialogues or that they clearly indicated that a gender analysis would be conducted at inception.

dimensions to the project activity's success and sustainability. See Box 1 for a good practice example in the GEF-7 portfolio.

### **Box 1: Good practice example of gender-responsive measures in the GEF-7 portfolio**

A GEF-7 Land Degradation Neutrality (LDN) project to be implemented in 2020 in Georgia with FAO as GEF Agency, works to integrate LDN principles into national policies, strategies and planning documents and restore degraded land. This project has incorporated a gender-responsive approach early in the design following LDN principles to achieve envisaged targets. To mainstream gender, FAO followed closely the FAO<sup>1</sup> and GEF Gender Equality Policies and guidance, and utilized the UNCCD Manual for Gender-Responsive Land Degradation Neutrality Transformative Projects and Programmes<sup>2</sup>. The project's gender analysis (that incorporated information from the FAO country gender assessment in Georgia<sup>3</sup> and gender-related experiences from similar projects in the region) found that when land is degraded, women are differentially affected given their substantial role in agriculture and food production in Georgia. While women constitute the majority of farmers in regions most severely affected by land degradation, the analysis found, however, that women typically had weaker legal protections and social status, encountered barriers to participation and decision-making related to conservation and management of land and had less access to agricultural extension services and financing. The national data were further supplemented with a deep-dive household survey conducted in the three target regions to inform gender-responsive design.

Considering women's roles as farmers and steward of the land, the project considered gender mainstreaming as central to achieve LDN targets. To realize this theory in practice, the project identified gender focal points and consultants to implement a robust gender action plan. As part of actions identified in the action plan, representatives of grassroots rural women engaged formally and informally in pastures will be included as full members of the national inter-sectoral multi-level LDN working group, and efforts are underway to ensure that women will have equal opportunities to express their voices and views on the current pastureland policy. The project has also secured budget to hire a gender expert in agriculture to support the government to integrate gender aspects in the drafting of the new pastureland management law, planning processes and other interventions proposed by the project. The support provided by the Government of Georgia and the active contribution of the UNCCD national focal point was a fundamental enabling factor for such meaningful gender equality integration in the design.

***GEF ID 10151 (FAO), Georgia Achieving Land Degradation Neutrality Targets of Georgia through Restoration and Sustainable Management of Degraded Pasturelands***

<sup>1</sup> <http://www.fao.org/3/a-i3205e.pdf>

<sup>2</sup> <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2019/manual-for-gender-responsive-land-degradation-neutrality-transformative-projects-en.pdf?la=en&vs=2328>

<sup>3</sup> <http://www.fao.org/3/ca0577en/CA0577EN.pdf>

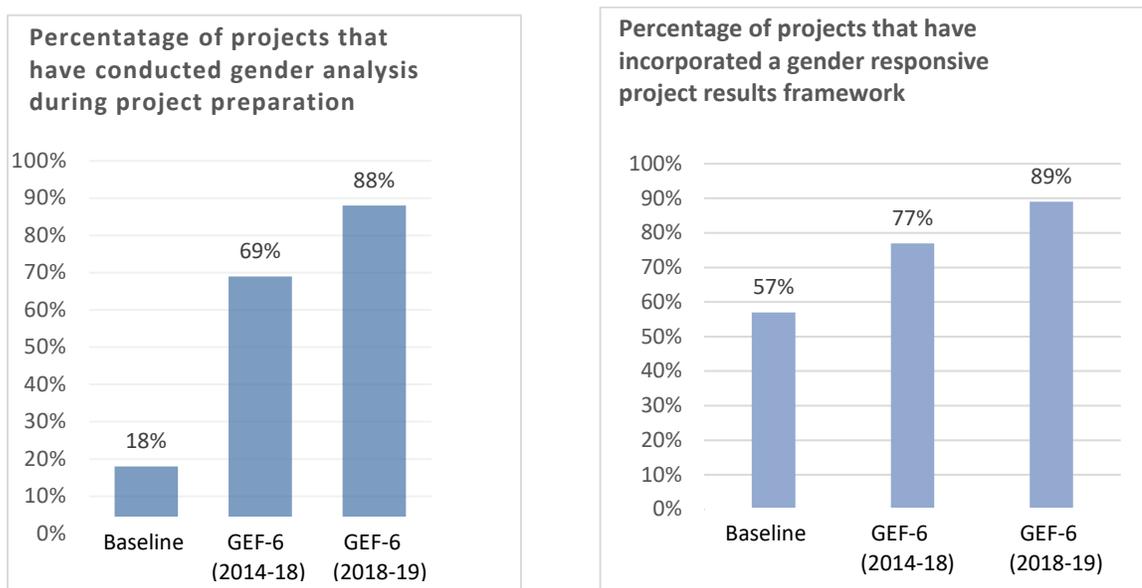
10. The good practice example described above, illustrate that gender analysis help projects put in place targeted measures to address gender. The Secretariat analysis of the GEF-7 CEO Endorsements/approval found that 86 % of the 14 projects reviewed are planning to contribute to gender results in areas such as improving women's access and control over to natural resources, women's participation in natural resource decision-making at different levels, as well as supporting women's economic opportunities. The analysis also suggests a positive trend in terms of projects actively reaching out to women's organizations and gender focal points of relevant national ministries, nongovernment organizations and civil society.

### Quality at Entry: GEF-6 CEO Endorsements/Approvals

11. The Secretariat has continued to review and monitor the GEF-6 portfolio even though the Policy only applies to new GEF-Financed Activities submitted on or after the date of effectiveness, July 1, 2018.

12. In this report we reviewed the GEF-6 cohort of 92 projects (63 full-sized and 29 mid-sized projects)<sup>5</sup> CEO endorsed/approved between April 1<sup>st</sup>, 2019 and March 30<sup>th</sup>, 2020. Comparing the findings presented in the 2019 progress report covering 346 projects<sup>6</sup>, the analysis of these new CEO Endorsements/Approvals shows a continuing upward positive trend in terms of considerations of gender in project design and development. The below graphs (table 1) show the comparison of the analysis presented in 2019 progress report and the findings of the analysis of the GEF-6 projects endorsed/approved since then.

**Table 1. Progress on GEF-6 Quality of Entry**



13. Specifically, the analysis found that:

**(a) Majority of projects have conducted gender analysis during project preparation:**

The analysis found that there had been a marked improvement overall with 88% of projects in total having carried out some type of gender analysis by the time of CEO endorsement/approval. This is an upward trend compared with the GEF-6 cohort reported on in 2019 which was 69% and the baseline of 18%. Projects continue to adequately address gender with 51 out of 91 projects having prepared

<sup>5</sup> Including 16 CBIT MSP projects and 4 LDCF projects

<sup>6</sup> The review of the GEF-6 cohort (240 full-sized and 106 mid-sized projects) CEO endorsed/approved between July 2014 and May 2018

a separate gender analysis. While the scope of the analyses varies most includes assessment of the relevant socio-economic context, within the sector or country and specific gender differences, including women and men's different roles, needs, priorities, capacities and vulnerabilities relevant to the project activity.

- (b) Majority of projects have incorporated a gender responsive project results framework:** The analysis found that 89% of this reviewed cohort included a gender-responsive results framework and had provided sex-disaggregated data and gender sensitive indicators to monitor and report on gender results. The results show a concerted improvement compared to the last progress report (2019) of 77% and to the GEF 5 baseline of 18%.

14. The good practice examples, described below, illustrate two out many GEF-6 projects that are starting to deliver on targeted measures, put in place during project development, to address gender. They are examples of projects that are supporting women's economic opportunities and women's participation in natural resource decision-making at different levels.

### **Box 2. Good Practice Examples of Gender-Responsive measures in the GEF-6 portfolio**

A GEF-6 project in the Philippines, implemented by UNIDO, is building strong multi-stakeholder collaboration to protect human health and the environment in the recycling of electrical and electronics equipment wastes (E-waste) and the management of hazardous substances in 4 pilot cities in Metro Manila. The project is also supporting women's leadership and participation in formal E-waste management and working to generate socio-economic benefits for both women and men.

E-Waste processing in the Philippines, just like in many developing countries, is often conducted without enough concern for the environment or human health. Recycling operations are leading to the exposure of workers and recyclers in particularly the informal sector, mostly women and children, to heavy metals and other hazardous contaminants without any protected gears. This project is placing great emphasis on engaging women that play a large role in the informal sector collecting household E-waste in urban communities across Manila wastes and supporting their participation and leadership in waste management. The project is working to help providing these E-waste dismantlers and collectors with essential knowledge to minimize their exposure to hazardous chemicals. By linking them up with companies in the formal recycling industry, the project is working to improve the occupational environment and socio-economic development for project stakeholders and these women dismantlers and collectors.

Following a thorough mapping of stakeholder engaged in E-waste management, the project identified strong allies from national and local governments, private sectors engaging in waste management, and civil society organizations working with local informal recycling sectors. Applying a gender responsive stakeholder engagement process, the project was able to distinguish key roles that each stakeholder plays and to identify particular risks to women and children. The project went beyond just identifying risks to ensuring that women received information and knowledge about environmentally-sound procedures and technologies for collection, dismantling, segregation and recycling of E-waste. The project tracks its results with sex-disaggregated indicators and, as such, has already been able to show that 65% percent of participants in the project's practical workshops for informal E-waste recyclers were women and in line with its gender action plans, the project continues to find ways for improving these women's participation and leadership in the formal E-waste recycling management process, including more environmentally sound E-waste collection and recycling connected to the new recycling facility established in Manila by this project in March 2020.

***Management of New POPs in the WEEE Recycling Stream and Implementation of PCB Management Programs for Electric Cooperatives (GEF ID: 9078, UNIDO)***

### Box 3. Good Practice Examples of Gender-Responsive measures in the GEF-6 portfolio

The GEF-6 project, implemented by UNDP, supports the priority actions in the *National Snow Leopard and Ecosystem Priorities* for Tajikistan. With this project, local women are increasingly becoming champions of the conservation efforts in the country, as they train to become rangers, guides and conservationists. In Tajikistan, men have traditionally been regarded as primary wage earners, and women tend to be discouraged from entering the labor force, and as such often suffer disproportionately from poverty. As many Tajik men are migrating abroad in search of better lives for their families, however, many women are taking matters into their own hands, pursuing careers and becoming impact makers, including in eco-tourism.

Recognizing the changing roles of women, the project is supporting women's leadership in protecting biodiversity through training women as rangers, eco-tourism guides and conservationists. This initiative is now supporting women to become a leading force in the promoting of tourism in Tajikistan and strengthening their status and voice in the community-based conservancies that the project supports. The project's partner NGOs are training women as guides in two conservancies building their skills such as tour planning; management of remoteness, high altitude and lack of rescue services; waste management; valorizing the local culture; and raising knowledge of nature and human environment, legislation and leadership in three years training. The project has also facilitated the employment of woman as park rangers, smart patrol trainers and community liaison officers including staff of the National Biodiversity and Biosafety Centre. The numerous trainings conducted in the districts for local communities, pasture users, Special Protected Nature Areas (SPNAs) staff and forestry enterprises are reaching women (965 women out of 2,073 participants). These trainings strengthened their knowledge and skills in environmental monitoring, setting photo traps, applying sustainable use of pasture resources, and methods to restore pasture and forest productivity.

In addition, the project is supporting opportunities for women to engage in policy making, including ensuring women to be adequately represented in the Park Management Committees, Pasture User Unions, and Participatory Forest Management Committees. Furthermore, the project activities to build skills, support livelihood opportunities and ensure participation in natural resource governance for women are also helping to improve the condition of 1,125 ha of degraded pastures and 1,500 ha of degraded forests including the SPNAs.

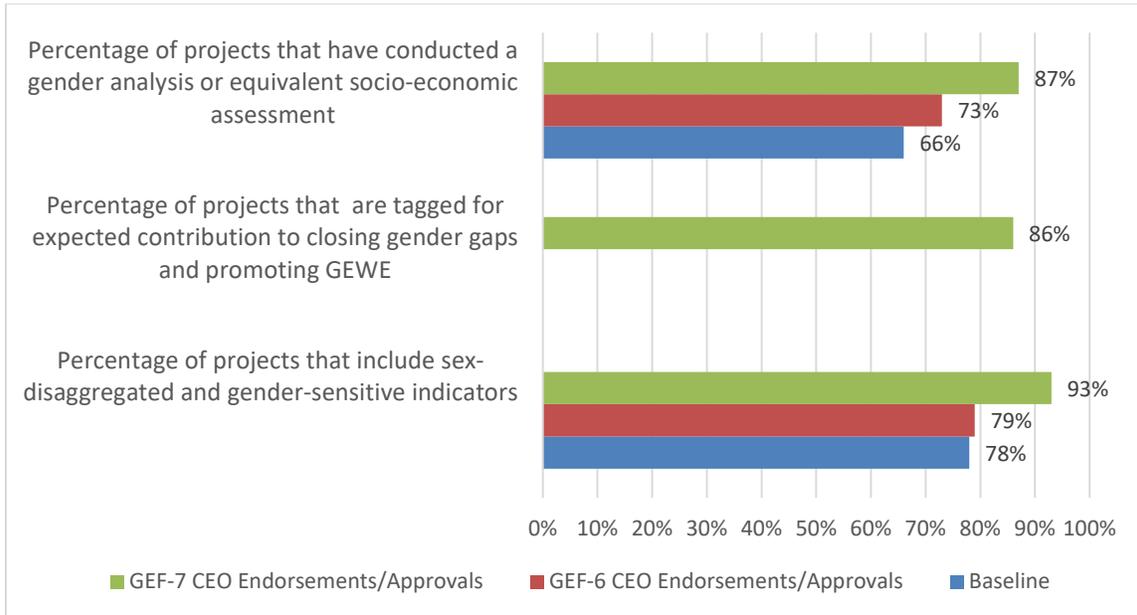
***Conservation and sustainable use of Pamir Alay and Tian Shan ecosystems for Snow Leopard protection and sustainable community livelihoods (GEF ID 6949, UNDP)***

15. In summary, as shown in table 2 below, the analysis of GEF CEO Endorsements/Approvals show a positive trend over time<sup>7</sup>. Continued interactions with Agencies and countries on GEF policy requirements combined with overall greater gender sensitivity and public awareness are leading to improvements in how GEF projects address gender considerations during design and implementation.

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<sup>7</sup> The Analysis of GEF-6 CEO Endorsements/Approvals includes 438 FSP/MSPs and the analysis of GEF-7 CEO GEF-6 CEO Endorsements/Approvals includes 14 FSPs/MSPs

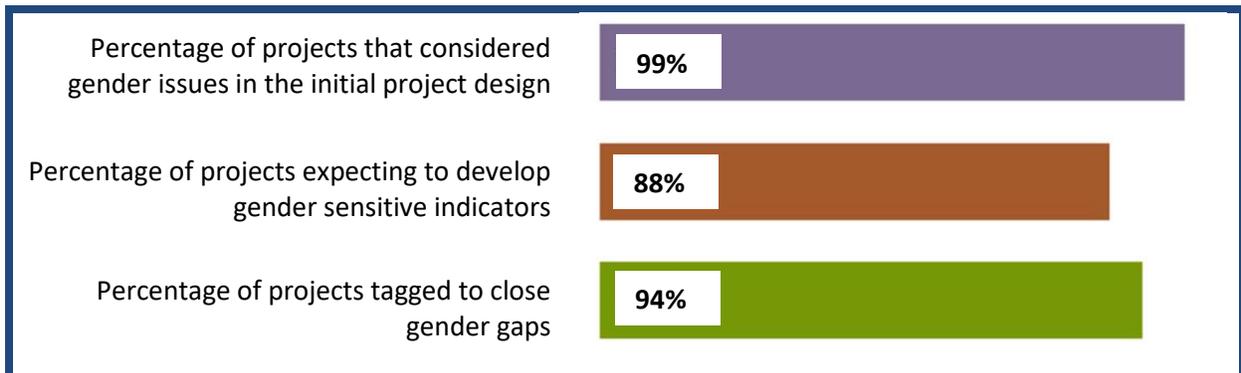
**Table 2. Overview of quality at entry over time of CEO Endorsements/Approvals**



*Quality at Entry: GEF-7 PIFs*

16. The analysis of the 156 GEF-7 PIFs approved by the GEF Council from December 2018 to June 2020 suggests that GEF-7 projects are considering gender and include plans to carry out gender responsive measures as part of their project development, implementation and monitoring activities. Similarly, to findings reported in the 1<sup>st</sup> progress report (see reference above) and the GEF Scorecard<sup>8</sup>, the Secretariat’s analysis continues to corroborate good compliance with the Policy.

**Table 3. Overview: Quality at entry of GEF-7 PIFs**



<sup>8</sup> GEF-7 Corporate Scorecard (December 2019): [https://www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.57.Inf\\_03\\_Scorecard\\_December%202019.pdf](https://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.57.Inf_03_Scorecard_December%202019.pdf)

17. The detailed analysis of these PIFs found the following:

- ▶ **99 percent of projects considered gender in the initial design of the project.** These figures continue to demonstrate good compliance with the Policy. In line with the ambition of the Policy, these early considerations and assessments are informing project planning and helping to determine the scope of and type of gender-responsive activities that will be needed later in the project development and implementation stages. Moreover, most projects outlined explicit plans to carry out gender analyses and developing gender actions plans during the project development stage. They also provide opportunities for projects to identify, at an early stage, any strategic entry points to address gender differences and gaps relevant to the project.
- ▶ **88 percent of projects explicitly stated that they expect to develop sex disaggregated and gender sensitive indicators.** These numbers are encouraging as they point to the fact that projects, at an early stage of design, plan to collect disaggregated data and information on gender which can serve to inform gender-responsive project development, implementation, monitoring and evaluation moving forward. **Moreover, 92 percent of projects estimated the number of direct beneficiaries disaggregated by gender.**
- ▶ **94 percent of projects are tagged to contribute to closing gender gaps and promoting GEWE in one or more of the following categories:**
  - (a) improving the participation and decision-making of women in natural resource governance;
  - (b) targeting socio-economic benefits and services for women; and
  - (c) contributing to equal access to and control of natural resources of women and men.

18. The detailed analysis of the GEF-7 PIF cohort, to date, shows that projects expect to contribute to gender results in different ways. Information derived from the gender tags suggest that:

 **85 percent of projects expect to improve the participation and decision-making of women in natural resources governance.** Gender relations determine women's access to environmental decision-making as participants and leaders. Across the world women tend to have less decision-making power than men when it comes to decisions related to natural resources. Without participation and influence on environmental priority setting, women are less likely to feel ownership for decisions and to contribute to the success of environmental policies and projects. The analysis continues to find that many projects are planning to improve women participation and decision-making, including addressing adverse gender norms, women's time constraints and other socioeconomic and cultural barriers that prevent women the same opportunities as men to decision-making related to the management and use of natural resources at local, national and regional levels.

76%

**76 percent of projects expect to target socio-economic benefits and services for women.**

Women face more obstacles than men accessing income-generated activities, services, credit, technology, information and capacity building activities. Addressing these gender gaps can help generate global environment benefits in areas such as protection of natural resources, afforestation, reducing land degradation, renewable energy, sustainable fisheries and waste management. The analysis found that many projects plan to contribute to socio-economic benefits or services for women include measures to leverage opportunities to target women as specific beneficiaries, including supporting alternative income generating activities and providing targeted training and capacity development and financing.

54%

**54 percent of projects expect to contribute to more equal access to and control of natural resources of women and men.**

Women's rights to own and to have secure access to natural resources such as land, water, forest, and fisheries are linked to environmental sustainability. Women and men that lack ownership or have less secure access are less likely to contribute to improved environmental management practices. Despite the challenges addressing the diversity of land rights and the complex relationships between use, control and ownership of land and other natural resources, the analysis found that many project include explicit plans to boost women's access and control over resources, including to, among other things, engaging women in land use planning activities, raising awareness of women's rights and improving women's access to productive inputs.

*Quality at Entry: GEF-7 PFDs*

19. The analysis of GEF-7 Programs (PFDs), approved by the GEF Council from December 2018 to June 2020 is in line with findings related to PIFs, demonstrating good compliance with the Policy and reflect a shift from a "gender aware" to "gender-responsive" approach in project design. In the with the Policy, all new programs have incorporated:

- (a) Indicative information on gender relevant to the specific program objectives and components;
- (b) Elaboration of planned gender responsive measures; and
- (c) Considerations to develop sex-disaggregated and gender-sensitive indicators, including estimates on direct beneficiaries disaggregated by gender.

20. Information on the four Impact Programs (IPs), included in the June 2019 Work Program<sup>9</sup>, was reported in the 1<sup>st</sup> Progress Report<sup>10</sup>. The Sustainable Cities Impact Program

<sup>9</sup> (1) Food Systems, Land Use and Restoration (FOLUR) Impact Program; (2) Sustainable Forest Management Impact Program on Dryland Sustainable Landscapes; (3) Amazon Sustainable Landscapes Program - Phase I; and (4) Congo Basin Sustainable Landscapes Impact Program (CBSL IP)

<sup>10</sup> GEF/C.56/Inf.03 ([https://www.thegef.org/sites/default/files/council-meeting-documents/EN\\_GEF.C.56.Inf\\_03\\_Progress%20report%20on%20the%20GEF%20Gender%20Implementation%20Strategy.pdf](https://www.thegef.org/sites/default/files/council-meeting-documents/EN_GEF.C.56.Inf_03_Progress%20report%20on%20the%20GEF%20Gender%20Implementation%20Strategy.pdf) )

(10452, **The Global Cities Impact Child Project**), approved at the December 2019 Council meeting, has similarly to the other four IPs, considered relevant gender dimensions and incorporated plans to address gender issues in the design and development of the Program. The Sustainable Cities Impact Program (SCIP) recognizes that urban land use planning and infrastructure design often place limited consideration to gender related issues. This results in development of urban settlements and infrastructure which limits women's contribution to urban economy, exposes them to climate and security risks and provides them unequal benefits of basic urban services. In case of sustainable urban infrastructure also such as public transport, walkways, green spaces and sustainable housing, often gender issues are not considered which reduces their effectiveness and utilization by women. As such, inclusion is a key element of SCIP's gender sensitive integrated planning approach and as part of this inclusion objective, the program will support cities globally to adopt gender responsive approaches in integrated land use planning, infrastructure design and investment decision making to ensure that sustainable development outcomes are equitable for both men and women. The project will collect relevant sex-disaggregated data and evidence to influence policy, planning and decision making in cities. To ensure adoption and wide scale replication of these approaches, the project plans to proactively engage with women leaders and urban practitioners globally through their participation in policy dialogues and global forums to provide them a stronger voice in decision making and advancing the urban sustainability agenda.

21. Overall, the findings above continues to validate good compliance with the principles and requirements set out in the Policy. Although the findings suggest a positive trend in terms of projects incorporating gender consideration early in the design phase, the analysis reveals that differences remain with regards to the quality and scope of these early considerations of gender. As such, there might be room for further up-stream engagement with Agencies and more targeted guidance and sharing of good practices across the GEF partnership. The fact that most GEF-7 projects and programs, however, have incorporated plans to carry out gender analyses and develop gender actions plans and sex-disaggregated and gender sensitive indicators during project development, will help to ensure that gender-responsive approaches will be applied throughout project development and implementation, and that the GEF will be better placed to report gender results moving forward.

#### *Quality at Implementation*

22. A review of 117 projects that provided gender information at Midterm Reviews (MTRs) submitted in FY 2019, including a mixed cohort of MTRs ranging GEF-3 to GEF-6 projects, shows mixed results. While the Secretariat estimates that about 55 percent of these MTRs report on gender, few reports include information beyond limited description of project activities to address gender. Some reports, for example, only include recommendations from the gender consultant e.g. advice to the project to develop sex-disaggregated indicators. In addition, the quality of the information provided varies substantially across the reports and the depth of the analysis of gender results is often weak. The findings of the analysis, further, indicate that projects designed without a clear gender mainstreaming plan continue to have difficulties addressing gender in implementation. While there are some good examples of project

reporting on sex-disaggregated indicators, the findings suggest inherent challenges to addressing gender in the implementation and use and reporting of sex-disaggregated data and indicators.

23. It is important to note that, at midterm, reporting on actual results on gender and sex-disaggregated might be difficult and that it is expected that the application of the new GEF gender tags, deployed in GEF-7, will help improve reporting on gender results moving forward. The Secretariat's analysis, however, indicate that there is room for improvements and potential need for the secretariat to provide further structure and guidance to Agencies in terms of reporting on gender and indicators moving forward. For further information on some of GEF's planned activities to support greater reporting on gender results see para 23 -27 below.

#### **4. IMPLEMENTATION STATUS**

24. The results and analysis of the gender tags presented above (para 8-13) suggest that the Secretariat's activities, guided by the Strategy, are contributing to the effective operationalization of the Policy.

25. The Strategy elaborated on a set of actions in four priority action areas, including:

- 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

26. During the first year of implementation of the Strategy, the Secretariat has focused on the immediate actions needed to build the foundation for the practical operationalization of the Policy. As such, many of the activities carried out by the Secretariat during the past 12 months, described below, relate to operations, procedures and initial capacity building efforts.

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

27. Key efforts to ensure compliance with the new Policy and promote gender-responsive approaches and results in GEF programs and projects, by the Secretariat, include:

- **Following revisions GEF templates, including PIFs; PFDs; and CEO Endorsements/Approvals in early GEF-7**, the Secretariat continues to review projects' compliance on gender. The new templates and review process continues to

support the Secretariat ability to assess whether projects responds to the principles and requirements set out in the Policy as well as prompting early and meaningful considerations of gender in GEF projects and programs by all Agencies. In addition, the Secretariat continues to respond to requests by Agencies to support gender mainstreaming efforts.

- **Proactive dissemination of the GEF Guidance to Advance Gender Equality and Women’s Empowerment in GEF Programs and Projects.**<sup>11</sup> The guidance, developed in close collaboration with the GEF Gender Partnership, is organized around the GEF project cycle and provides details on key steps and practical actions to help Agencies and partners meeting the principles and requirements set out in the Policy. In collaboration with the GEF Gender Partnership, the guidance document continues to be actively promoted, among others, during Agencies Retreats, Secretariat meetings, GEF Introduction Seminars, and Extended Constituency Workshops (ECWs).

## **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**

28. Key actions to contribute to greater awareness, competency and capacity, among GEF staff, Agencies and partners, to effectively operationalize the Policy have included the following:

- **Continued promotion and dissemination of the Open Online Course on Gender and Environment**<sup>12</sup> developed by the GEF, UNDP and the GEF Small Grants Programme (SGP) in collaboration with members of the GEF Gender Partnership, including the Secretariats of the Multilateral Environmental Agreements that the GEF serves. The 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. The course has been actively promoted by the Secretariat, the GEF SGP and the GEF Gender partnership within Agencies, as well as strategic events and workshops, including gender events at different COPs such as CBD COP 14, UNFCCC COP 25 and BRS COP 14. **As of March 31, 2020, 13,015 people had enrolled and close to 11,144 certificates had been issued** (out of the 13,015 enrolled 63 percent were female; 36,7 percent male; and 0,3 Percent identified themselves as other). Building on the success of the course, the Secretariat sponsored translation to Spanish and French that are scheduled to be completed in late May 2020.
- **Targeted capacity building events, as well as tools and checklists** for GEF Agencies and GEF staff and countries have been developed and disseminated. The Secretariat,

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<sup>11</sup> GEF/C.54/Inf.05 (<https://www.thegef.org/publications/gef-guidance-gender-equality>)

<sup>12</sup>See: <https://www.thegef.org/news/open-online-course-gender-and-environment>

for examples, developed and launched an interactive capacity building session for the 2020 ECWs to raise awareness of important considerations and benefits of stakeholder engagement and gender mainstreaming and to share lessons learned and good practices.

- **Regular updates of GEF's website and promotion of GEF's work on gender** via social media, leveraging opportunities to showcase and share training materials, best practice examples, blogs and other materials related to gender responsive program/project design, implementation, and evaluation.<sup>13</sup>

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

29. In line with the Strategy, the GEF Gender Partnership (GGP)<sup>14</sup> continues to serve as the main 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. The Secretariat continues to facilitate regular conference calls with GGP members to, among other things, share lessons learned addressing gender in the design and implementation and good practices as well as organizing joint global and regional event on gender e.g. COP 25 in Madrid. A face to face GGP meeting was planned in the spring/summer of 2020 but was postponed due to Covid-19 travel restrictions.

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

30. GEF is continuing its efforts to implement of the GEF gender tagging system, launched as part of the upgrade of GEF's IT platform, the GEF Portal in July 2018. Ongoing efforts to monitor the portfolio and the information derived from the gender tags continues to support learning and serving to ensure policy compliance and prompt considerations on gender early in the project cycle. In addition, the secretariat is working to improve, through the portal, mechanisms for Agencies to more coherently report on gender results during implementation which should allow a more systematic reporting of gender results across the GEF project portfolio.

## **5. MOVING FORWARD**

31. The Secretariat is continuing its efforts to support the implementation of the Policy. It has scaled up its efforts to assess projects and programs at PIF and CEO Endorsement/Approval stages and as well as monitoring and reporting on portfolio level progress and results. Recognizing that lessons learnt, best practices and detailed information on progress and results

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<sup>13</sup> See: <https://www.thegef.org/topics/gender>

<sup>14</sup> GGP includes the active participation of gender focal points from each GEF Agency, relevant MEA secretariats, and representatives from the GEF Independent Evaluation Office (IEO), GEF Network of Civil Society Organizations, GEF Indigenous Peoples Advisory Group, and other key partners.

cannot be captured through GEF's regular reporting processes, the Secretariat, in collaboration with Agencies and the GEF Gender Partnership, will continue to place attention to important knowledge sharing and learning as well as broader communication on the GEF Partnerships progress and work promoting gender equality and women's empowerment.

## ANNEX 1. GEF-7 RESULTS FRAMEWORK ON GEWE<sup>15,16</sup>

<b>Outcome area I: Gender-responsive GEF program and project design and development</b>		
<b>Indicators</b>	<b>Baselines</b>	<b>Verification</b>
Percentage of projects that have conducted a gender analysis or equivalent socio-economic assessment	66%	PIFs, CEO Endorsement/ Approval, Gender tags
Percentage of projects that plan to carry out gender-responsive activities - Number of projects with specific gender action plans	Not available	
Percentage of projects that include sex-disaggregated and gender-sensitive indicators	78%	
Percentage (and number) of anticipated GEF beneficiaries that are female	Not available	GEF Core indicator 11
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>	Not available	Gender tags
<b>Outcome area II: Gender-responsive program and project reporting and results</b>		
<b>Indicators</b>	<b>Baselines</b>	<b>Verification</b>
Percentage (and number) of GEF beneficiaries that are female	Not available	PIRs/MTRs/ TEs (Qualitative analyses)
Percentage of projects that report on progress on gender-responsive measures, sex-disaggregated and gender-sensitive indicators, and lessons learned	73%	
Percentage of projects that report on results in one or more of the following categories: - contributing to equal access to and control of natural resources of women and men - improving the participation and decision-making of women in natural resource governance - targeting socio-economic benefits and services for women	Not available	

<sup>15</sup> Excerpt from the GEF Gender Implementation Strategy (GEF/C.54/06: [https://www.thegef.org/sites/default/files/.../EN\\_GEF.C.54.06\\_Gender\\_Strategy\\_0.pdf](https://www.thegef.org/sites/default/files/.../EN_GEF.C.54.06_Gender_Strategy_0.pdf))

<sup>16</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)